

INTILION

Supplier Code of Conduct



Preamble

INTILION Aktiengesellschaft (hereinafter "INTILION") is a provider of innovative, highly scalable and integrable energy storage solutions (ESS) with a comprehensive range of services, primarily for use in commercial, industrial and grid applications. The company's lithium-ion-based ESS products have a storage capacity ranging from 70 kWh to 100 MWh. INTILION's portfolio of solutions and services is enabling the way to a decarbonized, flexible and digital energy sector. The company's customers include local, regional and international utilities and energy distributors, as well as system distributors and engineering, procurement and construction (EPC) contractors within Europe. INTILION is headquartered in Paderborn, Germany, and is part of the family-owned HOPPECKE Group, with a heritage of more than 95 years of expertise and engineering excellence in battery.

This supplier code of conduct defines the principles and behavioral requirements of INTILION to its suppliers of goods and services with regard to relevant social and ecological aspects such as human rights, working conditions, environmental protection and business conduct with integrity. The supplier's agreement to this supplier code of conduct and its orientation towards the principles of the United Nation Global Compact serves as a binding basis for the cooperation. INTILION is committed to reporting annually on its progress in the area of sustainability and has been a participant in the UN Global Compact since March 2023. INTILION is also obliged to complying with the "RBA Code of Conduct" (as amended) and expects the same from its suppliers.

INTILION reserves the right to subsequently amend this supplier code of conduct in the event of adjustments to its own compliance program. In this case, INTILION expects its suppliers to accept such reasonable changes

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Compliance

INTILION expects its suppliers to comply with the applicable national laws, rules and regulations of those countries in which they do business. This applies in particular, but not exclusively, to the rules of competition and antitrust law, export control, fraud and money laundering prevention (including terrorism financing) and international sanctions regulations.

In this context, INTILION does not tolerate any form of corruption and bribery, which is why this is also expected of all suppliers. In particular, suppliers are expected not to make cash or non-cash offers of payment or similar gratuities to government officials in violation of the law in order to influence their decision-making. All supplier decisions regarding

collaboration with INTILION shall be based solely on factual criteria. Conflicts of interest in private matters or other economic or other activities – including those of relatives or other related persons or organizations – shall be avoided from the outset.

Respect for human and workers' rights

INTILION is committed to equal opportunity and equal treatment of all employees. Therefore, INTILION does not tolerate any form of discrimination or harassment, including but not limited to an employee's race, color, religion, political affiliation, union membership, national origin and ethnicity, age, gender, material status, physical status or sexual orientation or gender identity and expression. INTILION expects the same from its suppliers.

In particular, INTILION expects all suppliers to respect the dignity, privacy and personal rights of all employees at all times. No supplier shall employ employees against their will. INTILION will not tolerate forced labor or other conduct (including gestures, language, and physical contact) of a sexual, threatening, abusive, or exploitative nature. INTILION expects all suppliers to proactively discourage such conduct upon learning of it to ensure that slavery, forced or compulsory labor, human trafficking, child labor and fraudulent recruitment of labor (collectively, "modern slavery") do not occur at any point in the supply chain under the Modern Slavery Act (as amended from time to time).

INTILION also expects its suppliers to observe the relevant employee rights in each case, in particular to ensure appropriate remuneration for their employees and - where relevant - the relevant national provisions on minimum wage, maximum daily working hours, occupational health and safety. No employee's right to freedom of association shall be curtailed and any preferential treatment or discrimination of members of employee organizations or trade unions shall be refrained from.



Environmental protection

For INTILION, the environment is a valuable asset, which is why environmental protection, including biodiversity, is given high priority. INTILION is certified according to DIN EN ISO 14001. Therefore INTILION expects all suppliers to comply with the applicable norms and internationally recognized standards for environmental protection (in particular REACH and RoHS) as well as the relevant norms regarding the return and disposal of batteries and/or electrical and electronic equipment (e.g. BattG and/or ElektroG, as applicable) and to establish and maintain an appropriate environmental management system within their organizations. This requires that all suppliers ensure safe and environmentally compatible development, production, logistics and disposal of their products.

In response to serious human rights abuses in the mining of certain minerals in the Democratic Republic of Congo (DRC) and surrounding countries, the U.S. Securities and Exchange Commission (SEC) has issued regulations implementing reporting and disclosure requirements related to conflict minerals - tin, tantalum, tungsten, their ores, and gold - under the Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010.

INTILION supports the humanitarian goals of the Dodd-Frank Act. Therefore, it is noted that INTILION products contain lithium-ion batteries. While lithium raises concerns about its environmental impact, it is not a conflict mineral. INTILION also does not manufacture the lithium-ion batteries itself or distribute them through subcontractors. INTILION purcha-

ses the lithium-ion batteries mainly from well-known certified battery manufacturers who also supply the automotive industry. INTILION therefore does not purchase any materials, parts or components that contain conflict minerals.

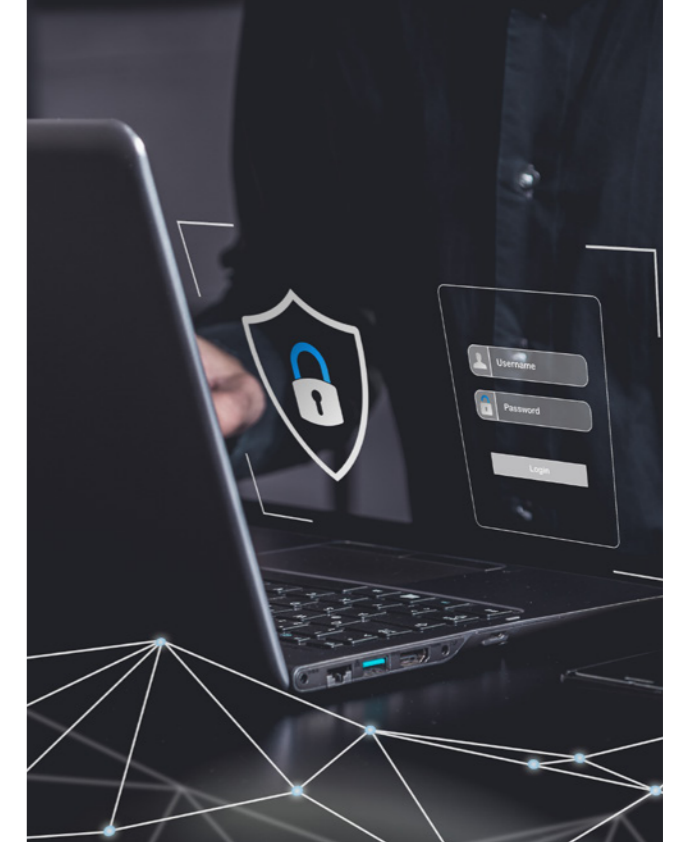
In addition, INTILION expects all suppliers to strive to reduce their own carbon footprint emissions (taking into account the greenhouse gas emissions categorized according to the "Greenhouse Gas Protocol" into Scope 1, 2, and 3 emissions) within their business units or operations and to strive for reductions along their own supply chain, just as INTILION itself strives to do



Information security

INTILION aims to fully meet the security needs of all stakeholders and has implemented processes and guidelines based on the requirements of the ISO 27001 standard. Since June 22nd, 2023 INTILION is certified according to DIN EN ISO/IEC 27001:2017.

INTILION expects from its business partners that they have implemented appropriate processes and procedures to protect the information security needs of their stakeholders.

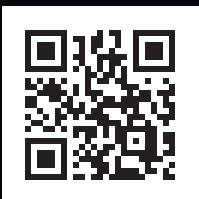


Compliance with the Code of Conduct along the supply chain, subcontracting

Suppliers shall request a written consent from INTILION on any subcontracting work and may only work with a new subcontractor after they have agreed to comply with this Code of Conduct. Unauthorized subcontractors are strictly prohibited

Furthermore, INTILION expects all suppliers to promote compliance with this Code of Conduct and to observe it appropriately also with their own suppliers, which includes in particular the observance of the principles of non-discrimination in the selection of suppliers and in the dealings with suppliers. Accordingly, INTILION expects your suppliers to immediately report and proactively stop any violations that become know.

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