

INTILION

Supplier Code of Conduct



Preamble

INTILION GmbH (hereinafter referred to as „INTILION“) is a provider of innovative, highly scalable and easily integrated energy storage solutions (ESS), complemented by a comprehensive range of services. Headquartered in Paderborn, Germany, **INTILION** is part of the family-owned HOPPECKE Group, which has more than 95 years of experience in battery technology.

This Supplier Code of Conduct sets out **INTILION**'s principles and expectations for suppliers of goods and services regarding key social and environmental issues, including human rights, working conditions, environmental protection and ethical business conduct. These principles are based on the United Nations Global Compact (hereinafter referred to as the „UN Global Compact“). **INTILION** requires its suppliers and business partners to comply with the principles outlined below, which are intended to form an integral part of their business relationships with **INTILION**.

INTILION is committed to reporting annually on its sustainability progress and has been a participant in the UN Global Compact since March 2023. **INTILION** is also committed to complying with the Responsible Business Alliance (RBA) Code of Conduct, as amended from time to time, and expects its suppliers to do the same by observing and implementing these principles throughout their supply chains.

The principles and requirements set out in this Supplier Code of Conduct are not intended to replace applicable laws and regulations in the countries where **INTILION**'s suppliers operate. Instead, they are intended to promote compliance with these laws and regulations.

INTILION reserves the right to amend this Supplier Code of Conduct in response to changes to its compliance program. In such cases, **INTILION** expects its suppliers to accept any reasonable amendments.

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Compliance

INTILION expects its suppliers to comply with all applicable national laws and regulations in the countries in which they operate. This includes, but is not limited to, competition and antitrust laws, export control regulations, the prevention of fraud, money laundering and terrorist financing, as well as international sanctions.

Furthermore, INTILION's business partners and suppliers are expected to comply with all applicable requirements agreed between the parties, insofar as these impose obligations beyond those required by national law.

In this context, INTILION does not tolerate any form of corruption or bribery and expects the same commit-

ment from all its suppliers. In particular, suppliers are expected not to offer unlawful cash payments, non-cash benefits or similar inducements to government officials with the intention of influencing their decisions.

All decisions made by suppliers regarding their business relationship with INTILION should be based solely on objective criteria. Conflicts of interest arising from personal interests or other business or non-business activities, including those involving family members, other closely associated individuals or organizations, should be avoided from the outset.

Respect for Human and Labour Rights

INTILION is committed to equal opportunities and fair treatment for all employees. Accordingly, INTILION does not tolerate any form of discrimination or harassment, including, but not limited to, discrimination based on skin colour, religion, political affiliation, trade union membership, national origin, ethnicity, age, gender, financial status, physical condition, sexual orientation, gender identity or gender expression. INTILION expects its suppliers to uphold these same standards.

In particular, INTILION expects all suppliers to respect the dignity, privacy and personal rights of their employees at all times. No supplier should employ anyone against their will. INTILION does not tolerate forced labour or any other conduct, including gestures, language or physical contact, of a sexual, threatening, abusive or exploitative nature. INTILION expects all suppliers to take proactive measures to prevent and stop such conduct as soon as they become aware of it, ensuring that slavery, forced or compulsory labour, human trafficking, child labour and fraudulent recruitment practices (collectively referred to as „modern slavery“) do not occur at any point in their supply chains, in accordance with the Modern Slavery Act, as amended.

INTILION also expects its suppliers to respect all applicable labour rights, particularly by ensuring fair and appropriate remuneration for their employees and complying, where applicable, with national regulations on minimum wages, maximum daily working hours, and occupational health and safety. No employee should be denied the right to freedom of association, and suppliers must refrain from any preferential or discriminatory treatment based on membership in employee representative organisations or trade unions.



Environmental Protection

INTILION places great value on the environment and therefore attaches high priority to environmental protection, including the preservation of biodiversity. **INTILION** is certified to DIN EN ISO 14001. Accordingly, **INTILION** expects all suppliers to comply with applicable environmental regulations and internationally recognised standards, particularly REACH and RoHS, as well as applicable requirements for the take-back and disposal of batteries and/or electrical and electronic equipment (e.g. the German Batteries Act (BattG) and/or the German Electrical and Electronic Equipment Act (ElektroG), where applicable). Suppliers are also expected to establish and continuously maintain an appropriate environmental management system within their organisations. This requires all suppliers to ensure the safe and environmentally responsible development, manufacture, logistics and disposal of their products.

In response to serious human rights violations associated with the extraction of certain minerals in the Democratic Republic of the Congo (DRC) and neighbouring countries, the U.S. Securities and Exchange Commission (SEC) adopted regulations implementing the reporting and disclosure requirements for 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 objectives of the Dodd-Frank Act. In this context, **INTILION** acknowledges that its products contain lithium-ion batteries. Although lithium raises environmental concerns, it is not classified as a conflict mineral under the Dodd-Frank Act. **INTILION** does not manufacture lithium-ion batteries itself or distribute them through subcontractors. Instead, **INTILION** primarily sources lithium-ion batteries from established, certified battery manufacturers that also supply the automotive industry. **INTILION** therefore does not purchase materials, parts or components containing conflict minerals.

Furthermore, **INTILION** expects all suppliers to strive to reduce their own CO₂ emissions across their business operations,

taking into account Scope 1, Scope 2 and Scope 3 greenhouse gas emissions as categorised under the Greenhouse Gas Protocol. Suppliers are also expected to work towards reducing emissions throughout their own supply chains, reflecting **INTILION**'s own commitment to emissions reductions.



Information Security, Data Protection and Use of AI Systems

INTILION aims to fully address the information security needs of all its stakeholders and has implemented processes and policies aligned with the requirements of ISO 27001. **INTILION** has been certified to DIN EN ISO/IEC 27001:2017 since 22 June 2023.

INTILION expects its suppliers to implement appropriate processes and procedures to safeguard the information security interests of their stakeholders. Furthermore, **INTILION** expects its suppliers to carry out all data processing activities in full compliance with applicable data protection laws and regulations, without exception.

INTILION also recognises the benefits of using artificial intelligence (AI), while acknowledging the associated risks and the need for responsible use. Accordingly, **INTILION** expects its suppliers to ensure that the development and use of AI systems are always transparent and non-discriminatory, and comply with all applicable laws and regulations, in particular Regulation (EU) 2024/1689 of the European Parliament and of the Council of 13 June 2024 laying down harmonised rules on artificial intelligence.

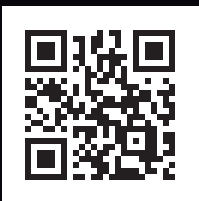


Compliance with the Code of Conduct Throughout the Supply Chain and Use of Subcontractors

Suppliers are not permitted to subcontract any work without **INTILION**'s prior written consent and may only engage subcontractors once they have committed to complying with this Code of Conduct. The use of unauthorised subcontractors is strictly prohibited.

Furthermore, **INTILION** expects all suppliers to promote compliance with this Code of Conduct and to appropriately apply its principles in their relationships with their own suppliers. This applies in particular to the principles of non-discrimination in supplier selection and dealings with suppliers. Accordingly, **INTILION** expects its suppliers to report any violations that come to their attention without delay and to take proactive measures to prevent further violations.

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All information in this brochure is based on the current state of technology. Our products are subject to continuous development; we therefore reserve the right to make changes. All illustrations are for reference only.