BETASEED – Code of Business Ethics for Suppliers

Valid from 10/2026

Scope and General Principles

All legal entities and natural persons who sell or provide goods and/or services to BETASEED are collectively referred to, in this Code, as "Supplier". BETASEED expects that Supplier comply with all applicable laws and regulations, in addition to any standards comprised herein. Where compliance with the provisions in this Code would violate local law or collective bargaining agreements, Supplier is expected to comply with local requirements while striving to uphold the principles underpinning the relevant section of this Code. If the Supplier believes that it may not fulfil a certain expectation of this Code without violating applicable local law, it shall inform BETASEED.

Human Rights in our Supply Chain

BETASEED is committed to working with Supplier who operates in a manner that is consistent with our values and ethical principles, including respect for human rights. We expect that Supplier respects and complies with all internationally recognized human rights norms.

Prohibition of Child Labour, Protection of Young Workers

BETASEED expects that Supplier prohibits any form of child labour and complies with the International Labor Organization (ILO) Convention Nr. 138 and with relevant local laws relating to the minimum age, child labor and protection of young workers. BETASEED expects that Supplier does not employ a child under the age at which compulsory schooling ends according to the law of the place of the employment, provided that the age of employment is not less than 15 years, except where the law of the place of the employment differs in accordance with Art. 2 (4) and Art. 4 to Art. 8 of Convention No. 138 of the ILO.

BETASEED expects that Supplier does not employ young workers under the age of 18 in hazardous or night work, which is likely to jeopardize children’s physical, mental health, safety, or morals. Young workers must be above a country’s legal age for employment and the age established for completing compulsory education. Particularly, BETASEED expects that Supplier complies with ILO Convention No. 182 concerning the prohibition and immediate action for the elimination of the worst forms of child labor.

Prohibition of the employment of person in forced labour and all forms of slavery

BETASEED expects that Supplier rejects any form of forced, bonded or involuntary labor and human trafficking in line with the ILO Conventions Nr. 29 and Nr. 105. Supplier is expected not to require its employees to surrender their passports or pay a deposit as a condition for employment.

Freedom of Association and Workers Representation

Suppliers are encouraged to respect the rights of employees regarding freedom of association in line with the ILO Conventions Nr. 87 and 98. Particularly, Supplier is encouraged to ensure that their employees are free to form and join trade unions or employee representation bodies. Suppliers are encouraged to recognize the right to collective bargaining and the right of trade unions to be allowed to operate freely and in accordance with the law of the place of employment.

Working Time and Renumeration

BETASEED expects that Supplier ensures that working times at their premises comply with relevant legislations in the place of employment or with relevant ILO standards, if no national law exists. Suppliers are encouraged to pay living wage, and statutory benefits according to the practices and applicable laws at the place of employment. However, Supplier shall pay at least minimum wage. Supplier is expected to respect the principle of equal remuneration for men and women workers for work of equal value are expected to be apply (Convention Nr. 100 ILO).

Non-Discrimination and Equal Treatment & Diversity

Supplier is expected to ensure that unequal treatment in employment is prohibited, for

example on the grounds of national and ethnic origin, social origin, health status, disability, sexual orientation, age, gender, political opinion, religion, or belief, unless this is justified by the requirements of the employment (Convention Nr. 111 of the ILO).

Occupational Health and Safety at Work

In line with Convention Nr. 155 of the ILO, BETASEED expects that Supplier ensures occupational safety and health protection at the workplace within the framework of the relevant legislations and obligatory standards at the place of employment. BETASEED encourages that Supplier makes sure that all safety standards are fulfilled when it comes to the provision and maintenance of the workplace, workstation, and work equipment. Particularly, BETASEED encourages that Supplier provides all workers with appropriate personal protective equipment to avoid exposure to chemical, physical or biological substances. Suppliers are encouraged to provide adequate training and instructions to their employees to prevent work-related accidents and to contribute to a healthy and safe working environment.

Ban on hiring or using private or public security forces

BETASEED expects that Supplier observes the ban on hiring or using private or public security forces to protect a business project if, due to a lack of instruction or control on the part of the company, the prohibition of torture and cruel, inhuman, or degrading treatment is disregarded during the deployment of security forces, or if life and limb are injured in any other way.

Protection of the Environment

BETASEED expects that Supplier complies with the applicable local laws and regulations regarding the protection of the environment. Suppliers are encouraged to implement appropriate measures to avoid or refrain from using substances and materials with adverse effects on the environment or health, within the framework of the applicable laws. Particularly, Supplier is expected to comply with the Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and Their Disposal. BETASEED expects that Supplier does not handle, collect, store, or dispose of waste in a manner that is not environmentally sound pursuant to the regulations in force in the applicable jurisdiction under the provisions of the Stockholm Convention on Persistent Organic Pollutants (POPs Convention). BETASEED expects that Supplier does not manufacture mercury-added products, use mercury or mercury compounds in manufacturing processes or treat mercury waste pursuant to the regulations in force in the applicable jurisdiction under the provisions of the UN Minamata Convention on Mercury.

Suppliers are encouraged to use natural resources in a sustainable and resource-saving manner and aim to minimize negative effects on the environment and health. Suppliers shall avoid causing harmful soil, water or air pollution, harmful noise emissions or excessive water consumption that significantly impairs the natural basis for the preservation and production of food, denies a person access to safe drinking water, or impedes or destroys a person's access to sanitary facilities. To this end, Supplier is encouraged to establish and apply appropriate environmental management systems. Furthermore, Supplier is encouraged to commit to the UN Paris Agreement of a CO_2-neutral economy by 2050 and to take appropriate measures to reduce GHG emissions. Based on a written request from BETASEED, Suppliers is expected to provide information to their overall energy consumption so that BETASEED can improve the environmental performance of its products.

Use of Critical Raw Materials

BETASEED expects Supplier to use only raw materials whose extraction, production, transport, trade, processing, and export neither directly nor indirectly contribute to human rights abuses, health & safety issues, environmental pollution, or compliance breaches. In line with the EU Conflict Minerals Regulation. Suppliers are expected to establish special due diligence processes in accordance with the ‘OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas’ insofar Supplier is affected by this.

Product Safety

Supplier observes all applicable product safety provisions and standards, especially standards concerning the safety, labelling, and packaging of products and the use of dangerous

substances and materials. The experiences of Supplier's customers are to be ascertained and considered in order to support safe handling and optimal use of the products.

Ethical Conduct and Business Relationship

Anti-Corruption

Suppliers shall not tolerate corruption. Supplier shall ensure that its employees, subcontractors, and representatives do not grant, offer, or accept bribes, unauthorized donations or any improper payments or advantages to or from employees of BETASEED, customers, business partners, officials or other third parties. This comprises any offer of facilitation payments (e.g., payments to speed up routine administrative procedures to public officials) and any inappropriate benefit such as gifts or invitations that could serve to obtain any improper advantage, manipulate any situation, wrongly influence the recipient, or would create an appearance of impropriety.

Avoiding Conflict of Interest

The entrepreneurial actions of BETASEED are characterized by fairness, transparency, and responsibility. We actively encourage fair competition based on the quality of our products and services. Suppliers shall not tolerate that any business decision might be unduly influenced by any prior or ongoing personal relationship or interest with a BETASEED employee or manager. Suppliers have the responsibility to avoid situations and relationships that involve actual or possible conflicts of interests. The appearance of a conflict may be just as damaging to reputation as an actual conflict. In case that any conflict arises, Supplier shall make transparent any conflict that occurs during a business relationship with BETASEED.

Dealing with Authorities

Suppliers shall comply strictly with the law in their dealings with governments, authorities and public bodies, refrain from any corruption and observe the rules of free and fair competition. Furthermore, Supplier must not try to obstruct possible investigations of authorities. Instead, Supplier is encouraged to assist public authorities in ongoing investigation, wherever necessary and appropriate. However, to safeguard the company's and respective staff member's legitimate interests, consultation with compliance, the legal department or legal representative is recommended.

Consultant and Service Providers

When Supplier selects a service provider of any kind, he is responsible to assure that the service provider has a reputation for integrity and ethical business conduct. Supplier takes special care that payments to consultants and service providers are only made for services rendered, and that payments reflect appropriate proportion to the service rendered.

Fair Market Conduct

Free competition

Suppliers shall comply with applicable competition laws. Suppliers shall not engage in anti-competitive behavior neither with competitors -such as fixing prices or terms and conditions- nor with suppliers or customers, and shall not abuse any dominant market position

Export Control

Suppliers shall comply with all relevant laws and provisions, inter alia with all applicable international sanction and boycott provisions regarding the import and export of goods, services, information, and money transfers. Particularly, Supplier shall respect all relevant international trade control regulations, including licensing, shipping documentation, duty requirements, import/ export documentation, and reporting and record retention requirements of all countries in which it conduct business, and it shall respect applicable embargoes against countries as well as against Specially Designated Nationals. Supplier shall respect sanction programs that prohibit any transaction with certain designated individuals and organizations, such as terrorist organizations or other criminal enterprises.

Money Laundering and Prevention

Supplier shall comply with the anti-money laundering and terrorist financing laws and regulations, with due diligence requirements for the prevention of money laundering and Supplier is responsible to apply these principles in their business actions. Accordingly,

Supplier shall maintain business relationships only with business partners if it is convinced (i) about their integrity and (ii) that the business partners comply with all relevant legal provisions concerning the prevention of money laundering.

Financial Information

Supplier publishes – if relevant – any financial data and reports on its business operations truthfully and in accordance with the applicable legislation and international reporting standards.

Data Protection, Business Secrets and Company Property

Data Protection

Suppliers shall process personal data under the control of BETASEED only in compliance with applicable laws and for legitimate business purposes. Suppliers shall share personal data only with those who are allowed to access, retain it only for as long as necessary, and ensure third parties with access to BETASEED personal data to keep the same standard of protection as Supplier.

Suppliers also protect personal data by technical and organizational measures against unauthorized access, use, disclosure, modification, or destruction in accordance with robust information security policies and ensure careful organization and safety of IT-processes.

Protection of Know-how, Patents, Industrial and Commercial Secrets

Supplier protects BETASEED' know-how and its industrial and commercial secrets. Supplier does not pass on such information to any third party or the public without the prior written consent of BETASEED. Suppliers do not violate any Intellectual Property Rights of BETASEED such as trademarks and patents.

Handling Company Property

Supplier protects BETASEED' tangible and intangible assets and uses them exclusively for the purposes of fulfilling contractual obligations. Supplier ensures that its employees as well as any third party (such as subcontractors or service providers) neither damages intentionally or negligently nor embezzle nor misappropriate nor use such assets in a manner contrary to BETASEED' interests.

Supplier Due Diligence & Audit

BETASEED strongly encourages that Supplier plans, implements, monitors, and checks its human rights due diligence activities and measures regularly. Whereas Supplier is encouraged to carry out risk management activities that is appropriate to its business activity and implement management systems, processes, and guidelines as are necessary to comply with the expectations of this Code.

In particular, BETASEED encourages that our Suppliers observe and encourage the above human rights and environmental requirements in relation to their own suppliers. BETASEED encourages Suppliers to establish their own grievance or complain mechanism where their employees and/or partners can report concerns or illegal activities related human rights and environmental rights violations.

BETASEED might perform audits at the Supplier´s facilities to adherence to this Code. For the purpose of clarifying risks or infringements in connection with this Code, the Supplier shall tolerate that employees of BETASEED or authorized third parties carry out appropriate audits at all potentially affected operating sites of the Supplier and inspect the Supplier's risk-relevant documents.

Cooperation between BETASEED and Supplier

The Supplier shall co-operate with BETASEED in all matters relating to compliance with this Code. The Supplier shall provide the necessary support to enable BETASEED to fulfil its own legal obligations, in particular to develop a concept and a schedule for appropriate and effective measures to end any violations or to mitigate any effects that have already occurred.

Violation of BETASEED Code of Conduct for Suppliers

Suspension and Termination of business relationship

In case of violation of this Code, BETASEED shall be entitled, without being obliged to pay damages or other compensation, to suspend the business relationship until the violation has ended.

Special procedure for human rights and environmental violations

In case of violation of human rights or environmental related provisions of this Code (as stipulated in sections 3,4,5,6,7) the section 14.1 does not apply. In these cases, Supplier shall take the necessary corrective action to end the violation in the foreseeable future. In case the violation cannot be ended in the foreseeable future BETASEED expects Supplier to cooperate in setting up and implementing appropriate and effective measures to end any violations or to mitigate any effects that have already occurred. The Supplier shall document the facts of the case and the measures taken and inform BETASEED about this on request. BETASEED shall have a right of termination for good cause, without BETASEED being obliged to pay damages or other compensation, if the Supplier seriously or continuously violates any human rights and environmental obligation under the Code and the Supplier does not remedy the situation in an appropriate manner despite a complaint and a reasonable deadline set by BETASEED and does not at the same time take suitable measures to ensure that the obligations under this Code are fulfilled in the future.

BETASEED Compliance Reporting

BETASEED has set up a complain procedure to enable people to report any rule violations or misconduct by employees of BETASEED or by our direct suppliers. Anyone who has concrete information or has observed behaviors that violate the principles of this Code, including in particular the human-rights and environmental obligations, are encouraged to use our Compliance communication process and write an email to compliance@betaseed.com

Suppliers shall provide appropriate information within their own company and to its own direct suppliers about the possibility of reporting (potential) violations via the Compliance communication process. Suppliers shall inform their employees about the accessibility and possibility of submitting information via the Compliance communication process mentioned above.

Supplementary clause

In those cases where stricter obligations have been agreed with a Supplier under an individual contract that diverge from the principles in this document, such divergent obligations prevail.