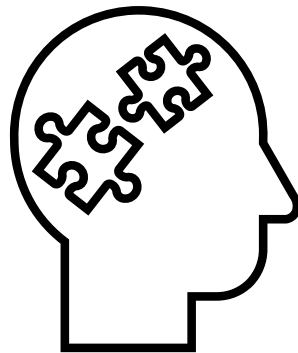


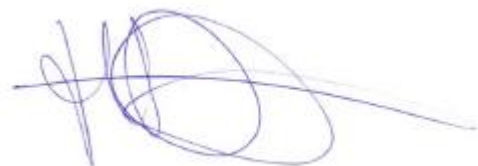
'Code of Conduct'



Handtekening:

On behalf of: Management
Name: H.A. Wilts
Function: CFO
Date: February 01, 2024

Signature:

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Revision date: December 31, 2025

'Code of Conduct'

ADDRESS

The mission and vision of CORDIAL, formulated in 2012, are of utmost importance. They enable us to succeed both now and in the future. Every day, we will strive to find the right balance between People, Environment, and Profit. We continue to think and act in line with our mission and vision on a daily basis. It is our pleasure to present the Code of Conduct.

This Code of Conduct provides a clear overview of the obligations our employees must fulfill. It not only reflects our mission and vision but also incorporates the most important business guidelines. The code supports us in performing our tasks according to CORDIAL's standards and values.

Our employees have a personal responsibility to familiarize themselves with the Code of Conduct and to carry out their duties in accordance with these guidelines. CORDIAL will not hesitate to take disciplinary measures in cases of gross negligence. If employees are unsure about how to act, they should contact their supervisor, who can help clarify questions regarding the interpretation or application of this Code of Conduct. Employees are also expected to report any issues that conflict with company policy or regulations to management. For this purpose, CORDIAL has established a complaints registration system.

Management is committed to providing the best possible protection for employees who report a violation or suspected violation of the Code of Conduct. We trust that our employees will endorse and adhere to the Code of Conduct.

With our Code of Conduct, we demonstrate who we are and how we operate. We count on our employees to fully embrace its content. In doing so, we ensure that we continue to build a company we can all be proud of!

DESIRED BEHAVIOR

As an employee of CORDIAL, you are expected to conduct yourself in accordance with the values, mission, and vision of CORDIAL, and to comply with company policies, laws, and regulations. Our values, mission, and vision show who we are and how we want to be perceived. They are established in policy guidelines and procedures and are meant to be put into practice daily.

This Code of Conduct provides an overview of the key information, including the mission, vision, and guidelines, which are important for all employees. The code reflects who we are and how we work. Whenever we encounter ethical or legal matters, we must resolve them in accordance with our code. This code is a living document and will be updated when necessary. Employees will always be notified when an update is available.

Any issues that constitute a violation of company policy or the law must be reported to management. CORDIAL has established a complaints procedure for this purpose. We are committed to fully protecting employees who report a violation or suspected violation of the code. We also emphasize that management will not hold employees responsible for any business loss resulting from compliance with this code.

CORDIAL ADHESIVES

Please note that if the code, mission, and vision are not followed or are deliberately violated, disciplinary measures will be considered, up to and including termination of employment. We expect all our employees to adhere to the code. If you have any questions about the interpretation or application of the code or other company policies, please contact your supervisor.

Our business, corporate responsibilities and business integrity

- 🔴 Mission and vision
- 🔴 The environment
- 🔴 Contribution to society
- 🔴 Compliance with laws
- 🔴 Communication and information
- 🔴 Free enterprise and fair competition
- 🔴 Fraud, deception or unlawful conduct
- 🔴 Presence in high-risk countries
- 🔴 Child labor
- 🔴 Forced labor
- 🔴 Equal treatment
- 🔴 Healthy work environment
- 🔴 Right to organization

As described in our mission and vision, CORDIAL aspires to be the first choice for customers and employees and to be a respected member of society. CORDIAL's policy is to comply with all laws and regulations applicable to its activities and to create long-term value for customers, employees, and society, with the belief that sustainable profitability is essential for the continuity of the company. We are committed to the success of our customers. In this regard, we are responsible for delivering high-quality products and services in terms of price and quality, meeting high health, safety, and environmental standards.

We aim to create an attractive work environment for our employees. Necessary attention and care will be devoted to training our employees to strive for optimization and efficiency in performing their tasks. In this context, we bear responsibility for the recruitment, appointment, and career advancement of employees solely based on objective and non-discriminatory criteria (no form of harassment or discrimination, such as on the grounds of race, skin color, gender, or religion, will be tolerated) and based on the proven suitability of the candidate for the role. We also promote their individual and professional development and ensure safe and healthy working conditions. We expect our leaders to be flexible in managing the existing differences in each person's abilities, personal ambitions, local culture, and the interests of the organization. Additionally, we consider it our responsibility to prohibit any form of harassment, discrimination, and exploitation through child labor or forced labor. We ensure a safe and healthy work environment to prevent injuries and promote the health of all employees. For this purpose, health and safety programs, rules, and regulations are in place. Every employee is personally responsible for complying with safety and health regulations. CORDIAL will do everything possible to prevent workplace accidents for both its own employees and contracted workers. Furthermore, we strive to provide work that is suitable for each employee's physical and mental health. CORDIAL recognizes the freedom of employees to join any organization of their choice (including unions) and will respect this right.

We conduct our activities in a socially responsible manner. This means that we comply with the laws of the countries in which we operate and support fundamental human rights. In line with our commitment to sustainable development, we give due attention to health, safety, and environmental issues.



CORDIAL supports the principles of free enterprise and fair competition. Bribery and any other form of unethical business practices are prohibited. Employees are expected to avoid situations where their personal or financial interests may conflict with the interests of the company. Anyone who discovers or suspects a case of fraud, deception, or unlawful behavior must immediately inform their supervisor or management. It will then be necessary to determine what actions should be taken regarding fraud (the intentional misappropriation, falsification, omission, or removal of data, money, and/or goods, whereby resources or assets are illegally diverted from or to the company) and/or deception or unlawful conduct (the intentional provision of incorrect and/or unclear information or violation of the employment contract, company guidelines, or other regulations in a way that does not fall under fraud but leads to the incorrect influence or presentation of financial information and/or decision-making).

The company's goal is to meet the needs of customers faster, better, and more clearly than the competition. We guarantee integrity and honesty in all aspects of the company's operations. All business transactions must be carefully and fully recorded in accordance with the company's accounting rules and in compliance with local laws. Audits may be conducted.

CORDIAL has acquired valuable intellectual property, including trademarks and trade secrets (such as confidential technical or business information). It is the responsibility of employees to protect these assets. Employees may only share confidential information with third parties with management's approval and under a confidentiality agreement.

CORDIAL encourages supporting community activities and stimulates employees to take an active role in society. CORDIAL supports activities in the living and working environments of its employees. CORDIAL provides the resources to support such projects, provided that the employees are personally involved. Employees are therefore encouraged to actively participate and submit project proposals to management.

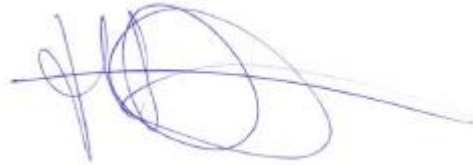
***C*ORDIAL ADHESIVES**

CORDIAL recognizes the importance of good communication. We are committed to timely, open, and factual communication unless confidentiality reasons prevent it. Openness, integrity, and reliability foster an open dialogue between employees and supervisors. Every employee is encouraged to discuss such matters with their supervisor or, if this is difficult, with a confidential advisor or management.

Signature:

On behalf of: Management
Name: H.A. Wilts
Function: CFO
Date: February 01, 2024

Signature:

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Revision date: December 31, 2025