



Corporate Integrity Code

SOLVAY
PERÓXIDOS

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1 MESSAGE FROM THE EXECUTIVE

Peróxidos Corporate Integrity Code

Peróxidos do Brasil Ltda. (Peróxidos), a leader in the hydrogen peroxide market and an industry reference for manufacturing excellence, is a joint venture between Brazilian company Produtos Químicos Maka and the Solvay Group (Solvay Group or the Group), an international chemical group founded in Belgium and a world leader in sustainable chemicals.

Peróxidos has been at the forefront of technology and investments in its area of operations and meeting the needs of the market and its customers at the highest possible levels of quality. This has allowed the company to consistently grow and develop to ensure the profitability of its business linked to the values of innovation, excellence and sustainability.

It is therefore essential that we all commit to maintaining the highest standards for Compliance and Business Ethics.



This edition of Peróxidos Corporate Integrity Code continues to be aligned with Solvay's guidelines, which reflects our sense of identity. Using the benefits that the Solvay Group's structure provides, this Code is based on its business models and seeks to maintain a strong link with its corporate industrial culture.

With a compact but very efficient structure, Peróxidos maintains its own independent operations. The company is held to the highest standard under best corporate management practices and acts with autonomy, agility and a sense of dynamism. Peróxidos' Corporate Integrity Code is based on a solid tradition and values that have been established throughout its history. The Code has been aligned and prepared with both of the joint venture's partners: Produtos Químicos Makay and the Solvay Group.

Peróxidos is deeply concerned with the role it plays in society and interacting with society as a whole. These efforts are manifested in the company's presence and initiatives in surrounding communities, in supporting and encouraging culture, in helping diverse social entities, but mainly in placing value and preserving the well-being of its employees, evidence of which can be seen in the company's sense of unity and commitment.

This Code establishes principles to follow when faced with difficult choices. While we are all expected to comply with the regulations and laws in force, we must also comply with this Code, which forms the foundation of Peróxidos Ethics and Compliance program.

If you have any questions or concerns about these standards or would like to better understand how they should be applied in your work routine, take the time to seek guidance using any of the resources presented in this document.

We are all individually responsible for the protecting Peróxidos' business activities and reputation. By following this Code during the course of our day-to-day routines, we will collectively contribute to the future of our company.

**Kind regards,
Executive**

2 INTRODUCTION

Expectations

Peróxidos Corporate Integrity Code is the foundation that governs our operations. This Code applies to all Peróxidos employees, regardless of where they work or do business and to all third parties acting on our behalf.

The Corporate Integrity Code does not cover every type of situations that may arise, so we must use our judgment and common sense to make sure we are acting in the spirit of the Code on an ongoing basis.

We are all responsible for reading, understanding and complying with our Corporate Integrity Code, Policies and related procedures. In order to comply with Peróxidos' Corporate Integrity Code, we must promptly respond to any invitations to participate in training made available by Peróxidos' Legal and Solvay Ethics and Compliance departments, as well as seek advice whenever things are unclear and immediately report any issue that may be a violation of this Code and related Peróxidos Policies and Procedures.

**We must cooperate fully with all investigations and audits.
Information provided must be true, clear and complete.**



Our role

At Peróxidos, safety and integrity are the driving force behind our actions. This fundamental commitment is a responsibility we all share.

We are responsible for emphasizing the importance of ethical behavior in a manner that is aligned with this Corporate Integrity Code and ensuring that our teams receive the necessary training in ethics and all related Policies and procedures.

We are expected to create an environment within our teams, in which each member feels comfortable reporting situations involving potential

violations of the Corporate Integrity Code and related Policies and procedures in good faith.

If concrete violations are identified, each team member must also understand that they have a duty to speak up. We must take immediate action to address violations and report such situations to our superiors and the Legal, Human Resources or Solvay Ethics and Compliance departments.

Neither leaders nor any member of our team may ever punish, or take any form of retaliatory action against anyone who exercises their right to speak up in good faith.



As a leader at Peróxidos, you are expected to act a role model for our company culture. Your words and actions must exemplify our core values and create an environment in which an ethical organizational culture can thrive.

Speaking Up (SPEAK UP!)

The Ethics and Compliance Hotline, also known as the Ethics Helpline, is the first line of defense and a communication channel that allows employees to speak up. It is important to remember, however that part of a manager/supervisor's job is to hear their employees out, understand their questions and concerns, and provide an appropriate response.



Employees may also contact the following individuals and departments with questions and concerns regarding this Code:

» any other manager or supervisor, including Peróxidos' corporate officers;

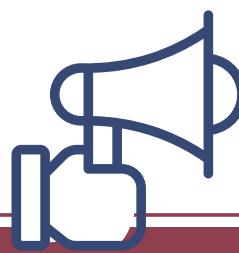
» a member of the Human Resources department;

» a member of the Legal Department;

» Solvay's Regional Ethics and Compliance Officer;

» a member of the Internal Auditing Department;
or

» employee representatives (CIPA - Internal Accident Prevention Commission).



In cases of serious violations, employees may speak directly with the Global Head of Solvay's Ethics and Compliance department Alternatively, employees may use the Ethics Helpline maintained by a private external company in compliance with local legislation.

Regardless of how concerns are reported, whether anonymously, where legally permitted, or while identifying the whistleblower, in person or through the Ethics Helpline, employee confidentiality will always be guaranteed to the furthest possible extent. Reports may be disclosed in a restricted manner to facilitate the investigation process or in cases where it is legally required.

Reported cases will be independently investigated in order to reflect Peróxidos' values. Investigations will respect the rights of all parties involved, as well as applicable legislation.

Ethics and Compliance Hotline

Peróxidos employees and third parties who wish to report a concern using the Ethics and Compliance Hotline may scan the QR code below or access the Ethics and Compliance Hotline page available on the Peróxidos' website and call the toll-free phone number associated with the country of location. Reports may also be registered online.



0800 729 2315



Service available on the Peróxidos' website "Ethics Helpline" icon.



What kind of issues may be reported?

You may report any actual or potential violation of the law, existing policies or our Corporate Integrity Code, as well as any information on such violations and attempts to conceal them:

- » Accounting, Auditing, Finance and Banking
- » Antitrust / Competition
- » Bribery/Corruption
- » Computer, Email, Internet and Social Media
- » Confidentiality and Misappropriation
- » Conflicts of Interest
- » Data privacy
- » Discrimination
- » Diversity, Equity and Inclusion
- » Misapplication of Funds, Theft, Robbery
- » Environment, Health and Safety
- » Fraud
- » Harassment, including retaliation
- » HR-Related Issues
- » Human Rights Violations
- » Insider trading/securities violations
- » International Trade/Trade Compliance
- » Misconduct or inappropriate behavior (whether deliberate or not)
- » Substance abuse
- » Violence or Threats
- » Other

Zero tolerance for retaliation

Adherence to Peróxidos' values by employees implies full compliance with this Corporate Integrity Code. Peróxidos encourages all employees to speak up and stand up for what is right. Under no circumstances will anyone who files a report be subject to retaliation. Action will not be taken against an employee who reports a concern in good faith, even if they are unsure of the occurrence.



False or abusive accusations will not be tolerated and may result in disciplinary action.

DO

- » Express yourself in good faith.
- » Maintain confidentiality regarding complaints and collaborate with investigations.
- » Provide as much detail as possible (dates, names of witnesses, etc.).

DON'T

- » Use whistleblowing channels to harm others.
- » Retaliate against those who report concerns.
- » Intentionally provide incorrect information or false data.

Independent Compliance Function

The Solvay Group has established an independent department to manage and supervise the application of Peróxidos' Corporate Integrity Code and the associated Ethics and Compliance program. The Ethics and Compliance Department is made up of regional managers working under the guidance of the Global Compliance Officer. This department is tasked with investigating all reports submitted, whether independently or jointly with other departments.

All cases of non-compliance related to the Peróxidos Corporate Integrity Code and related policies and procedures, including issues verbal reports from employees, are reported to the Global Compliance Officer annually through the channels indicated in this Code.

3

ETHICS AND INTEGRITY

in the workplace environment

Workplace health and safety

High safety standards and ongoing improvements are an integral part of Peróxidos' commitment and work ethic. The company offers safe and healthy working conditions at all locations, both for its employees and contractors, and recognizes the need for a healthy work-life balance. Employees are expected to contribute to workplace safety by remaining alert and developing an awareness of rules, policies and procedures. They must report any and all unsafe conditions.

DO

- » Respect the Rules that Save Lives.
- » If you identify a violation of safety standards or a dangerous situation, take action.

DON'T

- » Tolerate unsafe situations.
- » Take shortcuts when it comes to safety.
- » Ignore potentially risky or dangerous situations.

Inclusion, diversity and freedom from discrimination

An inclusive workplace promotes a sense of openness and respect for differences. Peróxidos values and respects its employees for their visible and invisible diversity, thoughts and beliefs, experiences and origins, and their unique ability to contribute to the company's growth sustainably and with excellence. We are committed to fostering a workplace environment where equal opportunity, diversity and inclusion are promoted at all levels.

Employees must respect one another and collectively and collaboratively seek to meet Peróxidos' objectives, regardless of ethnicity, religion, nationality, opinions, gender identity or sexual orientation, disability, age, political orientation, family status or on any other basis. Discrimination, which involves unfair treatment of employees based on prejudice, will not be tolerated.

DO

- » Procure aconselhamento do RH ou denuncie se sofrer discriminação.
- » Ouça e inclua as opiniões dos seus colegas.
 - » Esteja atento a seus possíveis preconceitos e reconheça como eles podem afetar seu trabalho ou seus relacionamentos profissionais.

DON'T

- » Não se negue a conhecer pessoas diferentes de você e a ouvir opiniões com as quais você não concorda.
- » Não exclua pessoas dos grupos que você frequenta.



A harassment-free workplace

We strive to maintain a workplace that is safe, engaging, and free from harassment. Harassment is behavior that seeks to or has the effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating, oppressive, or offensive workplace environment. Harassment may be personal or sexual in nature.

Bullying can be defined as any repeated abusive behavior, expressed verbal or through actions, gestures, texts or images, capable of violating a person's personal space, dignity or physical or psychological integrity. Such behavior puts their employment at risk or creates a degrading workplace environment.

Sexual harassment can be defined as an unwanted sexual contact, solicitation of sexual favors, or conduct of a sexual nature that offends a person or causes them to feel humiliated, and/or intimidated.

DO

- » Report any form of harassment (physical, verbal, non-verbal, sexual).
- » Encourage a psychologically safe workplace.

DON'T

- » Shout at or speak to your coworkers in a disrespectful manner.
- » Maintain unwanted physical contact with a coworker.
- » Send personal content to your coworkers without their consent.

Any form of workplace or sexual harassment, whether physical, verbal, or non-verbal in nature, is strictly prohibited.

Harassment may
take other:



Verbal harassment

Verbal harassment may include shouting, jokes, insults, threats or intimidating, derogatory, inappropriate, aggressive or offensive comments.



Physical harassment

Physical harassment may include aggression, such as hitting, kicking, pushing, standing too close, preventing or blocking movement, threatening behavior or unwanted sexual contact or advances: touching, fondling, hugging, kissing, or sexual assault.



Nonverbal harassment

Nonverbal harassment may involve offensive, intimidating or inappropriate gestures (including facial gestures) and indecent assault. It also includes the inappropriate display of suggestive materials and objects, screensavers or drawings, as well as provocative emails, notes or text messages or threatening images.



Conflicts of interest

Principles

Employees must make fair, objective and impartial decisions during all business negotiations while prioritizing the interests of Peróxidos over any personal interests in matters related to the company or the Group's activities. A conflict of interest arises whenever our personal interests influence our duty to act in Peróxidos' best interests. We must avoid any situation that creates an effective or potential conflict of interest. Additionally, Peróxidos' employees are required to immediately report any effective or potential conflict of interest to their superiors or the Legal or Human Resources Department. We must withdraw from any decision-making process that creates or could be construed as a conflict of interest.

Occupation of external positions

Although Peróxidos respects our personal lives and private activities, we must never take part in activities that compete with Peróxidos' business activities, even after working hours. We must also be mindful if we are approached to assume the function of officer, administrator or supervisor at another company or organization, which requires prior approval from our immediate superior. Prior approval is not required for positions at non-profit, charitable, or sports organizations.



External intimate or family relations

Conducting business on behalf of Peróxidos with family members — whether current or potential customers, competitors or suppliers — may constitute a conflict of interest. Such situation must therefore be immediately reported. In a similar manner, we must ensure that the circle of friendships we maintain outside Peróxidos does not affect our ability to act in the company's interest.

Intimate or family internal relationships

Intimate or family relationships between coworkers can also create effective or potential conflicts of interest. To avoid such situations, we must avoid subordinate relationships with family members or any other individual with whom we are intimately involved. However, if such a situation does arise, Human Resources must be informed, which will in turn take the necessary measures to rule out any actual or potential conflicts of interest.

DO

- » Consistently act in Peróxidos' best interests.
- » Withdraw from any decision-making process on matters that may be influenced by personal interests.
- » Promptly report any potential or proven conflicts of interest.

DON'T

- » Engage in activities at competing companies, even outside of working hours.
- » Do business with Peróxidos customers, competitors or suppliers without disclosing an intimate or family relationship.
- » Engage in transactions in which personal gain may conflict with Peróxidos' interests.



Use of Peróxidos' assets

Peróxidos' success depends on the preservation and integrity of our assets. Assets can be defined as all tangible and intangible items owned by Peróxidos and includes physical assets (such as facilities, equipment, supplies, inventory and information technology), intangible assets (such as confidential information and intellectual property) and resources (such as work performed by employees).



Peróxidos' assets may only be used for legitimate business purposes and in the company's interests. The occasional use of certain Peróxidos assets for personal reasons is permitted in accordance with internal procedures, if it is not excessive or inappropriate and does not restrict, without justification, the use of such assets in Peróxidos' business activities.



Information technology

Peróxidos provides adequate Information Technology ("IT") equipment, including computer equipment and mobile devices, so that we are able to work efficiently and safely. We may occasionally use Peróxidos IT assets for personal purposes, provided that such use is legal, appropriate for the workplace, and does not generate personal gains or interfere with our professional activities and responsibilities.

Peróxidos prohibits the use of its resources to disseminate, view or consent to sexually explicit, pornographic, offensive or illegal materials or activities (including terrorism), even if such materials were not solicited and were sent to the employee by a third party.

Peróxidos may, in certain circumstances, and in compliance with applicable privacy laws, monitor and report the use of IT assets to regulatory agencies or according to legal requirements.



Confidential Information and Respect for the Company's Image

We must safeguard Peróxidos Confidential Information, whether such data involves sensitive business information or intellectual property. Confidential information is any non-public information that, if disclosed, may be useful to our competitors or damaging to Peróxidos, our employees, customers or business partners. Examples of confidential information include, but are not limited to, marketing and sales data, business and strategic plans, and financial information, as well as know-how or scientific or technical information.

We must take precautions to protect and prevent Peróxidos' confidential information from being disclosed to competitors and unauthorized third parties.

We must also protect confidential information belonging to third parties (for example, customers and suppliers) in our possession as part of Peróxidos' internal processes.

We must not disclose confidential information unless such disclosure is authorized or legally required. In cases where employees' contracts with Peróxidos are terminated, they will remain bound by confidentiality obligations.

Preserving the image of the company and its employees, as well as the confidentiality of strategic, commercial and operational information is fundamental to the integrity of our business activities. Employees are not authorized to disclose, share or use images, documents, information or data belonging to the company or third parties without express authorization..

DO



- » Secure your login credentials, use strong passwords, log out when away from your workstation, and report any suspicious activities.
- » Limit access to our premises to authorized persons and dispose of confidential information securely.
- » Store work-related files and data only on company-provided platforms.

DON'T



- » Install unauthorized software, share login credentials, or connect to unsecured networks.
- » Forward company emails or sensitive information to personal email accounts or unauthorized individuals.
- » Leave printed documents on your desk or in the printer.

Data privacy

Peróxidos respects the privacy of its customers, suppliers, employees and all other individuals with whom it maintains commercial relationships. Peróxidos respects applicable national laws regarding the privacy of personal information, including the laws and regulations of the jurisdictions under which it carries out its business activities.



DO

- » Contact Peróxidos' DPO (Data Protection Officer) to ensure your project is the compliant, if it involves personal data.
- » Strictly manage access to documents containing personal data on your hard drive and shared drive.
- » Contact Peróxidos' DPO (Data Protection Officer) if you are able to access to personal information to which you should not have access.

DON'T

- » Accept requests for access to a document containing personal information before assessing whether such access is relevant and necessary.
- » Enter personal information into AI solutions that have not been validated by Peróxidos.



Communication with the public/use of social networks

Peróxidos respects employees' private lives and relationship. However, public references to Peróxidos, Group or its employees, whether made in person or through any social media, must comply with the terms of this Corporate Integrity Code and internal procedures.

DO



» Check the Group's policies before sending a message and comply with communication requirements.

DON'T



» Speak publicly or publish any information on behalf of Peróxidos, unless you are authorized to do so.

Open dialog with employees

Peróxidos is committed to maintaining constructive and trusting relationships with employees and representatives. This exchange is particularly important as employees are key partners in guaranteeing that Peróxidos has a responsible and sustainable performance.

The company encourages all form of dialog between its employees, their representatives and leadership in order to help them identify actual or potential situations that could involve a violation of this Code and find solutions to avoid such situations.



4 BUSINESS ethics and integrity

Anti-bribery and anti-corruption policies

Peróxidos consistently encourages ethical, fair and honest business conduct. At Peróxidos, we compete on the marketplace through the quality and value of our products and services. We do not use corruption to leverage an unfair competitive advantage.

Peróxidos prohibits any form of corruption or bribery.

Bribery consists of providing, offering, soliciting or receiving any item of value (or any other advantage) to improperly influence decisions or the conduct of a person in a position of authority. We do not provide or receive bribes to obtain or retain business.

Facilitation payments consisting of small payments made to lower-level government representatives as incentives in the exercise of their functions are also prohibited.

Peróxidos employees do not in any way use a third party, such as an agent or consultant, to provide bribes or make facilitation payments.

DO

- » Remain aware of potential corruption risks and seek assistance in uncertain situations.
- » Ensure that all business practices are aligned with Peróxidos' commitment to ethics, fairness and honesty

DON'T

- » Engage in activities that could be interpreted as an attempt to improperly influence another person's decisions.
- » Make facilitation payments as an incentive to complete a certain activity or task.

Gifts and entertainment

As a general principle, gifts and entertainments may be offered or accepted for the purpose of promoting Peróxidos' image, better presenting Peróxidos' products or to establish cordial business relations.

We must not influence or appear to influence independent judgments when encouraging our employees to establish business relationships with our partners. The exchange of gifts and entertainment with business partners or government representatives must always comply with our Gifts, Entertainment and Anti-Bribery Policy, as well as applicable local legislation.

Peróxidos employees must not request gifts and entertainment from business partners, nor should business partners feel obligated to provide gifts or entertainment to Peróxidos employees. Cash gift or any cash equivalent such as purchase vouchers and gift cards must not be provided or accepted. Notice of any exceptions to these requirements must be provided in advance and approved by the Peróxidos' Legal and Solvay's Ethics and Compliance Departments, respectively.

Whenever gifts and entertainment exceed the justified limits in value set forth in our gifts, entertainment and anti-bribery policy, employees must obtain prior approval from General Management before making any exchanges according to the company's internal procedure.

Peróxidos employees must be extremely cautious when offering to or receiving gifts and entertainment from government representatives, as the mere appearance of unethical behavior can seriously damage Peróxidos' reputation. Peróxidos employees must not offer government representatives gifts or entertainment unless they are promotional in nature and have a merely symbol value, as provided for in this Policy. Such items must include Peróxidos' logo and have been approved by the company. Peróxidos employees may only offer entertainment to a public servant if they have received prior approval from the Legal Department and General Management according to the company's internal procedure, or if such entertainment is part of a business event and does not have an appearance of impropriety.



Concealing gifts or entertainment as a charitable donation constitutes a violation of this Code and the applicable Peróxidos policy and is therefore prohibited.

DO

- » Offer or accept a gift or entertainment exclusively in a legitimate business context and in compliance with the Gifts, Entertainment, Charitable Donations and Sponsorships Policy.
- » Obtain prior approval through internal channels before offering or accepting gifts and entertainment that exceed the limit in value defined in the Gifts, Entertainment, Charitable Donations and Sponsorships Policy.

DON'T

- » Use gifts or entertainment to influence a business partner's decision.
- » Offer gifts and entertainment to government employees, except in specific situations in which prior approval is obtained through the internal channels provided for in our Policies.
- » Solicit or pressure business partners into offering gifts or entertainment.

Interactions with government officials

Peróxidos maintains interactions with government employees with a high-level integrity and transparency, in compliance with anti-corruption and anti-bribery laws, as well in accordance with this Code and our internal policies.

Inspections and Investigations

We do not interfere with, hinder or obstruct the work of employees and government entities during investigations or inspections.

Assessment of potential conflicts of interest

When hiring current and former government employees, PEPs (politically exposed persons) or members of their families, whether in the capacity of employees or service providers, we evaluate

possible conflicts of interest before the government. We do not hire individuals linked to a government employee or entity as an employee or service provider who holds decision-making power in matters relevant to Peróxidos in order to obtain advantages or receive access to inside information. Before we make a hiring decision, we implement measures aimed at mitigating identified risks.

Public tenders and government contracts

When participating in public bidding processes or entering into contracts with government entities, Peróxidos employees and third parties acting on its behalf must refrain from any actions that may offer Peróxidos an inappropriate advantage, including corruption, bribery, fraud or trade restraint practices. We guarantee compliance with legal principles and the laws that govern them during public bidding processes and the execution of government contracts.

DO

- » Ensure that all interactions with government employees and politically exposed persons are ethical, transparent, fair and honest.
- » Take appropriate care and, if necessary, seek advice when interacting with government officials.
- » Keep records of the public bidding process and its key developments.

DON'T

- » Engage in activities that could be interpreted as an attempt to defraud a public auction.
- » Hire a family member of a government employee or politically exposed persons as an employee to gain an advantage or access inside information.
- » Hire or continuously receive services from an individual connected to a government entity that holds decision-making power on issues relevant to Peróxidos without assessing and mitigating potential risks.

Fair competition

Peróxidos values open and fair competition. The company strives to succeed in an ethical manner and with the highest level of integrity. Peróxidos does not form any type of business arrangement that could distort, eliminate, circumvent competition or provide inappropriate competitive advantages. Peróxidos strives to reach business success in a fair and honorable manner.

DO

- » Protect confidential information.
- » Base business decisions on the company's legitimate and independent interests.
- » Seek legal advice from the Legal Department when faced a potential or proven conflict of interest or report trade restraint behavior through the Ethics and Compliance Hotline.
- » Obtain approval before meeting with competitors.

DON'T

- » Attempt to fix prices, participate in bid rigging, limit production, or share customers or markets with competitors.
- » Exchange sensitive information with competitors.
- » Engage in anticompetitive practices in the labor market: no-poach agreements between competing companies, restrictions on competition, wage setting, or sharing confidential employment-related information with competitors.
- » Abuse market power.

Financial records and accounting

Peróxidos provides shareholders with accurate information on all initiatives, events or decisions that could have a significant effect on their investment decisions. Peróxidos' accounting books and records reflect financial information that is considered effective and consistent with local and international financial reporting standards.

Employees must ensure that accounting records are accurate and store them in an appropriate manner in accordance with current regulations and legislation.

DO

- » Guarantee transparency in communications with shareholders.
- » Maintain accounting compliance in accordance with local and international accounting standards.

DON'T

- » Fail to consider accuracy or the proper retention of records.

Insider trading

Employees who have access to inside information may not acquire or sell any securities based on such information, nor share it with third parties. This requirement applies to securities at Peróxidos, companies belonging to the Solvay group and third parties. Insider information refers to information that has not yet been made public and that, if it were to be made public, would come to have a significant impact on the price of securities.

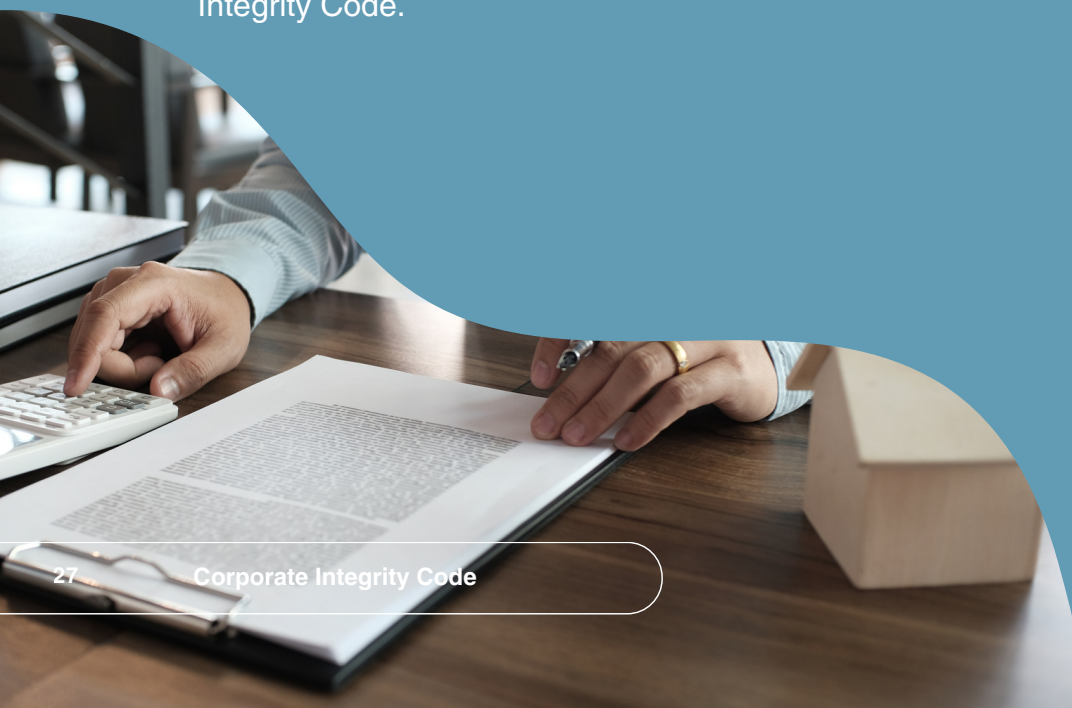
Peróxidos firmly opposes any form of abuse of privileged information, and employees must strictly adhere to applicable legislation and the applicable guidelines of this Corporate Integrity Code.

DO

- » Ensure insider information remains strictly confidential.

DON'T

- » Buy or sell securities based on insider information.
- » Provide insider information to others
- » Recommend that others trade securities based on insider information



International trade

Peróxidos observes and supports all regulations and legislation governing the export and import of products, services and information worldwide. In particular, Peróxidos respects regulations regarding business activities in countries subject to embargoes or sanctioned persons and organizations. We must comply with the Group's Export Policy when doing business.

DO

- » Contact the Legal Department when considering new projects involving entities from sensitive jurisdictions.
- » Classify products and technologies, in addition to obtaining all necessary licenses before making any exports.
- » Provide contractual provisions to protect Peróxidos' interests with regards to risks associated with export controls and sanctions

DON'T

- » Enter into a business relationship without first verifying whether the prospective partner is included in a sanctions list.
- » Transport electronic devices that may contain controlled data across borders without obtaining an export authorization.
- » Offer unauthorized persons access to controlled technical data.



Value Chain

Peróxidos treats its business partners with the utmost respect and honors its mandatory commitments. Peróxidos expects that its vendors, suppliers and customers comply with laws and regulations governing activities both at their workplace and that of Peróxidos. They are also encouraged to embrace the spirit of this Corporate Integrity Code in their operations.

Peróxidos applies a structured, fair and ethical process when selecting and evaluating suppliers to build a mutually beneficial relationship. Our suppliers are selected based on objective criteria, which includes quality, reliability, competitive pricing and ethical behavior.

DO

- » Review, evaluate and audit suppliers on a regular basis to maintain business integrity.
- » Help suppliers make improvements to existing practices.
- » Recognize business partners who demonstrate excellence in compliance and foster close-knit relationships with them.

DON'T

- » Ignore violations of business integrity.
- » Commit to immediate action to address violations of business integrity.
- » Tolerate non-compliant behavior.



Combating Money Laundering and the Financing of Terrorism

Peróxidos is committed to maintaining full compliance with all applicable anti-money laundering (AML) and financing of terrorism laws and regulations in the jurisdictions where the Group operates. Peróxidos only conducts business with reputable customers or business partners engaged in legitimate activities and only accepts funds received from legitimate sources.

DO

- » Conduct an appropriate review of due diligence processes at all potential new customers.
- » Confirm customers' integrity by confirming their constitution and that funds are derived from legitimate sources.
- » Remain aware of red flags and report any suspicious financial transactions.

DON'T

- » Enter into a business relationship with a customer without first performing due diligence processes.
- » Provide refunds to third parties using a bank account other than that through which the original payment in question was made.
 - » Accept cash payments

5 ETHICS AND INTEGRITY

in society through good citizenship practices

Human Rights

Peróxidos is committed to respecting and offering support for human rights with regards to employees, the communities where it operates and its business partners, as stipulated in internationally recognized standards, including the United Nations Universal Declaration of Human Rights and Guiding Principles on Business and Human Rights.

DO

- » Monitor the age of new hires, especially in high-risk countries, both internally and together with our business partners.
- » Require that business partners adhere to the same standards for human rights we uphold.

DON'T

- » Purchase raw materials directly or indirectly from companies linked to forced labor or poor working conditions.
- » Ignore the impacts of business activities on local communities.

We do not employ any individuals against their will or deprive them of their rights.





eróxidos expressly condemns any and all forms of exploitation among children. We comply with legal minimum age requirements, as determined by the International Labor Organization (“ILO”) as well as legislation in the countries in which we operate.



We ensure that working hours and remuneration comply with the relevant legislation in force and are fair and equitable. We respect individual rights of freedom of expression and association. Peróxidos takes any indication that human rights are not properly safeguarded in our sphere of influence seriously. We must seek to understand the human rights issues that may be at stake in our workplace and must prevent any violations of such rights.



We encourage our business partners to apply equivalent principles and offer them full support in implementing these practices, whenever necessary.



International
Labour
Organization



Responsible Care[®]
OUR COMMITMENT TO SUSTAINABILITY



Combating Forced Labor and Modern Slavery

Peróxidos strongly condemns any practices that involve coercion, servitude or the exploitation of labor in its business activities and throughout the supply chain. It acts in accordance with national and international standards that guarantee the freedom, dignity and voluntary nature of professional relations. Peróxidos requires the same ethical standard from business partners and service providers and promotes connections based on respect, integrity and social responsibility. It reaffirms its commitment to the elimination of modern forms of slavery and the building of just and humane work environments.

Combating Child Labor

Peróxidos unconditionally repudiates and prohibits any form of child labor throughout its operations and supply chain. The company strictly complies with current labor legislation and respects the minimum working age. We require the same commitment from our partners and suppliers. Peróxidos is committed to protecting the rights of children and adolescents.

Sustainability

Sustainability is one of the pillars of Peróxidos' identity, and is manifested in the choices we make and our actions.

As part of the Solvay Group, our focus is on the United Nations' Sustainable Development Goals. We can have a relevant impact on the SDGS, whether positive or negative. We are signatories to the United Nations Global Compact and support the ten principles for human rights, labor, the environment and anti-corruption practices. Peróxidos is also part of the IndustriALL Global Union.

Responsibility is a fundamental part Peróxidos' identity, which is manifested in the choices we make and our actions.

Peróxidos strives to protect its people and the environment by consistently improving its performance with regards

to the environment, health and safety: the safety of facilities, processes and technologies, chemicals and support throughout its supply chain. These efforts are always made in line with the company's commitment under the International Council of Chemical Associations' Responsible Care Global Charter (Global Charter) and Abiquim – the Brazilian Chemical Manufacturers' Association.

Peróxidos remains focused on achieving the United Nations sustainable development goals, and are aware that we can have a material impact on the SDG, whether positive or negative.

We promote open, stimulating and constructive dialog with our employees and their representatives.

DO

- » Promote sustainability: make sustainability a part of your business decisions and welcome initiatives to ensure Peróxidos is increasingly sustainable.
- » Encourage sustainability with external stakeholders (customers, suppliers, communities, etc.).

DON'T

- » Fail to act in line with the company's commitment to safety and integrity.
- » Simulate sustainable practices: make sure that discussions on sustainability are based on facts.

Political contributions

Peróxidos does not take part in partisan events and does not donate to candidates or political parties. However, Peróxidos seeks to maintain constructive discussions with government authorities on matters of legitimate interest to Peróxidos.

Only specifically authorized employees may engage in dialog with government bodies. Peróxidos, however, may donate to non-governmental organizations (NGOs). Peróxidos also respects its employees' right to political autonomy. However, employees' participation or involvement in political life must be done on an individual basis.

DO

- » When representing Peróxidos, be sure to adopt a neutral stance when interacting with policymakers, governments, and members of civil society such as NGOs.
- » Make sure that any political activity is carried out privately in your free time.
- » Seek guidance from the Legal and Communications Department if you are unsure on how to interact with government authorities.

DON'T

- » Make political donations to individual politicians or political parties on Peróxidos' behalf.
- » Make political statements or engage with policymakers unless are authorized to do so.



Charitable activities and corporate philanthropy

Peróxidos is committed to making a positive on the the communities in which it operates and encourages its employees to do the same. Peróxidos' corporate philosophy is mainly aimed at social assistance initiatives involving culture, education, health, or scientific or humanitarian studies.



Peróxidos employees who wish to make donations on behalf of the company – whether through financial contributions or voluntary activities – must receive approval in advance from General Management.

DO

- » Ensure that contributions are aligned with Peróxidos' values, purpose, beliefs and expected behavior.
- » Obtain prior approval through internal channels before making a charitable donation or providing a sponsorship.
- » Register donations in the appropriate books and records.

DON'T

- » Fail to follow up on a donation or sponsorship, i.e. ensuring that funds or resources are used effectively.
- » Use philanthropic pursuits for purely commercial gain.
- » Make a donation or offer a sponsorship without observing the proper procedures and contractual terms and obtaining prior approval.

6 VIOLATIONS

Violations of this Corporate Integrity Code or related policies and procedures will not be tolerated. Peróxidos encourages its employees to speak up whenever they identify behavior inconsistent with the Code.

Supervisors and managers must forward complaints to Solvay's Ethics and Compliance department.



Violations may result in disciplinary action being taken under applicable laws and regulations, which may result in termination of employment. Depending on the specific case, Peróxidos may report violations to the competent authorities.

SOLVAY **PERÓXIDOS**

Approved by the Peróxidos' Executive on October 15, 2025
Valid for an indefinite period of time