

Subject: FPM- Corporate Due Diligence Obligations in Supply Chains

Dear Business Partner,

The Freudenberg Group in general and we at Freudenberg Performance Materials ("FPM"), in particular, have a long-standing tradition when it comes to living up to ethical standards and complying with the most current legal and other rules and regulations. This is also clearly reflected in our [Freudenberg Code of Conduct](#) which is valid for all employees of the Freudenberg Group worldwide and sets binding rules for how we deal with important topics such as Health, Safety & Environment, Human Rights, Fundamental Labor Principles, Conflicts of Interest, Drugs and Alcohol, Antitrust and Competition and many more issues that require our urgent attention.

The values system of the Freudenberg Group is described in more detail in our "[Guiding Principles](#)", which provides our more than 52,000 employees worldwide with binding internal instructions and regulations on proper behavior. Compliance with these regulations is regularly reviewed, and training courses on compliance issues are conducted. You can find further information in this regard in our [Responsibility Report 2024](#).

We don't stop here, however. The companies and suppliers we work with are also bound by these same high standards for ethical and environmentally conscious behavior. We expect all our suppliers to comply with the principles and requirements described in our [Code of Conduct for Suppliers](#) and to address these appropriately to their subcontractors and sub-suppliers. The principles formulated in the Code of Conduct for Suppliers form an important part of FPM's supplier selection and evaluation. As you can see, we do all that we can to ensure that our policies are consistently complied with.

Furthermore, as a member of the United Nations Global Compact, Freudenberg is committed to aligning its operations according to values and sustainability. The Global Compact comprises ten universal principles in the four issue areas Human Rights, Labor, Environmental Protection and Anti-corruption. Freudenberg reports on its activities and results in these four areas once a year in a Communication on Progress report (COP) that can be downloaded as a pdf file from the [website of the Global Compact](#).

FPM, as part of the Freudenberg Group, has complied with the requirements of the German Supply Chain Act (Lieferkettensorgfaltspflichtengesetz; "LkSG") since its implementation in 2023. To meet these obligations, FPM cooperates with the external service provider *Integrity Next*. Suppliers are initially assessed through an abstract ESG risk analysis that classifies them as low, medium, or high risk. Those identified as high-risk are subsequently subject to a detailed review covering environmental protection, human rights, health and safety, supply chain responsibility, and anti-corruption. Based on the results, FPM implements appropriate preventive and corrective measures. Further information can be found in FPM's [Policy Statement](#), [Human Rights Report](#), and [Sustainability Report](#).

Kind regards,

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