

Third-Party Integrity and Accountability Code

Dear Business Partner,

As a valued business partner of Solutia s.r.o., we would like to express our appreciation for our cooperation with your organization. Your commitment to excellence and professionalism has greatly contributed to our success together.

As part of our ongoing efforts to uphold the highest ethical standards, we publish this Third Party Integrity and Accountability Code (the "Code"). The Code provides a comprehensive framework that outlines our expectations and obligations towards ourselves and our providers regarding ethical behavior, transparency, and compliance with applicable laws and regulations.

Please take the time to review the Code in detail and ensure that your organization's practices are consistent with our core values and principles. Key areas covered in the Code include:

1. Integrity – Do the right thing. Doing the right thing means working with integrity and always following the law. If in doubt, you can ask questions or share concerns by phone at **+420 267 316 318** or by e-mail at info@solutia.cz.

2. Perfection - Bring your best self. When you bring your best self, you support and advance our mission through continuous improvement, innovation, collaboration, and academic and research integrity. You keep conflicts of interest in mind and compete fairly.

3. Diversity, equality, and inclusion - We all belong together. At Solutia s.r.o. we work hard to build and maintain a friendly community where everyone can thrive. We ask that you respect differences and never make decisions based on protected characteristics such as race, color, religion, or sex.

4. Wellbeing - Human Dignity - We expect you to share our commitment to caring for one another. This means prioritizing health and safety, working for a sustainable future, and respecting the rights of those we interact with and employ.

5. Open Communication – Share openly and honestly. We encourage open dialogue between you and our third-party provider. We also expect you not to speak on our behalf unless asked, to protect confidential and proprietary information, and to refrain from dealing with government officials on behalf of Solutia unless you have our written consent.

6. Responsibility – Take responsibility. Finally, accountability means that you accept responsibility for respecting Solutia s.r.o. property and equipment, maintaining business continuity, complying with import and export control laws and regulations, and ensuring the accuracy of your books and records.

We encourage you to communicate the content of the Code to all relevant stakeholders in your organization and make any necessary changes to ensure full compliance. If you need help or clarification regarding the Code, please contact us at info@solutia.cz. We are more than happy to support and guide you.

The management of Solutia s.r.o.