

DYSTAR CORPORATE COMPLIANCE POLICY

DyStar manages its business responsibly and in accordance with the DyStar's Corporate Compliance Policy defined below. This ensures that employees support and protect the reputation of DyStar and avoid any legal consequences from improper or careless actions.

DyStar's board of directors and its management team are unreservedly committed to compliance, and DyStar will forgo any business transaction that would violate its compliance principles. DyStar Corporate Compliance policy is based on the key elements below:

- DyStar Code of Conduct
- DyStar Code of Business Conduct
- Internal directives and guidelines
- Proper record-keeping and transparent financial reporting

The above compliance elements do not, however, cover all conceivable situations or describe all of the particular rules that must be followed. Furthermore, the law in some countries may prescribe stricter standards than those set forth above, in which case the stricter standards govern.

DyStar does not tolerate any violation of the above compliance elements and underlying principles. Compliance is essential for our long-term economic success.



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Xu Yalin
Managing Director and President
DyStar Group

1 March 2023