

Definitions

“**InterApp**” means any company within the InterApp Group.
“**Code**” means InterApp’s Code of Conduct for Suppliers.
“**Supplier**” means the person or company to whom InterApp’s PO is addressed.
“**GPC**” means the terms and conditions set forth herein.
“**Purchase Agreement**” means any agreement between the Supplier and InterApp for the supply of Goods.
“**PO**” means a purchase order issued by InterApp under a Purchase Agreement or otherwise.
“**Specification**” includes any specification, design, plan, model, pattern, prototype, drawing, software, data or other information relating to the Goods.
“**Goods**” shall mean all supplies, including but not limited to components, raw material or semi-finished goods, that InterApp orders and the Supplier supplies to InterApp.

Operative clauses

1. Interpretation and Application

1.1 The term “**written**” or “**in writing**” includes communication by electronic means.
1.2 Examples do not limit general wording.
1.3 If any provision of the GPC is held to be invalid or unenforceable in whole or in part the validity of the other provisions of the GPC and the remainder of the provision in question shall not be affected thereby.
1.4 Every supply of Goods to InterApp is governed by the GPC, unless otherwise agreed in writing. The Code forms part of the GPC. The applicability of any general and special terms and conditions of the Supplier is hereby excluded.
1.5 The GPC shall apply to repeated orders and all subsequent orders, even if not specifically mentioned in verbal or in writing.
1.6 The PO constitutes an offer by InterApp to purchase the Goods from the Supplier. If no period for acceptance has been fixed in the PO, the Supplier’s acceptance must reach InterApp within a period of three (3) Working Days. In this article, Working Day means a calendar day other than a Saturday, Sunday or a Public Holiday at the Supplier’s principal place of business. In case of the Supplier’s late acceptance, InterApp may deem its offer lapsed. No verbal order, request or enquiry for Goods is binding on InterApp unless confirmed in writing.
1.7 No variation to a PO or the GPC is binding on InterApp unless agreed in writing between the authorised representative of InterApp and the Supplier. Execution by the Supplier of a PO in whole or in part constitutes acceptance thereof.
1.8 The Supplier has read and understands the GPC and agrees that the Supplier’s written acceptance of or its performance in relation to a PO shall constitute the Supplier’s acceptance of the GPC.

2. Ordering and Order Confirmation

2.1 Only written POs are legally binding for InterApp. A Purchase Agreement is deemed concluded only when InterApp has issued a PO to the Supplier and the Supplier has accepted such PO. The Supplier shall be deemed to have accepted the PO at the earlier of (1) the Supplier notifying InterApp of its acceptance or (2) the Supplier beginning performance pursuant to the PO. The GPC form part of any PO.

3. Prices

3.1 Prices exceeding those listed in the PO shall not apply unless explicitly approved by InterApp in writing. Unless otherwise agreed in writing, the price stated for the Goods shall be a fixed price, inclusive of all duties, levies, fees and taxes in the country of origin of the Goods.
3.2 The Supplier shall provide InterApp with Goods that are competitive in terms of price, quality, delivery and technical function. If InterApp considers that the Supplier’s delivery of Goods is no longer competitive in relation to price, quality, delivery and/or technical function even though the delivered Goods are in accordance with the terms of the PO, InterApp shall supply the Supplier with supporting information. The Supplier and InterApp shall in good faith discuss how to make the Goods competitive. If the parties are unable to arrive at a mutually acceptable solution within thirty (30) days after InterApp’s notification, then InterApp shall have the right to terminate the PO and/or the Purchase Agreement (whichever is relevant), insofar as it concerns the non-competitive Goods by giving the Supplier thirty (30) days’ notice and InterApp shall be entitled to source any or all Goods from a more competitive source.
3.3 All invoices shall be correctly addressed, without being marked for the attention of any individual, and include all other information that is required

by InterApp. Remittance of payment shall not imply any acceptance of the delivery or of the invoiced amount.

3.4 The Supplier and InterApp will jointly pursue cost reduction opportunities and will reflect the achievements of such opportunities in price reductions to InterApp. Without prejudice to InterApp’s other rights and remedies under the GPC or otherwise, InterApp may deduct from any payments due to the Supplier the amount of any bona fide contra accounts or other claims which InterApp may have against the Supplier irrespective of whether such amounts originate from different POs and/or is based on other legal circumstances or agreements.

4. Risk and Property

4.1 The agreed delivery term shall be construed in accordance with INCOTERMS 2010. The Supplier shall pack the Goods in accordance with instructions issued by InterApp. Packaging shall protect the Goods from shipping damage.

4.2 Unless otherwise set out in the PO, and without prejudice to any right or remedy of InterApp under the GPC or otherwise, (i) title to the Goods will pass to InterApp upon delivery to the delivery location designated in the PO by InterApp and (ii) passing of risk shall be deemed not to have occurred until the Goods have been sufficiently inspected by InterApp to ascertain that they have been supplied in accordance with the details stated in the PO.

5. Delivery Schedule

5.1 The Goods shall be delivered to the address for delivery specified in the PO on the date or within the period stated therein. The Supplier shall ensure that each delivery is accompanied by a prominently displayed delivery note which shows, inter alia, the order number, date of order, number of packages and contents and, in the case of delivery by instalments, the outstanding balance remaining to be delivered. If the Goods are delivered to InterApp in excess of the quantities ordered InterApp shall not be bound to pay for the excess and any excess will be and will remain at the Supplier’s risk and will be returnable at the Supplier’s expense.

5.2 If the Supplier requires InterApp to return any packaging material to the Supplier that fact must be clearly stated on any delivery note delivered to InterApp and any such packaging material will only be returned to the Supplier at the cost of the Supplier.

5.3 If no time for delivery of the Goods has been fixed in the PO, performance shall be made on InterApp’s demand. If a period of time has been fixed for delivery, the Supplier may, upon reasonable notice to InterApp, within that period choose a date of delivery unless circumstances indicate that the period was fixed for the benefit of InterApp. All Goods delivered shall be manufactured in accordance with the Specifications and in any case not below general industry standards for good workmanship.

5.4 The Supplier acknowledges and agrees that time is of the essence in the fulfillment of any PO. Every PO may be cancelled by InterApp provided that the relevant Goods are not shipped at the time of InterApp’s cancellation. InterApp reserves the right to refuse deliveries made in advance of the delivery schedule. Goods shipped after the time specified may be returned at the Supplier’s expense for full credit. Retention of all or any part of Goods shall not be considered acceptance of same. Acceptance of such Goods shall not be deemed a waiver of InterApp’s right to hold the Supplier liable for any loss or damage resulting therefrom, nor shall it act as a modification of the Supplier’s obligation to make future deliveries in accordance with the delivery schedule. InterApp shall be reimbursed in full for all Goods returned. In addition thereto, in case shipment is not made on time InterApp shall have the right to (1) make a replacement purchase in the open market, in which case the Supplier shall hold harmless InterApp from any costs and losses arising as a result of the replacement purchase or (2) receive liquidated damages for delay equal to zero point five (0,5%) percent of the price of the invoiced value of the delayed Goods per commenced week of delay up to a maximum of seven point five (7,5%) percent of the invoiced value of the delayed Goods. The rights of InterApp set out in this article 5 are without prejudice to any other rights or remedies that InterApp may have by reason of the GPC or otherwise.

6. Confidentiality

6.1 The parties have agreed that any confidential information concerning the parties and/or activities of the parties, which has come into the other party’s possession, whether received directly, in writing, orally or via receipt of product samples or parts thereof, or acquired during visits, etc., shall be handled with strict confidentiality by both parties.

6.2 Confidential information of InterApp includes: (1) any specification, design, plan, model, pattern, prototype, drawing, software, data or other information for goods and processing of goods provided by InterApp; (2)

the Specifications and (3) any other information provided by InterApp, including without limitation, all oral or written information relating to the Goods, or information relating to InterApp's customers, suppliers, business practices, products, designs, inventions, or research and development.

7. Intellectual Property and Production Rights

7.1 InterApp remains the owner of any specification, design, plan, model, pattern, prototype, drawing, software, tool, die, jig, data, specification of delivery, material or other document or information (collectively "Intellectual Property & Production Rights") that InterApp provides to the Supplier. Without InterApp's written consent, such Intellectual Property & Production Rights may not be used for the Supplier's own purposes or for any other purpose or made available to third parties and may be used only for the purpose of the delivery of Goods to InterApp. Upon the request of InterApp the Supplier shall return such Intellectual Property & Production Rights to InterApp. The Supplier shall not produce or manufacture larger quantities than those specified in each PO. The Supplier shall not, without first obtaining the written consent of InterApp, in any manner publish InterApp's name or otherwise indicate that the Supplier has furnished or contracted Goods to InterApp.

7.2 For the avoidance of doubt, this article 7 does not preclude the Supplier from producing, manufacturing or designing goods for anyone other than InterApp (collectively "Third Party Manufacture") provided that (1) no reliance is made on InterApp's Intellectual Property & Production Rights and (2) tooling used for the Third Party Manufacture is owned by the Supplier or a third party.

8. Product Warranty

8.1 a) The Supplier warrants that the Goods will (1) conform to drawings, patterns, descriptions and Specifications designated by InterApp and with all samples approved by InterApp; (2) be of merchantable quality and fit and sufficient for the particular purposes intended, new, best available technology, safe, of first-class workmanship and free from defects, contamination and rust; (3) be packaged and marked correctly; and (4) be free from all liens and encumbrances.

8.1 b) If Goods are designed by the Supplier he furthermore warrants that the Goods (1) will be free from defects in design; (2) comply with all laws and regulations, industry standards etc.; and (3) will not infringe any patents, copyrights or other proprietary rights of third parties (articles 8.1 a) and 8.1. b) collectively "Supplier's Warranty").

8.2 To the fullest extent permitted by law, the Supplier agrees to hold harmless and indemnify InterApp in case of breach of the Supplier's Warranty.

8.3 Supplier's Warranty shall remain in effect for a period of thirty (30) months calculated from the date of delivery to InterApp, however, not more than twenty four (24) months from the moment the final products of which the Goods form part have been put into operation. Neither approval by InterApp of the Supplier's design nor acceptance of the Goods shall release or discharge the Supplier from liability for damages resulting from a breach of Supplier's Warranty.

9. Quality and Testing of Goods

9.1 The Supplier shall, prior to commencement of serial production of new or changed Goods, manufacture and perform quality control of samples in accordance with InterApp's applicable requirements relating to testing from time to time.

9.2 Once a sample has been approved, alteration of the function, appearance, characteristics, material, production method, place of manufacture, tooling or other equipment which may affect the Goods, may be done only after written approval on each occasion from the InterApp Group purchase department. Delivery may thereafter be made only after renewed approval of a sample. If InterApp rejects a sample, the Supplier shall make rectification so that the requirements are fulfilled and reimburse InterApp's costs for verification testing of the Goods after such rectification. InterApp's approval of samples shall not affect the Supplier's liability and obligations in accordance with the PO or Purchase Agreement.

9.3 InterApp expects all Goods delivered to comply with a zero defect principle. The Supplier is obliged to deliver the Goods in accordance with InterApp's specifications and quality requirements. The Supplier is obliged to conduct 100% Final Quality Control ("FQC") of delivered Goods (only 100% passed Goods shall be delivered to InterApp) and the Supplier shall maintain records of such FQC to be made available to InterApp on request. The records of FQC shall contain at minimum the following:

1. Date of inspection
2. Acceptable Quality Level (AQL)
3. Order number
4. Batch quantity
5. Inspected sample quantity

InterApp shall have the right, upon prior written notice, to inspect the Supplier's premises and processes and the Quality Assurance procedures of the Supplier.

10. Defects - Non-conformity

10.1 In the event that InterApp determines that the Goods are defective, damaged or otherwise not in conformity (collectively "Defective Goods"), InterApp may reject the Defective Goods and in such case, InterApp shall not pay the purchase price and may cancel the PO and/or the Purchase Agreement (whichever is relevant) without any obligation or liability. Furthermore, in case of Defective Goods InterApp may, at InterApp's option, either: (1) retain such Defective Goods and an equitable adjustment will be made in the PO price for such Defective Goods; (2) require the Supplier to repair or replace such Defective Goods, at the Supplier's sole expense, including all shipping, transportation, and installation costs; or (3) require the Supplier to correct or replace such Defective Goods with similar Goods and recover the total cost thereof from the Supplier. The Supplier shall pay for incidental and verifiable costs incurred, including InterApp's cost of repackaging, manufacturing, transporting, shipping and installation the Defective Goods and/or replacement Goods to and from InterApp's or InterApp's customer's facility. The aforesaid remedies shall survive acceptance and payment and shall run to InterApp, its customers and their successors in title and shall be in addition to InterApp's other rights and remedies under the terms of the GPC or otherwise.

10.2 All complaints (in the form of NCR reports – "Non-Conformity Reports") must be communicated to the Supplier in writing as soon as possible after Defective Goods have been detected by InterApp.

11. Customs documents and Certificate of Origin

11.1 The Supplier accepts all responsibility for the information on the Certificate of Origin, letter or affidavits and any similar document. By accepting the PO, the Supplier accepts full responsibility for the completeness and accuracy of the corresponding Certificate of Origin and all other customs documentation provided to InterApp. The Supplier accepts any liabilities resulting from inaccurate data on the documents or failure to comply with Certificate of Origin requirements.

12. Product Liability and IPR Indemnification

12.1 To the fullest extent permitted by law, and notwithstanding anything to the contrary in the GPC, the Supplier agrees to indemnify, hold harmless and defend InterApp, their distributors, customers and end-users from and against any claim, loss, expenses and all other obligations and proceedings whatsoever, including all judgments rendered against, and all fines and penalties imposed upon InterApp and any reasonable attorney's fees and any other cost of litigation (collectively "Liabilities") arising out of:

1. injuries to persons, including death, or damage to property, caused by the Supplier, its employees, agents, subcontractors, or in any way attributable to the performance and prosecution of the work herein contracted for, including without limitation breach of warranty or product liability; except that the Supplier's obligation herein to indemnify InterApp shall not apply to any Liabilities arising from InterApp's sole negligence.
2. infringement and alleged infringement, direct or indirect, of any third party proprietary rights, including but not limited to patent right, related to the Goods; except that the Supplier's obligation herein to indemnify InterApp shall not apply to any Liabilities arising from InterApp's sole negligence.

13. Insurance

13.1 The Supplier shall procure and maintain at its sole expense insurances with reputable and financially responsible insurance companies, which adequately cover Supplier's liability against InterApp and third parties.

13.2 InterApp is entitled to require certain insurance coverages and amounts to be taken out by Supplier. Supplier shall provide to InterApp certificates or memoranda of such insurances and renewals thereof signed by the issuing company or agent or other information respecting such insurance at any time promptly upon InterApp's request.

13.3 InterApp's examination of, or failure to request or demand any evidence of insurance hereunder, shall not constitute a waiver of any requirement of this provision and the existence of any insurance shall not limit Supplier's obligation under any provision hereof.

14. Language

14.1 Should the GPC be translated into another language than English, the English version shall prevail in case of inconsistency.

15. Standards and Regulations

15.1. The Supplier undertakes to meet all applicable environmental standards and regulations regarding chemical substances in both the country of manufacturing and in the country of destination, regardless of whether these substances are supplied to be used on their own, in preparations, or in Goods. This undertaking includes (1) (regarding deliveries with final destination within The European Union) the European REACH regulation in force at any time and (2) the United Nations Globally Harmonized System of Classification and Labelling of Chemicals (GHS) and the legislation implementing the GHS in the different jurisdictions.

15.2 The Supplier shall indemnify and hold harmless InterApp against all damages and losses imposed on InterApp as a result of the supplied Goods' (including in their packaging) non-compliance with the applicable environmental standard or regulation regarding chemical substances including the REACH regulation, the GHS and the legislation implementing the GHS in the different jurisdictions.

16. Governing Law and Venue

16.1 The GPC shall be construed and governed by the laws of the country in which the relevant InterApp purchasing entity has its principal place of business, with exclusion of any choice of law rules. The applicability of the United Nations Convention on Contracts for the International Sale of Goods ("CISG") (the authentic English language text) is explicitly included for international sales.

16.2 Any dispute or claim arising out of or in connection with the GPC shall be finally settled under the Rules of Arbitration of the International Chamber of Commerce by one or more arbitrators appointed in accordance with the said Rules. The Emergency Arbitrator Provisions shall not apply. The place of arbitration shall be in the capital in the state of the relevant InterApp purchasing entity. English shall be the language used during any such proceedings unless otherwise agreed between the parties.

16.3 Notwithstanding article 16.2, InterApp may at its sole discretion choose to initiate legal proceedings against the Supplier at the courts having jurisdiction over the Supplier's principal place of business. In that case, any matter not governed by CISG shall be construed and governed by the laws of the country where the Supplier's principal place of business is located, with exclusion of any choice of law rules.

16.4 In addition to the aforesaid, either party is entitled to seek injunctive relief by a competent court as may be necessary to restrain any breach or threatened breach of the GPC by the other party.

Rotkreuz, March 2024

1. Introduction

InterApp promotes integrity and ethics in all aspects of its activities. The financial, social and environmental requirements of sustainable development are fundamental elements in the strategy of the InterApp Group that implements a "Code of Conduct for Suppliers" (the "Code"). To do so, InterApp has decided to invite its suppliers to take part in this process within their own sphere of action or influence.

This is the purpose of the Code which InterApp asks its suppliers to support. Their level of commitment in this domain is for InterApp one of the deciding factors in selecting suppliers and reviewing them for future business. InterApp will make sure that its suppliers fully understand and comply with the contents of the Code and will take actions deemed necessary to ensure full compliance.

2. Corporate Citizenship

2.1 Respect Employee Rights

Regarding relations with their own staff, suppliers comply with the legal rules and regulations applicable in the countries where they operate as well as the norms set out by the International Labour Organization concerning workers' rights, especially in the area of social security, working hours and conditions, compensation and exercising freedom of association. In particular, suppliers undertake not to resort in any way, shape or form, either directly or through their own subcontractors or suppliers to forced or mandatory labour or to child labour. Finally, they must ensure that their working practices are free of any form of discrimination.

2.2 Respect Occupational Health and Safety

For their own activities, suppliers implement a policy aimed at identifying and preventing risks affecting the health and safety for their staff, customers and the communities surrounding their facilities. They must ensure that their employees fully comply with all applicable health and safety instructions when called out to work on sites.

2.3 Respect the Right to Development

Suppliers guarantee their employees a decent standard of living. They participate as much as possible in the development of countries they operate in and with all types of companies with the respect of this Code.

2.4 Respect Conflict Minerals Initiative

In 2010, the United States Congress passed the Dodd-Frank Wall Street Reform and Consumer Protection Act (the "Act") regarding, inter alia, the sourcing of conflict minerals as defined in the Act, Section 1502. The act was passed because of concerns that the exploitation and trade with minerals from the Democratic Republic of Congo ("DRC") and neighbouring countries were financing armed groups, and thereby fuelling the conflict in DRC region. The conflict minerals within the scope of the Act were, and still are, columbite-tantalite (used to produce tantalum), cassiterite (used to produce tin), wolframite (used to produce tungsten), gold, or their derivatives. Tantalum, tin, tungsten and gold are also known as "3TG" minerals.

Notwithstanding that the InterApp Group is not subject to the Act, recognizing our responsibility as a global player and wanting to support our customers in terms of their legal obligations, the InterApp Group expects its suppliers to make sure that products supplied to the InterApp Group are DRC Conflict Free ("DRC Conflict Free" is defined to mean products that do not contain minerals that directly or indirectly finance or benefit armed groups in DRC or an adjoining country). In addition, the InterApp Group expects its suppliers to be able to demonstrate, upon the request of the InterApp Group, that any products supplied are DRC Conflict Free.

3. Committed to the Environment

Suppliers implement policies on managing and improving their manufacturing processes, which are to limit environmental impact throughout the life cycle of the products they supply.

In particular, they strive in their respective domains to:

- reduce impact on ecosystems and biodiversity,
- optimize consumption of natural resources and energy,
- reduce emissions of greenhouse gasses, pollutants and volatile organic compounds, and
- reduce quantities of waste released and develop recycling and recovery solutions.

Suppliers have full traceability in their production and/or supply chain of all materials originating from all sources. Without limiting Clause 2.4 (Respect Conflict Minerals Initiative), raw materials and components used in the manufacturing are to the broadest extent possible traceable.

4. Committed to Legal Compliance

Suppliers carry on their activities in strict compliance with applicable domestic and international legal standards. In particular:

- they prohibit any actions liable to falsify or distort free competition or market access or infringe applicable legal rules concerning competition law,
- they reject any form of active or passive corruption in domestic or international transactions, including extortion and bribery, and
- they do not give or receive bribes to obtain undue or improper advantage and they refrain from offering expensive gifts (gifts can include goods, services, personal discounts, vouchers, favours, loans, trips etc.) and extravagant entertainment to InterApp purchasers or other counterparts in InterApp in an attempt to influence business decisions.

Suppliers agree to sell only products that comply with national, European and International laws and regulations, as required by the country of distribution. Suppliers have to be mindful that their own suppliers allow them to fully adhere to the principles detailed in this Code.

5. Ethical Behaviour

Suppliers shall, within their sphere of influence, respect and support the UN Global Compact, including among others the following set of core values and principles in the areas of human rights, labour standards and the environment:

Suppliers shall

- support and respect the protection of internationally proclaimed human rights
- make sure that it is not complicit in human rights abuses
- uphold the freedom of association and the effective recognition of the right to collective bargaining,
- support a precautionary approach to environmental challenges
- undertake initiatives to promote greater environmental responsibility, and
- encourage the development and diffusion of environmentally friendly technologies

InterApp expects its suppliers to adhere to the highest standards of moral and ethical conduct.

Rotkreuz, September 2022