

Code of Conduct

Our basic understanding of socially responsible corporate governance ...

For all our decisions and activities, we as a company assume responsibility in economic, technological, social, and ecological terms. We base our actions on universally accepted ethical values, in particular integrity and righteousness, freedom and human dignity.

... towards society and our environment

> Respect for human rights

We respect human rights, actively promote, and demand their observance. We do not tolerate slavery or human trafficking, bonded labour, forced labour, child labour or other unsafe working conditions and do not use products and services from providers who condone such practices.

> Compliance with all laws and regulations

We recognise applicable law as a minimum standard and respect the law.

We comply with data protection requirements and collect and treat all information, especially personal information, of our customers, business partners and employees as well as of our own company only for specific and legitimate business purposes, in accordance with applicable laws.

> Acting in an environmentally friendly manner

We comply with the applicable legal framework and regulations on environmental and climate protection and strive to continuously improve our environmental and energy performance in order to make

an effective contribution towards resource conservation and environmental protection.

> Social commitment

We feel connected to the region in which we are located.

We are committed to social projects and social welfare in the area around our company, for example by supporting charitable projects.

... towards our employees

> Fair working conditions

We make sure that our employees and those of external subcontractors are contractually guaranteed adequate wages, social benefits, working hours,

freedom of association and other fair working conditions. Our employees are hired, assigned work, promoted, and paid on the basis of their skills and performance.

> Equal cooperation

We treat all employees fairly and with respect.

We value diversity and do not tolerate any form of harassment or discrimination based on gender, age, ethnicity, nationality, sexual identity and orientation, disability, or other similar characteristics. We guarantee freedom of expression.

> Employee rights

We respect the right of workers to freedom of association, assembly, and collective bargaining.

> Occupational health and safety

We consider occupational safety a top priority and guarantee working in a safe and healthy environment.

We follow the applicable occupational health and safety regulations

and ensure that all employees are aware of them and receive appropriate training.

We also do everything necessary to ensure the safety of people working with machines.

> Open exchange

We promote an open exchange and encourage anyone who has concerns about compliance with our Code of Conduct to raise them openly.

... towards competitors and business partners

> Proper competition

We respect the principle of competition as an expression of our free economic constitution.

We do not exchange information on prices, margins or costs with competitors and do not collude on prices, share markets, territories, or customers.

In the event of investigations, we cooperate fully with the relevant authorities.

> Fighting corruption

We reject any form of corruption, bribery, theft, embezzlement, or extortion.

We do not bribe anyone or accept bribes, kickbacks or other illegal payments, inducements,

favours or other benefits or gratuities for the realisation of business opportunities or in connection with business activities.

> Compliance with import and export regulations

We comply with all import and export control laws, including but not limited to sanctions, embargoes and other laws, regulations, government requirements and policies that control the transfer or shipment

of goods, technology, and payments.

> Transparent accounting and record keeping

We are transparent in our business dealings.

We comply with applicable laws and accounting standards and ensure that all our data, records and financial information are true and fair.

We do not make false or misleading statements in entries, reports, publications, or expense reports.

We verify the identity of potential clients, business partners and other third parties and do everything we can to prevent money laundering transactions.

> Protection of property

We treat all property responsibly and expect our employees to do the same.

A handwritten signature in blue ink, appearing to read 'Heissler', is centered on the page.

Alexander Heissler, Chief Financial Officer