

## CODE OF CONDUCT

### Our core values

#### Respect and Human Dignity

We treat all people with respect, appreciation, and fairness.

We firmly reject discrimination based on origin, religion, gender, sexual orientation, age, disability, or any other personal characteristic.

#### Diversity and Inclusion

Diversity is our strength. We value the diversity of cultures, lifestyles, and perspectives and actively promote inclusion and equal opportunities.

#### Open-Mindedness and Tolerance

We promote open-mindedness and do not tolerate any form of racism, antisemitism, sexism, or other forms of group-based discrimination and hostility. We reject all forms of extremism and ideologies that demean or devalue human beings.

#### Sustainability and Responsibility

We are committed to a mindful and responsible use of our natural, economic, and human resources. Sustainable, economically stable, and socially responsible behavior is a central part of our self-image in order to secure our shared ability to thrive in the future.

#### Integrity and Transparency

Honesty, transparency, and ethical conduct are the foundation of our business relationships. We act responsibly and protect the trust placed in us.

#### Partnership and Collaboration

Our employees and partners work together across disciplines and as equals. We encourage knowledge sharing and the development of sustainable networks.

## **Commitment and Innovation**

We are committed to actively advancing the key topics of our industry. Through creativity and innovation, we help shape and secure the future of our industry.

## **Compliance and Consequences**

In our collaboration with all customers, partners, and employees, we ensure that the core values of this Code of Conduct are upheld. Specific violations of this Code of Conduct will be reviewed and may result in appropriate consequences.

## **Validity and Continuous Improvement**

This Code of Conduct is reviewed regularly and updated when necessary. It is based on the values we have defined for ourselves.

## **Closing Statement**

With this Code of Conduct, we want to send a clear message in support of values-based, future-oriented, sustainable, and meaningful collaboration.

Together, we create a strong and diverse community that takes responsibility and drives positive change.

For improved readability and comprehension, gender-inclusive language has not been used. All terms apply equally to all genders.

## **Business Ethics**

We are committed to competing fairly in the marketplace. Corruption, extortion, bribery, and fraud are strictly prohibited. We also do not engage in price-fixing, customer allocation, or market-sharing agreements with competitors.

## **Compliance with Laws**

Compliance with all applicable laws and relevant regulations is self-evident to us. We expect the same from all business partners.

## **Competition and Antitrust Law**

We respect the rules of fair and open competition and do not enter into agreements that improperly influence competition.

Our employees are required to comply with the principles of fair competition. In particular, any agreement or coordinated conduct with competitors regarding the following topics is prohibited:

- Prices and pricing components
- Terms and conditions
- Customers
- Quotas and capacities
- Boycotts

## **Anti-Corruption**

We expressly oppose all forms of corruption, both domestically and internationally, and avoid even the appearance of attempting to influence business decisions through improper business practices. No employee may exploit the company's business relationships for personal gain, the benefit of others, or to the detriment of the company. In particular, no employee may offer or accept improper personal benefits in business transactions (e.g., money, material assets, or services) that could influence objective decision-making. Every employee is required to seek advice or assistance if there is suspicion of corruption or economic crime, or if legal uncertainties arise in this context. Advice and support are available from the Managing Directors.

## **Offering and Accepting Benefits, Invitations, and Gifts**

Invitations, such as business meals or events that comply with accepted business practices and are reasonable in scope, may be offered or accepted provided they are not intended to secure an improper advantage. The same applies to the giving or receiving of gifts. If there is any doubt regarding a legitimate business purpose or the customary nature of a benefit, the employee must consult the Managing Director in advance.

## **Donations and Sponsorships**

Donations are made only on a voluntary basis and without expectation of any consideration in return. Donations and sponsorship activities must not be intended to covertly influence decisions in the company's interest.

Donations must be transparent. The recipient and the intended use of the donation must be known. It must be possible at all times to account for the reason for the donation and its intended purpose.

Donation-like compensation must be avoided. Donation-like compensation refers to benefits that are ostensibly granted as payment for a service but whose value significantly exceeds the value of the service provided.

## **Money Laundering**

We do not tolerate money laundering. All employees are required to strictly comply with anti-money laundering laws.

Furthermore, employees must immediately report suspicious forms of payment or other transactions that may indicate money laundering to the Managing Director.

## **Tax Law**

We prepare tax returns and tax filings truthfully and accurately.