AMANN GROUP

AMANN
Code of Conduct

Stronger together



V. 20260902

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Foreword by the Executive Board

Dear colleagues,

As an internationally active family-owned company, we take responsibility and look to the future, to the generations that follow, and to the preservation of our environment.

This sense of responsibility shapes our values-based and forward-looking business conduct and, with it, our expectations for how we wish to treat one another. Our cooperation is founded on partnership, integrity and trust — both within our company and with our business partners around the world.

The AMANN Code of Conduct provides the framework for this: with clear principles, guidelines and values. Standards that connect us worldwide. It is both a guide and an invitation to act responsibly together.

In doing so, we rely on all of you. This Code comes to life through the daily actions of each and every individual — not through its words alone. The Compliance Office will be pleased to answer any legal question regarding your own conduct that you wish to be treated confidentially.

Your AMANN Executive Board

Markus Nicolaus Christine Bauer Peter Morgalla

01 Standards that connect us

WHO DOES THE CODE OF CONDUCT APPLY TO?

This Code of Conduct applies worldwide to all companies of the AMANN Group. Everyone at AMANN — regardless of their role or where located in the world — must comply with the principles of conduct.

Additional rules for individual companies or groups of persons supplement the Code of Conduct and apply alongside it without restriction.

ACTING IN COMPLIANCE WITH LAWS AND REGULATIONS

It is one of our fundamental values that we comply with applicable laws and regulations in all countries in which we operate. This also includes internal company rules and policies.

Unlawful conduct can not only harm the company but may also have personal consequences. Therefore, we act in the company's interest only when we comply with the applicable rules — even if this may seem inconvenient in individual cases.

What does this mean in practice?

- Know and comply with the laws, regulations and internal policies relevant to your own area of responsibility
- If there is uncertainty, ask questions in good time and seek support from your manager, the specialist departments responsible, Legal, Data Protection or the Compliance Office
- Do not follow instructions that clearly violate laws or internal rules; escalate such cases
- Raise or report indications of possible violations through the designated channels

02 Conduct & Responsibility

HUMAN RIGHTS

The AMANN Group respects, protects and promotes internationally recognized human rights. We are guided by the core labor standards of the ILO and the UN Guiding Principles on Business and Human Rights. These principles apply within our own business operations as well as in our dealings with business partners and along relevant supply chains.

The following are particularly important to us:

- Equal opportunities and non-discrimination
- Prohibition of child labor and forced labor
- Freedom of association and the right to collective bargaining
- Health, safety and appropriate labor and social standards

What does this mean in practice?

- Discrimination has no place at AMANN. We act respectfully and speak up when boundaries are crossed
- Anyone who becomes aware of indications of human rights violations must report them promptly, confidentially and through the designated reporting channels

ENVIRONMENTAL PROTECTION AND RESPONSIBLE USE OF RESOURCES

The AMANN Group assumes ecological responsibility and is guided by the principles of sustainability. We comply with all relevant environmental laws and internal requirements and continuously improve our environmental performance. To this end, we use appropriate management and control processes, such as environmental management in accordance with ISO 14001. Our goal is to avoid or minimize environmental impacts and to use natural resources efficiently along our value chain.

Our priorities:



Climate Action

Climate, energy and emissions

We are working to reduce greenhouse gas emissions and use energy efficiently. Emissions, releases into soil and water, and other environmental impacts are monitored, avoided or minimized through appropriate measures.



Circular Economy

Resources, waste prevention and circular economy

We avoid waste wherever possible and use recyclable materials in line with the principles of the circular economy. Waste is separated and disposed of properly; strict requirements apply in particular to hazardous waste. For products and packaging, we take resource efficiency and recyclability into account.



Responsible Sourcing / Traceability

Biodiversity, land rights and responsible sourcing of raw materials

We consider biodiversity and ecosystems in the context of our business activities and relevant supply chains. Environmental risks arising from raw material extraction and land use, such as deforestation risks, are assessed on a risk basis. We support responsible sourcing, transparency and — where relevant — the traceability of raw materials.

IMPORTANT: Statements on environmental and sustainability topics must be factually correct, transparent and verifiable; misleading sustainability claims ("greenwashing") must not be made.



Water Stewardship

Water, wastewater and water stress

Water is a particularly valuable resource that requires protection. We ensure the responsible use of water, compliance with all requirements for processing water and wastewater, and appropriate consideration of site-specific risks, such as water stress.



Safer Chemicals / Compliance

Chemicals management and hazardous substances

Strict requirements apply to the procurement, storage, labeling, use and disposal of chemicals and hazardous substances. Requirements regarding permitted substances and safe working practices must be observed; wherever possible, we prefer alternatives that are more compatible with the environment and human health.

What does this mean in practice?

- Use energy, water and raw materials sparingly and efficiently
- Avoid waste, separate it correctly and comply with disposal requirements
- Use chemicals and hazardous substances only in accordance with applicable requirements; report deviations immediately
- Report environmental incidents, leaks or other irregularities without delay and support investigations and countermeasures

03 Business Activities

DEALING WITH BUSINESS PARTNERS

Our customers, suppliers and distribution partners are central to our business success. We treat them with integrity, respect and fairness. We make decisions transparently and in a way that can be understood. We expect our business partners to comply with the same principles — as set out in the AMANN Supplier Code of Conduct — and to be implemented by business partners in their own supply chains as well.

DUE DILIGENCE OBLIGATIONS

We assume responsibility — including beyond our own organization. Therefore, the AMANN Group applies appropriate due diligence obligations across all business areas and along its supply chain in order to identify and address risks to people, the environment and integrity at an early stage — in accordance with the German Supply Chain Due Diligence Act (LkSG) and the Corporate Sustainability Due Diligence Directive (CSDDD). Details are governed by our internal Human Rights Statement and the AMANN Supplier Code of Conduct.

PREVENTION OF CORRUPTION AND FRAUD

The AMANN Group does not tolerate any criminal acts such as corruption, fraud or falsification of documents — worldwide and without exception, regardless of local law or customs.

This includes in particular:

- Bribery and corruptibility in any form
- Facilitation payments — these must be reported to the Compliance Office immediately
- Fraud, embezzlement or misuse of company property
- Manipulation of invoices, accounting entries or business records

Important: Suspected cases must be reported immediately through the designated reporting channels.

GIFTS, INVITATIONS AND HOSPITALITY

In everyday business, gifts, invitations and hospitality are common — however, they must never create the appearance of influencing a business decision.

What does this mean in practice?

Benefits are permissible if, cumulatively, they:

- serve a legitimate business purpose
- are reasonable and transparent
- do not violate applicable laws or internal policies

The following are expressly prohibited:

- benefits in the form of cash and cash-like advantages (e.g., vouchers with cash-like characteristics)
- benefits that are linked to something in return ("quid pro quo")
- inappropriate or luxurious hospitality
- any benefits to public officials without documented prior approval

Unclear cases must be coordinated and documented in advance with the relevant manager and the Compliance Office. Suspected cases of impermissible benefits must be reported without delay.

RESPONSIBLE USE OF COMPANY PROPERTY

The AMANN Group entrusts its employees with tangible and intangible assets — from machinery and vehicles to IT systems and intellectual property such as patents, trademarks, designs and know-how. All of these are valuable company assets and must be treated with care and protected against loss, theft and misuse.

What does this mean in practice?

- Use work equipment carefully and for its intended purpose
- Do not use company property for non-business purposes unless this is expressly permitted
- Do not use or disclose the AMANN Group's intellectual property — in particular patents trademarks and confidential know-how — without authorization
- Disclosure to unauthorized third parties is generally prohibited

FAIR COMPETITION AND ANTITRUST LAW

AMANN competes through strong products, good performance and fair business practices. We never gain competitive advantages through impermissible agreements or market manipulation. Violations of antitrust law can result in severe sanctions — for the company and for the individuals involved.

What does this mean in practice?

We never discuss the following with competitors:

- prices, terms and conditions or pricing factors
- allocation of markets, customers or territories
- participation or non-participation in tenders
- supplier relationships, capacities or business strategies

Special caution is required at association events, trade fairs and informal meetings with competitors — these rules apply there without restriction as well.

We do not influence the free pricing of our distribution partners. Pressure, threats or incentives to influence prices are prohibited.

If there is any uncertainty, the Compliance Office is available at any time to answer questions.

AVOIDING CONFLICTS OF INTEREST

We strictly separate business and personal interests. We do not use our role at AMANN to obtain or grant personal advantages. Even the appearance of a conflict of interest can impair trust and the objectivity of decisions — which is why we disclose potential conflicts at an early stage.

What does this mean in practice?

- Avoid even the appearance of a conflict of interest and disclose actual or potential conflicts to your manager
- Do not engage business partners for private purposes and do not derive benefits from business relationships for private matters
- Make personnel decisions based on objective suitability and performance criteria
- Do not favor suppliers, customers or service providers for personal reasons (e.g., friendship, family relationship, financial interests)

- Obtain the required approval before taking up secondary employment, a mandate or entrepreneurial activity (manager / HR in accordance with internal requirements)
- Disclose financial interests in competitors, customers or suppliers — as well as corresponding interests of related persons — and coordinate them in advance if this creates or could create a conflict of interest
- Activities for, or investment in, companies that compete with the AMANN Group are not permitted

In cases where a conflict of interest is possible, the manager decides on a further course of action and ensures that decisions are made independently (e.g., by withdrawing decision-making or awarding authority).

NON-DISCRIMINATION, DIVERSITY AND ETHICAL RECRUITMENT

The AMANN Group stands for a working environment characterized by respect, appreciation and equal opportunities. Any form of discrimination based on gender, age, origin, religion, disability, sexual orientation or other characteristics is prohibited. We likewise do not tolerate harassment, bullying or violence in any form.

What does this mean in practice?

- Do not tolerate discrimination, harassment, bullying or intimidating behavior
- Always respect the dignity and personal boundaries of others
- Report incidents and suspected cases without delay through the internal reporting channels
- Support affected persons and do not disadvantage them (protection against retaliation)

We are committed to diversity and inclusion as well as ethical recruitment through transparent processes and equal treatment. Regular training ensures the implementation of these principles.

FOREIGN TRADE, EXPORT CONTROLS AND SANCTIONS

The AMANN Group complies with all applicable regulations governing cross-border trade. These include in particular export controls, embargoes and sanctions, customs and import regulations and — where relevant — requirements for payment transactions. We do not undertake, arrange or support any actions that could even create the impression of circumventing sanctions or embargo provisions.

What does this mean in practice?

- Observe import and export restrictions and obtain any required approvals in advance
- Apply particular care to transactions involving certain countries, goods/ technologies or persons, for example sanctions list screening in accordance with internal requirements
- Address any indications of possible violations or circumvention risks internally and without delay

If there is any uncertainty, the experts responsible for foreign trade / export control may be involved.

OCCUPATIONAL SAFETY AND HEALTH PROTECTION

The safety and health of all employees are a top priority for the AMANN Group. We create safe working conditions based on globally consistent standards while taking into account the applicable national laws. This applies to the planning of workplaces and work processes as well as to the safe operation of equipment and the handling of work equipment and operating materials. When in doubt, safety always comes first.

What does this mean in practice?

- Identify sources of danger and assess your own working environment attentively and regularly
- Consistently comply with requirements, instructions and protective measures, such as wearing personal protective equipment

- Report unsafe situations, near misses, accidents and health hazards without delay
- Do not ignore or pass on safety risks; eliminate them within your own scope of responsibility or initiate their elimination

If you are uncertain, contact your line manager or the specialist functions responsible, such as the occupational safety / company physician, or the Compliance Office.

FAIR WORKING CONDITIONS AND EMPLOYEE RIGHTS

The AMANN Group stands for safe and fair working conditions. We comply with the applicable labor law requirements and are guided by the core labor standards of the International Labour Organization (ILO). These include in particular the right to freedom of association and collective bargaining as well as the prohibition of child labor and forced labor.

We ensure working conditions are safe, hygienic and, where relevant, ergonomically designed. Workplaces, work equipment and processes are planned, operated and maintained in accordance with applicable legal and internal requirements. Health and safety always have priority.

What does this mean in practice?

- We respect employee rights, including freedom of association and collective bargaining
- We do not tolerate child labor, forced labor or human trafficking
- We promote fair and reliable employment conditions, including appropriate working hours
- We are committed to fair, market-based and legally compliant remuneration; where applicable, we are guided by living wages

For questions, HR, the occupational safety functions and the Compliance Office are available.

04 Data Protection, Information Security & Digital Responsibility

CONFIDENTIAL INFORMATION AND DATA PROTECTION

We consistently protect personal data, confidential information and trade secrets. This is a prerequisite for trust — among employees, customers and business partners — and a legal obligation. We process personal data only if permitted and only to the extent required for the respective purpose.

What does this mean in practice?

- Process personal data only where there is a permissible legal basis (e.g., contract, legal obligation, consent) and only for the intended purpose
- Collect and use only the data that is actually needed (data minimization) and keep it accurate and up to date
- Share personal data and confidential information only with persons who need it for their work ("need-to-know")
- Observe non-disclosure agreements (NDAs) and internal confidentiality levels — including toward colleagues where special confidentiality is required
- Be particularly careful in public places (e.g., on trains, in hotels, at trade fairs): do not openly display confidential conversations, documents or screen content
- Report data protection incidents (e.g., incorrect email recipient, loss of a device/ document) without delay

If you have any questions, please contact the data protection officer.

CYBERSECURITY AND INFORMATION SECURITY

The AMANN Group protects IT systems and information through technical and organizational measures. Cybersecurity is a shared responsibility: each individual contributes through prudent conduct to ensure the confidentiality, integrity and availability of our systems and data.

What does this mean in practice?

- Comply with internal security policies (e.g., email security, passwords, mobile devices, cloud services)
- Be alert to phishing, social engineering and unusual requests; if in doubt, do not click, do not open, and ask for clarification
- Protect access credentials: use strong passwords, do not share them, lock devices when absent, and use secure authentication
- Use only approved software, systems and storage locations; do not bypass security measures
- Report anomalies, suspected cases or potential security breaches without delay to the contacts responsible (e.g., IT Service Desk / Information Security)
- Consider security when developing or modifying systems/applications (state of the art, secure components, "security by design")

PUBLIC COMMUNICATION, SOCIAL MEDIA AND ARTIFICIAL INTELLIGENCE (AI)

We communicate respectfully, lawfully and responsibly — both internally and externally. We consistently protect confidential information and personal data.

- On social media: do not disclose internal information, avoid discrimination or insults, and respect third-party rights such as data protection, copyright and trademark rights
- Only authorized functions may speak publicly on behalf of AMANN; forward press inquiries to the appropriate contacts
- We use AI only with approved tools and only for permitted purposes
- Confidential information and personal data must not be entered into public or non-approved AI services
- AI-generated results must be reviewed; responsibility remains with the person using them
- Further details on the use of AI services are governed by the AMANN AI Policy

If you are uncertain, please contact your line manager, the specialist functions responsible (e.g., Communications, IT, Data Protection) or the Compliance Office.

ACCURATE REPORTING AND DOCUMENTATION

Reliable information is the basis for sound decisions and trusted business relationships. We therefore document business transactions transparently and comprehensibly — and comply with legal and internal requirements. This applies to financial records as well as to reports, minutes, contracts and other business-relevant documentation.

What does this mean in practice?

- Document business transactions correctly, completely and in a timely manner — in the systems provided for this purpose
- Do not make false statements or omit information, and do not "massage" figures to make facts appear differently
- Do not manipulate records; do not keep unofficial side records or "off-the-books" accounts
- Comply with internal approval processes, for example for purchasing, orders, payments and expenses
- Submit expense and travel cost statements truthfully and in accordance with internal requirements
- Record working time correctly; keep personal master data up to date where this is required
- Observe statutory and internal retention periods; do not unlawfully alter, remove or destroy documents

Indications of possible irregularities must be addressed without delay through the designated reporting channels. If there is any uncertainty, your manager, Finance and the Compliance Office are available.

CONDUCT TOWARD AUTHORITIES

The AMANN Group maintains an open, factual and cooperative relationship with authorities. In official proceedings, it is important that information is provided correctly, completely and through the designated channels.

What does this mean in practice?

- Forward official inquiries, audits or investigations without delay to the functions responsible (Legal/Compliance; for tax matters: Finance)
- Do not make independent commitments, statements or provide documents on behalf of the AMANN Group without prior coordination
- Provide information truthfully and completely while maintaining confidentiality and complying with applicable requirements
- Do not alter, remove or destroy documents and data related to official or court proceedings

If you have any questions or concerns, please reach out to the Compliance Office.

05 Compliance with our Principles of Conduct

COMPLAINT MECHANISM AND PROTECTION OF WHISTLEBLOWERS

An open error culture and the protection of whistleblowers are central to the AMANN Group. Reports of misconduct help clarify wrongdoing, prevent risks and avert harm to the company and its employees. The AMANN Group encourages employees, business partners and third parties to report possible violations of laws, internal rules or this Code of Conduct.

What does this mean in practice?

- If there is suspicion or uncertainty, report it or ask questions — preferably early rather than too late
- Reports are handled confidentially and with appropriate care
- Whistleblowers do not have to fear any disadvantages if they report in good faith or support an investigation (protection against retaliation in accordance with the German Whistleblower Protection Act / EU Whistleblower Directive)
- The identity of whistleblowers is protected to the extent possible and legally permissible
- Reports that are false due to willful intend or gross negligence are not protected

Reporting channels and contact persons

- Managers, local management, if applicable Works Council
- Data protection officer (dsb.as@amann.com)
- Compliance Office / internal reporting office (e.g., by email, telephone, in person or by post)

CONTACT (confidential):

Amann & Söhne GmbH & Co. KG
Compliance Office, Hauptstraße 1
D-74357 Bönnigheim / Germany
Phone: +49 (0) 7143 – 277426
E-Mail: compliance@amann.com

IMPLEMENTATION OF THE CODE OF CONDUCT

The AMANN Code of Conduct forms the basis for acting with integrity and in compliance with laws and rules. All employees are expected to align their conduct with it.

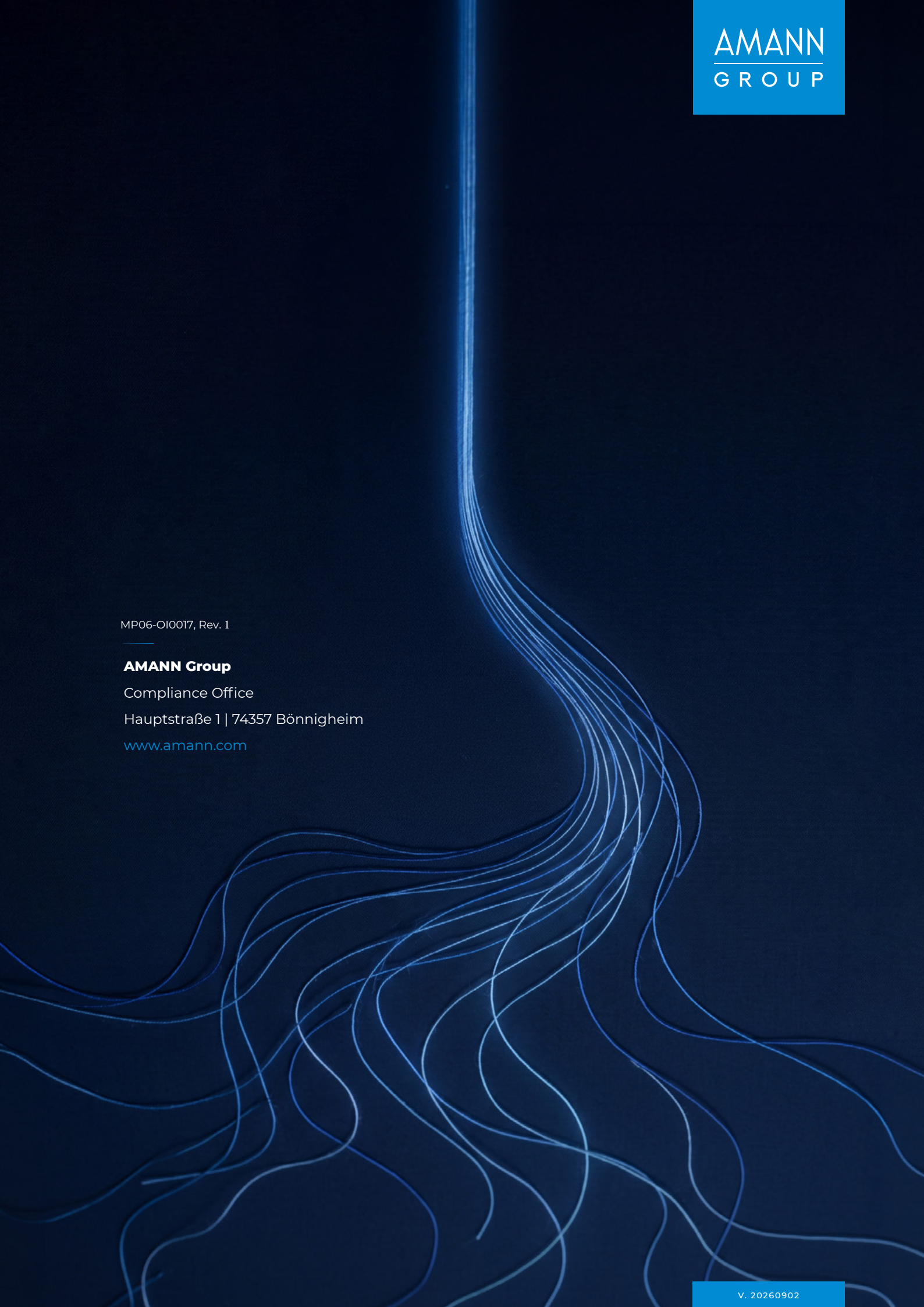
Violations of the Code of Conduct are not tolerated and may result in consequences under labor law, civil law or criminal law.

What does this mean in practice?

- All employees are required to know, understand and comply with the Code of Conduct in their daily work
- Managers bear special responsibility: they lead by example, explain the content and significance of the Code, support their teams in implementing it and ensure that rules are understood and observed
- Indications of possible violations are followed up consistently; the required functions are involved in accordance with internal requirements (e.g., Compliance Office)
- The AMANN Group provides supplementary information (e.g., policies, processes, training) to identify risks at an early stage and prevent violations — particularly in relevant risk areas
- If there is uncertainty, the principle is: ask rather than take risks. Contact persons include your manager, HR, the Works Council and the Compliance Office

For questions or reports, please contact the Compliance Office confidentially, including through the reporting channels provided in the chapter "Complaint mechanism and protection of whistleblowers".

This Code of Conduct is reviewed regularly and updated as needed.



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