

BUSINESS PARTNER CODE OF CONDUCT

2024



1. CORE VALUES AND PRINCIPLES

Sustainability and integrity are at the heart of our business and in the hearts of our people.

For the purpose of Business Partner Code of Conduct the term “Emitec Technologies GmbH” will include its subsidiaries.

Emitec Technologies GmbH is committed to honesty and integrity with respect to our entire business conduct towards employees, customers, suppliers, competitors and other stakeholders.

Sustainable business practices and integrity are rooted in Emitec Technologies GmbH' company values, Codes of Conduct, respective rules and policies as well as international frameworks including the United Nations Sustainable Development Goals (SDGs), the United Nations Global Compact, the OECD Guidelines on Multinational Enterprises (MNE's) and the United Nations Guiding Principles on Business and Human Rights with specific reference to the Core Conventions of the International Labour Organization (ILO).

This code applies to distributors, wholesalers, resellers and other business partners (each a “Business Partner”).

Emitec Technologies GmbH expects all its Business Partners to act with the same fairness, honesty, responsibility and dedication to sustainability and integrity in all aspects of their business. This Business Partner Code of Conduct highlights important standards that are consistent with the values of Emitec Technologies GmbH and that we expect every Business Partner to observe and adhere to these standards and values. In exceptional cases, where there is a conflict between this Code of Conduct and the local legislation, Business Partners shall apply the higher standard.

2. COMPLIANCE WITH LAWS, RULES AND LEGAL REGULATIONS

The Business Partner will comply with all applicable laws, rules and regulations in the countries, in which it operates.

COMPLIANCE WITH ANTITRUST LAWS

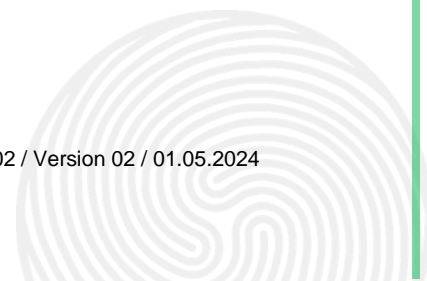
The Business Partner will strictly comply with all applicable antitrust laws, trade practice laws and any other competition laws, rules and regulations dealing for example with monopolies, unfair competition, restraints of trade, and relationships with competitors and customers. The Business Partner will not enter into agreements with competitors or engage in other acts that may unfairly impact competition, including, but not limited to, price fixing or market allocations.

COMBATTING CORRUPTION

Emitec Technologies GmbH does not tolerate any form of corruption. Thus, the Business Partner will comply with applicable laws and regulations concerning bribery and anti-corruption, including those concerning foreign corrupt practices. The Business Partner will neither engage in nor tolerate any form of corruption, bribery, theft, embezzlement, or extortion. Furthermore, the Business Partner will refrain from the use of illegal payments, including without limitation, any payment or other benefit conferred on any individual, company or government official, for the purpose of influencing the decision-making process in violation of applicable laws. Specifically, the Business Partner must not offer illegal benefits or illegal favors such as bribe payments, kickbacks, or other illegal benefits including inappropriate gifts and undue hospitality towards Emitec Technologies GmbH' employees in exchange for any business opportunities.

CONFLICT OF INTEREST

Our employees are expected to act in the best interest of Emitec Technologies GmbH. Private interests and personal consideration shall not affect any business decision. Emitec Technologies GmbH and all its Business Partners will avoid any activity or situation that may lead to a conflict of a private interest of a Emitec Technologies GmbH' employee on the one side and the business interest of Emitec Technologies GmbH on the other side.



PREVENTION OF MONEY LAUNDERING

Our Business Partners will comply with all applicable statutes governing the prevention of money laundering and not to participate in any money laundering activity.

EXPORT AND IMPORT REGULATIONS

The Business Partner will comply with all applicable import and export control laws, including without limitation, sanctions, embargoes and other laws, regulations, government orders and policies controlling the international transmission or shipment of goods, technology and payments.

3. SOCIAL RESPONSIBILITY

HUMAN RIGHTS

The Business Partner will respect, protect and actively promote internationally recognized human rights. Furthermore, the Business Partner will use its best efforts to ensure that these are not violated along the complete supply chain. In particular, the Business Partner will act on the basis of the UN Guiding Principles on Business and Human Rights.

BAN ON CHILD LABOR

The Business Partner will respect and protect the dignity and rights of children. The Business Partner will ensure to employ only persons who have reached the minimum age required to perform work in accordance with the applicable national legislation and will not tolerate nor endorse child labor.

BAN ON FORCED LABOR

The Business Partner will undertake to exclude any kind of forced or compulsory labor as well as any form of slavery. All work must be voluntary and without threat of punishment. The Business Partner must therefore exclude any form of work that is based on physical, psychological, sexual or verbal violence and/or abuse or economic exploitation, including all forms of modern slavery, human trafficking and unethical recruitment practices. The Business Partner shall also ensure an inclusive and cooperative environment that is free from retaliation, violence and harassment.

INSTRUMENTALIZATION OF PRIVATE OR PUBLIC SECURITY FORCES

The Business Partner shall refrain from hiring or deploying security forces if there is a risk of torture and cruel, inhuman or degrading treatment, injury to life and limb or impairment of freedom of association and assembly due to a lack of guidance or control by the Business Partner.

OCCUPATIONAL SAFETY AND HEALTH

The Business Partner will operate its business in a safe and responsible manner based on a systematic management approach that protects people. The Business Partner will ensure responsible plant security practices at the Business Partner's site. The Business Partner is committed to manufacturing and delivering safe products to Emitec Technologies GmbH and to provide a safe, healthy and ergonomic working environment that prioritizes accident prevention and minimizes exposure to health risks to the Business Partner's employees and contractors.

FREEDOM OF ASSOCIATION

The Business Partner respects the fundamental right of employees to form trade unions and to join them voluntarily. Membership of trade unions or employee representative bodies must not be a reason for unjustified unequal treatment. The right to collective bargaining to regulate working conditions and the right to strike are granted.

BAN ON DISCRIMINATION

The Business Partner will not tolerate any discrimination, including, but not limited to nationality, ethnicity, gender, disability, age, sexual identity or sexual orientation, religion, beliefs, world view, political opinion, trade union activity, social status, or any racially motivated discrimination.

REMUNERATION AND WORKING HOURS

The Business Partner ensures a fair remuneration for regular working hours and overtime as well as benefits, at least equal to the minimum wage established under the applicable law.

PROTECTION FROM EXPULSION AND LAND CONFISCATION

The Business Partner recognizes and respects the existence of land use rights or customary rights and related rights of communities, indigenous peoples and individuals. The Business Partner shall refrain from unlawful evictions and the unlawful seizure of land, forests or waters whose use secures a person's livelihood.

EMPOWERMENT OF WOMEN

Emitec Technologies GmbH supports the UN Women's Empowerment Principles and strongly encourages its Business Partners to formally support these principles in their own operations as well as their supply chains.

PROMOTING DIVERSITY, EQUALITY AND INCLUSION

As a socially responsible employer, the business partner is committed to continuously promoting and supporting diversity, equality and inclusion as valuable aspects within its corporate culture and in all dimensions.

4. ECOLOGICAL RESPONSIBILITY

ENVIRONMENTAL PROTECTION

The Business Partner is obliged to comply with applicable national and international regulations as well as standards on environmental protection that affect its operations. Environmental pollution shall be minimized, environmental protection continuously improved and resources used sparingly. Every Business Partner must report comprehensively on its environmental performance (emissions, water, waste, etc.) and publish appropriate risk management (e.g. sustainability report, CDP platform).

PRESERVATION OF THE NATURAL FOUNDATIONS OF LIFE

The Business Partner will use resources in a sustainable manner by demonstrably reducing consumption of energy, water, raw materials and supplies. Particularly in areas of water scarcity, water abstraction shall be minimized and access to drinking water as well as sanitary facilities shall be provided. Waste and wastewater quality standards must be defined and monitored within the framework of applicable legal and regulatory requirements. In addition, the Business Partner will establish and maintain appropriate environmental management processes, including but not limited to climate protection, air quality, responsible chemical management, soil protection, water protection, biodiversity, waste treatment and -handling, noise protection and the prevention of deforestation.

CLIMATE PROTECTION

The Business Partner will undertake to actively and sustainably protect the climate, for example by increasing energy efficiency, generating or purchasing energy from renewable sources as well as taking other measures to reduce CO₂ emissions.

BAN OF SUBSTANCES OF HIGH CONCERN

The Business Partner is obliged to comply with the statutory ingredient prohibitions, restrictions and declaration regulations as well as applicable standards on the prohibition and declaration of ingredients.

ENVIRONMENTALLY SOUND WASTE HANDLING AND CIRCULAR ECONOMY

The Business Partner shall observe the prohibition of non-environmentally sound handling, collection, storage, disposal of wastes in accordance with the regulations in force in the applicable jurisdiction. The Business Partner promotes a circular economy approach and enables the use of recycled materials wherever possible and reduces waste as much as possible.

ANIMAL WELFARE

Animals shall be treated with respect and animal testing shall be limited to the minimum necessary. If suitable alternative methods are not available, the number of animals required should be kept to a minimum. In addition, the suffering and stress of the animals used must be kept to a minimum.

5. SUPPLY CHAIN DUE DILIGENCE AND MINERALS FROM CONFLICT-AFFECTED AND HIGH-RISK AREAS

SUPPLY CHAIN DUE DILIGENCE

The Business Partner will use its best efforts to be aware of the business practices of its own suppliers, subcontractors and other business partners and will require all such suppliers, subcontractors as well as business partners to comply with this Business Partner Code of Conduct or the values described herein.

DUE DILIGENCE AND TRACEABILITY FOR ALL MINERALS

As part of an overall supply chain due diligence process, the Business Partner is expected to support due diligence and traceability throughout its supply chains for all minerals. The Business Partner is expected to be aware of and comply with all applicable legal requirements in relation to minerals from conflict-impacted and high-risk areas including the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.

Thereby the Business Partner will perform due diligence on its supply chains to determine whether products sold to Emitec Technologies GmbH contain critical minerals or materials.

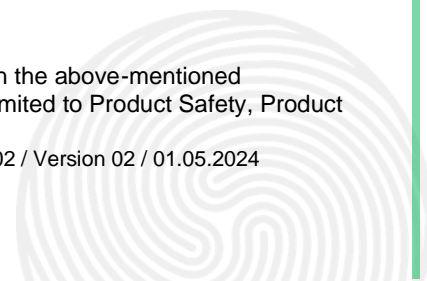
6. TECHNICAL COMPLIANCE

TECHNICAL COMPLIANCE BINDING REQUIREMENTS

Technical Compliance is of utmost importance for Emitec Technologies GmbH. This encompasses the whole product lifecycle, including the disposal of the product. The Business Partner commits to ensure the technical compliance of all products delivered to Emitec Technologies GmbH. The Business Partner must fulfill the Technical Compliance Binding Requirements (TCBRs) which are applicable for the products delivered to Emitec Technologies GmbH, such as the respective legal and technical regulations, industrial standards and other norms as well as standards defined by Emitec Technologies GmbH or public rules.

STATE-OF-THE-ART PRODUCT INTEGRITY

The Business Partner will only develop, manufacture and supply products that comply with the above-mentioned requirements, including a state-of-the-art Product Integrity. This encompasses but is not limited to Product Safety, Product



Compliance (Prohibition of the use of plagiarism) and Product Cyber Security. Products must furthermore be secure against unauthorized manipulation (cyberattacks).

7. BUSINESS INFORMATION AND INTELLECTUAL PROPERTY

It is the Business Partner's responsibility to ensure that any sensitive business information or trade secrets received by virtue of the business activities with Emitec Technologies GmbH (hereinafter referred to as "Business Information") is held in strict confidence and not improperly used or disclosed to third parties.

The Business Partner must ensure that any Business Information is appropriately collected, processed, secured and stored. Furthermore, the Business Partner will protect and secure Emitec Technologies GmbH' registered as well as unregistered intellectual property as confidential information.

8. DATA PROTECTION

The Business Partner will comply with all applicable laws concerning data protection. If the Business Partner processes personal data on behalf of Emitec Technologies GmbH, it agrees to enter into a data processing agreement.

9. BUSINESS CONTINUITY AND RISK ASSESSMENT

With regards to business continuity and supply chain, the Business Partner will regularly conduct comprehensive review of identification and assessment of risks.

For identified risks, the Business Partner will invoke immediate mitigation measures and implement backup and continuity plans.

10. COMPLIANCE WITH THIS BUSINESS PARTNER CODE AND CONTROLS

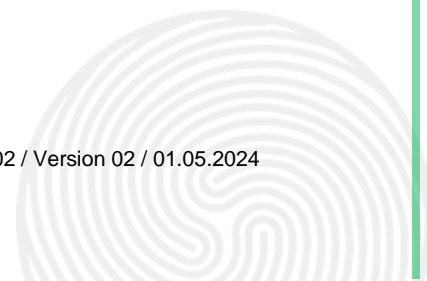
CONTROLS

The Business Partner will support Emitec Technologies GmbH implementation of legally required and other due diligence processes by actively participating in related initiatives, e. g. self-assessment questionnaires.

The Business Partner will use its best efforts to be familiar with the business practices of its suppliers, subcontractors and other business partners and to require all such suppliers, subcontractors and business partners to comply with this Business Partner Code or the values laid down herein. The Business Partner and Emitec Technologies GmbH will discuss any questions in relation to this Business Partner Code in a trustful and respectful manner.

CONSEQUENCES IN CASE OF INFRINGEMENTS

Emitec Technologies GmbH considers each provision of this Business Partner Code of Conduct, which we may amend from time to time, to be essential for the business relationship between Emitec Technologies GmbH and the Business Partner. Compliance with the provisions herein is acknowledged and agreed to by the Business Partner. In case of a potential infringement of the obligations, the Business Partner shall immediately notify the potential infringement to Emitec Technologies GmbH and initiate suitable improvement measures within a reasonable period of time in order to prevent future violations. The Business Partner will inform Emitec Technologies GmbH of the measures initiated.



11. GRIEVANCE AND COMPLAINTS MECHANISM

The Business Partner and its respective employees as well as all stakeholders are encouraged to report violations of this Business Partner Code of Conduct to the Emitec Technologies GmbH.

Contact details are available on the Emitec Technologies GmbH website (<https://www.emitec.com>)

Partners shall support any investigations involving alleged violations. Additionally, in line with their own due diligence efforts, Business Partners should provide a similar and easily accessible grievance/complaints mechanism or support system for reporting violations. The Business Partner must ensure that any form of retaliation against whistleblowers, i.e. against individuals who raise concerns or inform the appropriate internal or external offices about potential violations, is prohibited.

