



Our MEILLER Code of Conduct

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Our Code of Conduct

MEILLER – a modern Family Business



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OUR CODE OF CONDUCT

MEILLER – a modern family business



MEILLER has been an **independent family business** since 1850. It is our shared responsibility to **maintain** and preserve this.

After all, the long-term sustainable success of MEILLER can only be achieved with **satisfied and motivated employees** and in **partnership with customers and suppliers**.

Our code of conduct, the MEILLER Group's "CODE OF CONDUCT," **sets out the principles as minimum standards**. These principles **are binding for all MEILLER employees**.

In our daily activities, both internally and externally, we uphold MEILLER's mission statement and our shared values. Compliance with our Code of Conduct is the responsibility of each employee.

If we obtain evidence of behavior that violates this Code of Conduct or applicable national and international laws or regulations, we will consistently and resolutely defend our values. We will seek support for this from the established reporting offices or our line manager so that we can work together to remedy any grievances immediately and protect our company, its reputation, and any potentially affected stakeholders.

We can be sure that this will not result in any disadvantages for us – regardless of whether a report ultimately proves to be justified or unjustified.

Together, we bear responsibility for how we interact with customers, business partners, employees, neighbors, authorities, and other stakeholders.

On the following pages, we describe our corporate culture, how we interact with business partners, and our social responsibility. As member of this company, we are committed to respecting the rules and behaviors described in this Code of Conduct and to acting accordingly.

In doing so, we ensure that we actively promote the principles and actions for a trustworthy, honest, and fair conduct both internally and externally, and enrich the MEILLER culture through our example.





Our Corporate Culture

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1.1 CORPORATE CULTURE

Four key principles guide our actions.



FAMILY BUSINESS

SATISFIED EMPLOYEES & ECONOMIC SUCCESS



FAIR &
RESPECTFUL
INTERACTION



SOCIAL &
ENVIRONMENTAL
RESPONSIBILITY



CUSTOMER
BENEFITS &
INNOVATION



LONG-TERM &
SUSTAINABLE
ORIENTATION

The **MEILLER Corporate Culture** serves as a compass for the behavior of all employees and managers, as well as a framework for all decisions.

1.1 CORPORATE CULTURE

We stand behind these four guiding principles.



FAIR AND
RESPECTFUL
INTERACTION

Respect and fairness in our dealings with one another, trust, and a strong team spirit characterize our collaboration.

Taking responsibility and engaging in open and honest communication across all hierarchical levels and committees are at the heart of a trusting collaboration.

We expect our managers to act as examples for a leadership based on trust and to foster a culture of **respect, fairness, and tolerance** at MEILLER.



SOCIAL &
ENVIRONMENTAL
RESPONSIBILITY

We aspire to be an appreciative employer for our employees and a magnet for skilled workers and managers.

That is why continuous personal and professional development for all employees and managers is a high priority. Honestly providing and receiving constructive feedback is part of this.

We also affirm our **social and environmental responsibility** through our commitment to occupational health and safety, product safety and quality, and energy and environmental protection, which we describe in more detail on the following pages.



CUSTOMER
BENEFITS &
INNOVATION

We maintain long-term, trusting relationships with our customers and are a reliable partner for them.

Our goal is to anticipate your needs and requirements and provide timely solutions.

We develop excellent products and services that **inspire our customers** and offer concrete added value.

We promote a culture of curiosity, lifelong learning, development, and **innovation** in all areas of the company.



LONG-TERM &
SUSTAINABLE
ORIENTATION

As a family business with a tradition dating back to 1850, long-term thinking and action are part of our DNA.

All key business decisions must always be made against this background and are characterized by commercial prudence and financial soundness.

A **long-term orientation** is not incompatible with change and progress. Change and progress are part of our history and necessary for economic success, and thus form the basis for the long-term preservation of MEILLER.

1.2 VALUES

These values shape how we work together.



Change and Consistency

To ensure that MEILLER remains a successful and independent family business in the future, it is important that we continuously develop our strategic goals and areas of action.

However, what always remains constant are the **eight values**. They are a core element of our culture. Our culture and values are always there and define the sum of all behaviors of all employees.

This ensures clarity about which behaviors are desirable and which will not be tolerated.

The greatest contribution that every one of us can make to living our corporate culture is **to respect our values and behaviors and to align our own behavior with them.**

We are all role models.

1.2 VALUES

Our values guide and inspire us in our daily professional lives.



RESPECT

- We work together **professionally**; we promote **diversity**.
- We communicate **honestly** with each other.
- We talk to **each other**, not about each other.
- We **listen to each other** and take the thoughts and ideas that others contribute seriously.
- We respect other people's time and start and end **appointments punctually**.
- We **respect decisions that have been made** and **defined guidelines**, and act accordingly.

ENTHUSIASM

- We work with our **heads and hearts** to further develop MEILLER, our products, and our services.
- We inspire our customers with our **enthusiasm**.
- We speak **positively** about MEILLER, our products, and services to third parties.
- We see **different experiences**, skills, and opinions as **enriching**.
- We actively speak up when we are not **enjoying** our work and make suggestions on how this can be changed.
- We celebrate **small and big successes together**.

RELIABILITY

- We act with the aim of **establishing long-term partnerships** with customers and business partners.
- We **adhere to deadlines agreed** with customers or colleagues.
- We proactively communicate when agreed deadlines are at risk.
- We **adhere to agreements made**.
- We **openly** admit **our mistakes**.
- We maintain **confidentiality**.

CURIOSITY

- We **care** about our customers; their business models, problems, requirements, and **needs**.
- We **openly** approach new colleagues.
- We actively **share our knowledge**.
- We **question things** we don't understand.
- We question what we have achieved and strive for **continuous improvement**.
- We give ourselves space for **experimental** and **creative** work.

EXCELLENCE

- Through our actions, our products, and our services, we want to solve our customers' problems and deliver **concrete added value**.
- We want to be **leaders** with our products, services, processes, systems, and procedures.
- We encourage and **value suggestions** for improvement, including those that span multiple functions.
- We **recognize waste** and see it as an opportunity for improvement.
- We accept that **mistakes happen** and do not **assign blame**.
- We **implement solutions** that ensure the same mistake does not happen again.

CHANGE

- We see **change as a natural part** of our work.
- We want to **understand** the goal and reason for **change** before forming an opinion about it.
- We help each other to see the **positive side of new things**.
- We regularly provide **honest and constructive feedback**.
- We accept **feedback openly** and without justification.
- We explain **facts** in a way that the recipients can **easily understand** them.

PERFORMANCE

- We aim to be **profitable**.
- With our products and services, we set the **benchmark** for safety, reliability, and sustainability.
- We operate in a **cost-conscious manner**.
- We take **responsibility** for our actions and for achieving the defined goals.
- We work together across teams and locations to achieve **defined goals** and find the **best solutions**.
- We think and act in a **solution-oriented manner**.
- We go the **"extra mile"**.

COURAGE

- We show ourselves **as we are**.
- We **actively** intervene when someone is excluded or discriminated against.
- We dare to break **new ground** and are committed to driving forward new technologies and processes.
- We are prepared to **argue for a good solution**.
- We address **conflicts openly** and **with confidence that a solution will be found**.
- We make decisions even when we are **not 100% sure** and act accordingly.

1.3 MANAGEMENT PRINCIPLES

These nine principles define our leadership behavior.



1 We develop MEILLER and shape the future.

2 We live a culture of cooperation, trust, and emotional security.

3 We see mistakes as an opportunity to learn.

4 We encourage new approaches and promote innovation.

5 We treat our employees and resources with respect.

6 We encourage our employees and offer sincere praise.

7 We create structures that enable value-adding work.

8 We take responsibility and set clear goals.

9 We make decisions and act consistently.



1.3 MANAGEMENT PRINCIPLES

We follow these guiding principles.



We develop MEILLER and shape the future.

- We **actively** exchange ideas with our customers.
- We are **growing profitably**.
- We create structures and processes that **enable this profitable growth**.
- Our strategy takes **market and customer requirements** into account.
- We work according to our **strategy**, which we **regularly review and update**.

We live a culture of cooperation, trust, and emotional security.

- We delegate responsibility to an **appropriate** extent and **provide** support.
- We show genuine interest, **listen**, and maintain **confidentiality**.
- We **involve** our employees and actively keep them informed.
- We ensure that our actions are **reliable** and **predictable**.

We see mistakes as an opportunity to learn something.

- We **accept** that **mistakes** happen.
- We find out the causes.
- We **implement solutions** to ensure that the same mistake does not happen again.
- We do not **assign blame**.
- We deal openly with our mistakes and **promote a corresponding culture** of error management among our employees.

We treat our employees and resources with respect.

- We always start and end our meetings **on time** and stick to the agenda.
- We perform **regular maintenance work**.
- We **turn off the lights** when we leave a room.
- We **monitor our investments** regularly and in detail.

We encourage new approaches and promote innovation.

- We give our team time space to work **creatively** and **experimentally**.
- We take **ideas** and **suggestions** on board.
- We listen to **new approaches** and solutions from all our team members and decide which ideas will be implemented.
- We gain the **support of our employees for change by explaining** the objectives, reasons, and approach.

We sincerely encourage and praise our employees.

- We encourage our employees to choose training courses from our **training catalog**.
- We offer the opportunity **to change jobs** within MEILLER.
- We **delegate** responsibility.
- We regularly provide **honest and constructive feedback**.
- We **praise** good work and highlight successes.

We create structures that enable value-adding work.

- We define **clear roles** and responsibilities and demand compliance with them.
- We require all employees to continuously review processes **for non-value-adding** activities and take responsibility for **reducing them**.
- We encourage and value all **suggestions for improvement**, including those that span multiple functions.
- We want everyone to see pointing out **unnecessary effort** as the **first step** toward improvement.

We take responsibility and set clear goals.

- We set **SMART** goals.
- We focus on our **measures**.
- We review our results.
- We feel obligated to **achieve our goals**.

We make decisions and act accordingly.

- We **involve** others appropriately in decision-making.
- We make decisions at the right time and **prioritize** according to our goals and strategy.
- We **make decisions** even when there is uncertainty.
- Once a decision has been made, we **comply** with it until the time comes to review the decision.



**OUR SUSTAINABLE
BUSINESS PARTNERSHIPS**

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2.1 FAIR COMPETITION

Only our own performance counts.



We support free competition and the **free development** of all market participants.

Fair competition is ensured worldwide by antitrust laws and other regulations and is strictly monitored by the authorities. Anti-competitive behavior damages MEILLER's reputation and can also lead to severe penalties (fines, imprisonment, damages).

Our business success is based solely on our **commitment to excellence** and our strengths. We defend our market leadership, but we do not exploit it unlawfully and respect the prohibition of any restrictions or distortions of competition.

Together with our authorized distribution partners, we verify compliance with specific antitrust regulations and ensure that they are adhered to.

All employees must therefore comply with the principles of fair and open competition. Agreements of any kind with competitors regarding prices, terms and conditions, market sharing, non-competition, and other economically sensitive issues are strictly prohibited. This also includes informal discussions and informal agreements ("gentlemen's agreements") that have the purpose or effect of restricting competition.

An exception applies only if individual measures have been reviewed in advance for their compatibility with the applicable antitrust regulations.

Our behaviors

- In discussions or at events with competitors, we do not exchange any information that could significantly distort competition (prices, business/contract terms, service conditions, strategic company information).
- We do not engage in aggressive sales practices toward our customers. Nor do we attempt to use information from competitors to promote our sales or to cast competitors in a negative light.
- During contract negotiations or in agreements, we take care not to offer or agree to any conditions that distort competition.
- We are confident in the sustainable quality of our products and do not use any information or comparisons with competitor products that could be misleading or untrue.

2.2 PREVENTION OF CORRUPTION

Any form of bribery is prohibited.



What is corruption?

Corruption has many faces and facets. Corrupt behavior is generally defined as behavior that aims to obtain financial or other advantages for oneself or for related third parties such as customers, public officials, and business partners. Corruption leads not only to criminal prosecution of the perpetrators, but also of the management. We may face substantial fines, prison sentences, claims for damages, and damage to our reputation, which could threaten our existence.

Zero tolerance for violations

All employees are prohibited from engaging in any form of corruption or bribery. This prohibition applies worldwide. Violations of anti-corruption regulations will not be tolerated by MEILLER and may result in consequences for the employment relationship of any employee involved, up to and including termination without notice. We also ensure compliance with laws designed to prevent corruption and bribery in our supply chain.

Our **organizational guidelines** for combating corruption

In order to identify suspected corruption and bribery at an early stage and respond appropriately, the clearly defined rules in our organizational guidelines for combating corruption provide us with guidance and certainty. Using examples, we provide instructions on how to effectively prevent even unintentional violations of our strict prohibition of corruption and bribery. Participation in compliance training on this topic is mandatory and will be monitored.

Our behaviors

- We do not accept personal benefits, cash payments, gifts, invitations to meals, or other gratuities for ourselves or third parties, nor do we solicit them if they are offered in violation of legal and internal regulations. In cases of doubt, we contact MEILLER management (CEO or CFO).
- We never offer or promise our stakeholders (authorities, public officials/ elected representatives, customers, suppliers, employees of other companies) any advantage to gain preference over other stakeholders (competitors, interest groups). This includes offering or granting cash payments, gifts, or other benefits in return for the conclusion of a contract when initiating, awarding, or processing an order, even if the value is low.
- We thoroughly review MEILLER's organizational guidelines for combating corruption and continuously check whether our conduct is consistent with and appropriate to these guidelines. If we have any questions or receive information about a possible case of corruption or bribery, or if we ourselves suspect such a case, we contact our supervisor or the compliance department.
- When employees or business partners bring this issue to our attention and ask about patterns of behavior, we support them with practical examples of how to avoid corruption. We also ensure compliance in our supply chain.

2.3 COMBATING MONEY LAUNDERING

Our work is clean – and so is our money.



What is money laundering?

Money laundering encompasses various types of financial transactions – whether cash or non-cash – that aim to conceal the true origin of assets. These funds often originate from illegal activities or are intended for prohibited purposes, such as financing terrorism. Through a series of transactions, the money is presented as if it had been acquired legally.

Despite the growth of digital payment methods, the global volume of money laundering continues to rise by around 2% per year – posing a serious risk to the economy, society, and businesses.

Money laundering, like corruption, is a criminal offense. Negligent behavior, unconscious participation, or failure to report or investigate suspicious cases can also result in criminal prosecution. It is therefore particularly important that we carefully and continuously monitor our business environment for **potential money laundering risks**.

Combating money laundering internationally

We actively support international efforts to combat money laundering and the financing of terrorism and crime. Our business relationships are based on the principles of integrity, reliability, and transparency – values that we share and promote worldwide.

We are a reliable partner in global cooperation.

Our behaviors

- We regularly monitor the identities of our business partners and ensure transparent and traceable payment flows.
- We only purchase and sell goods against invoices that we can clearly assign to the services rendered and record in our systems.
- We do not accept cash payments for our products worldwide. Exceptions are only granted in clearly defined special cases, for example, when selling spare parts for small amounts and in strict compliance with the applicable legal limits.
- As a matter of principle, we apply the relevant due diligence obligations in accordance with applicable legislation to all stakeholders.
- In case of uncertainty, doubt, or suspicion of questionable financial transactions, we immediately contact our supervisor or the compliance department.
- We also advocate for the common international goal of preventing money laundering among our customers and suppliers.

2.4 AVOIDING CONFLICTS OF INTEREST



We facilitate work and collaboration by preventing conflicts of interest.

All employees are obliged to avoid any activity inside or outside the company that leads or could lead to a **conflict between their personal interests and the interests of MEILLER**. In particular, operating a company that competes with MEILLER or has a business relationship with MEILLER, as well as holding a significant stake in such a company, is prohibited. This prohibition does not apply to shareholdings that can be proven to have no influence on the performance of duties at MEILLER.

We ensure that all actions and decisions are made in the **best interests of the company and its stakeholders**, without being influenced by personal or other interests.

We effectively avoid personal interests that could conflict with the interests of MEILLER.

To this end, we have introduced measures that enable us to identify and prevent situations in which the interests of various parties involved may conflict at an early stage.

Such conflicts can lead to decisions being made that are not in the best interests of the company, its customers, or other stakeholders.

Since company shareholdings, secondary employment, mandates, or memberships in other business areas can have a serious impact on business decisions at MEILLER, we **require disclosure before employment begins**. The **separation of interests is our top priority** and a matter of course.

Our behaviors

- We create transparency and communicate openly to avoid misunderstandings or hidden agendas.
- We always make decisions in line with Meiller's corporate goals and apply the dual control principle.
- We know and respect our processes and procedural instructions, which are in line with the company's objectives. These regulate how decisions are to be made in order to ensure neutrality and fairness.
- We ensure independent decision-making, so that important decisions are made without personal or external influences.
- We identify conflicts of interest at an early stage and take countermeasures if employees seek personal advantages that may conflict with the company's objectives.
- We participate in compliance training on this topic and are therefore aware of how to recognize potential conflicts and deal with them appropriately. If we have any questions, we contact our supervisor or the compliance department.

2.5 PARTNERSHIP IN PROCUREMENT AND SALES



Partnership generates benefits for us, our customers, and our suppliers.

Our suppliers

We demonstrate partnership in procurement in every business transaction in which we work **cooperatively and trustingly with our suppliers** or service providers to find customer-oriented solutions that meet our customers' requirements. Instead of a relationship based purely on competition and short-term price focus, our partnership approach focuses on long-term cooperation, mutual understanding, and shared customer enthusiasm.

As part of our commitment to premium quality, it is also our goal to promote the highest **quality, innovation, sustainability, and reliability in procurement through stable supplier relationships**, rather than focusing solely on the lowest price.

Our customers

Our customers have high expectations of our products and services. Both in our long-standing customer relationships and in our business with new customers, we meet their expectations with our keen eye for the individual needs of buyers, but also with fundamental changes resulting from technological innovation and international market adjustments. We see ourselves as an innovation leader and strategic partner to our customers.

Short-term sales success is not our goal. Our aim is to build **stable, trusting, and sustainable relationships** in line with our sustainable products, which will benefit both partners and strengthen their market position. It's all about trust, shared interests, and a win-win situation for everyone involved.

We cooperate closely with our sales and service partners, share information openly, and support each other to achieve common goals.

Our behaviors

- We accept our suppliers as partners, communicate openly with them, and treat each other fairly.
- We recognize our customers' needs and wishes, respond to them, and increase customer satisfaction.
- We support our suppliers so that we can work together with them to implement our specifications for the products to be procured.
- Through close and trusting cooperation, we build long-term relationships with both our customers and our suppliers, thereby securing recurring business.
- We work together with our customers and suppliers to develop innovative solutions, e.g. through customized products or services for our products and our customers.
- Through close cooperation with our customers and suppliers, we gain valuable insights into the needs and trends of our business partners, which improves our future cooperation strategy and enables us to actively expand our customer and supplier relationships.



Our social Responsibility

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3.1 PRODUCT SAFETY



Our products are complex – and so is the security of our products.

The **safety** of our products is our **top priority** and is inseparately linked to our quality standards.

We are aware of the various aspects of product safety and focus on compliance with legal requirements and safe operation of the product throughout its entire life cycle.

As a team, we actively shape the **four areas of product safety** :

- **Health protection:** Health risks to users and employees posed by the products must be avoided.
- **Legislation:** Product safety is not only an ethical obligation, but also a legal requirement.
- **Consumer confidence:** Safe products help to strengthen consumer confidence in us as manufacturer and in the market.
- **Liability risks and damage to reputation:** Violations of product safety regulations can result in damage to reputation, liability risks, and sanctions or penalties.

To this end, we have established various processes that help us to ensure product safety. We continuously revise our technical documentation so that it is always up to date. This is supported by our comprehensive risk assessment, which provides us with clues for further investigation.

Our behaviors

- We acknowledge that, in the worst-case scenario, a product recall may be necessary. To prevent this, we consistently design our products from the initial idea to market launch in such a way that the safety of end customers is always our top priority. At the same time, we take care to avoid damage to our image and high costs.
- We test our vehicle bodies and elevator doors under the toughest conditions and strictest requirements.
- We know that liability and reputation risks can also arise from inadequate legal protection for products. That is why we comply with the applicable legal provisions in all areas.
- We immediately investigate any reports or suggestions if there is suspicion that our products pose a health risk to users and employees. In such cases, we act promptly and implement measures to ensure that our products remain safe.

3.2 INFORMATION AND CYBERSECURITY, DATA PROTECTION



We protect personal data and company information with the utmost care.

Information and cyber security, as well as the **protection of personal and company-specific data** and business documents, are top priorities at MEILLER. Our systems, networks, devices, and data are particularly sensitive and must be protected against digital attacks and unauthorized access. We are committed to our stakeholders (customers, employees, suppliers, and other interest groups) to ensure the **confidentiality, integrity, and availability of all data at all times**.

To maintain **maximum protection mechanisms**, we therefore continuously monitor innovations in information security and changes to data protection regulations.

We have drawn up guidelines, defined several regulations, and set up a reporting tool for suspected violations – to support all employees and raise awareness of this issue.

All employees must help defend against threats in the digital space. That is why all employees receive **regular training** on the **background** and **best practices** for dealing with viruses, malware, and cyberattacks that aim to steal our sensitive data, paralyze systems, and extort ransom money.

Confidential information and trade secrets, as well as business documents (including emails), are the property of MEILLER and must always be stored and secured properly. Information may only be disclosed to the public by employees who have been expressly authorized to do so. Information must be protected against unauthorized access by third parties and other employees.

Our behaviors

- We protect data confidentiality. We do not collect, process, or use any personal data from employees, customers, or third parties without their express permission.
- We actively apply what we have learned in training courses, for example, on handling confidential data, generating passwords, or working in other locations, in our everyday work.
- We support and adhere to technical and organizational protective measures to ensure data security, such as the use of firewalls, antivirus programs, and encryption technologies.
- If we have any questions or if there is reason to report potential data protection violations, we contact our supervisor, the IT department, or the data protection officer(s), or use the reporting tool.

3.3 PROTECTION OF THIRD-PARTY RIGHTS



A principle we adhere to and expect others to adhere to.

Protecting the rights and interests of third parties – i.e., other individuals and companies – is also in MEILLER's interest. We act **fairly and in compliance** with applicable European directives and the TRIPS Agreement for the protection and enforcement of intellectual property rights. Our goal is to avoid conflicts and protect intellectual property rights, especially when developing new products and technologies.

To ensure that we succeed in creating excellent, safe, and sustainable product designs that span generations, we invest a **significant portion of our company's profits in the industrialization of market-leading inventions**. Protecting these inventions is our shared responsibility.

This is the only way we can maintain our leadership in innovation and protect the use of promising technologies from unauthorized access by third parties.

Furthermore, protecting the rights of third parties is also a key principle for us in the following areas:

- Copyright and media
- Contractual relationships
- Data protection
- Trademark law
- Personal rights

Our behaviors

- We protect our intellectual property, our brand, our patents, and our know-how in the form of trade and business secrets.
- We do not use knowledge or information from unknown sources in order to avoid conflicts and violations of third-party rights.
- When the source is known, we do not use any protected content for ourselves or our work without permission of the owner. Specifically, this means that we ensure that no rights are infringed when we share or publish images, texts or videos.
- When using trademarks or logos belonging to other companies, we respect their rights so as not to infringe on any trademarks.
- When handling personal data, we protect the rights of the individuals concerned by complying with data protection laws.
- We always respect the right to privacy and to one's own image. We only use photos or names of employees and third parties with their express consent – whether for publications, public appearances, or other external purposes.
- In case of doubt or suspicion of a violation by MEILLER or of MEILLER rights, we will contact the Trademark and Property Rights Department, the Human Resources Department, or the data protection officer(s).

3.4 ENVIRONMENTAL MANAGEMENT



We see environmental management and sustainability as one entity.

As a global company, we have a responsibility to manufacture environmentally friendly products and operate in an environmentally conscious manner.

Our commitment to environmental protection, with concrete measures at all our locations, is part of **our ecological responsibility**.

MEILLER strives to make an active contribution to protecting the environment through responsible management of its resources and expects all employees to act in an environmentally conscious manner. We raise awareness of this among all employees through regular instruction and training. We continuously monitor compliance with applicable environmental laws.

In environmental management, we work at all locations to implement MEILLER's environmental policy and achieve MEILLER's environmental goals.

Environmental management has the status of a **central management** task, which we emphasize through our **EMAS validation** and **ISO 14001 certification at all production sites**.

We develop and produce our products and services, including purchased materials and services, in the most environmentally friendly manner possible given the **state of the art** and economic feasibility, and – to the extent that it is our responsibility – we also dispose of them in an environmentally friendly manner.

Our behaviors

- We always operate with environmental protection in mind so that we can preserve nature and the foundations of life for future generations.
- We use resources sparingly in all areas of our work (materials, energy, air, water, soil) in order to avoid emissions and waste.
- We take into account the environmental impact of our products right from the development stage.
- We strive to define and implement measures that prove to be exemplary in terms of environmental protection and cost-benefit in one location across the board under comparable conditions.
- We encourage our suppliers to adhere to environmental standards that are at least equivalent to our own.

3.5 FINANCIAL INTEGRITY AND FOREIGN TRADE, CUSTOMS



We observe fiscal policy principles for ourselves and our customers.

Financial integrity

We define “financial integrity” as honesty, transparency, and accountability in dealing with finances. For MEILLER, this means that a person, organizational unit, or MEILLER as a whole manages its financial affairs honestly and correctly, does not engage in fraudulent or unethical conduct, and complies with applicable laws and standards. Financial integrity is important to us to build **trust with partners, customers, and investors and to achieve long-term success.**

Foreign trade, customs, export control

Foreign trade, i.e., the exchange of goods or services across national borders, is subject to globally applicable trade agreements, customs regulations, and export controls.

For MEILLER, this means that we comply with **these international regulations when purchasing or selling goods and services across borders and monitor compliance** within our supply chain – for example, when importing and exporting goods. This applies in particular to countries that are excluded from trade due to a **trade embargo**.

We strictly observe the following:

- The correct declaration of goods and their value
- Compliance with customs tariffs and duties
- Compliance with import and export restrictions or bans
- Proper documentation and registration with customs authorities

We monitor compliance with regulations centrally and with the help of technical tools.

Our behaviors

- We prepare all business records in full compliance with applicable accounting principles. This means that we prepare all financial records correctly, completely, and in a timely manner in accordance with the relevant legal provisions – based on verifiable calculations, not unsubstantiated estimates. We adhere to these principles at all domestic and foreign locations and ensure their implementation.
- We ensure transparency, completeness, and traceability in all financial transactions.
- Compliance with internal control mechanisms and the documentation of approval processes for financial decisions is a matter of course for us.
- When we are affected by issues relating to foreign trade, customs, or export control, we participate in the training courses provided for this purpose. We use official sources and relevant databases to obtain information about applicable laws, trade agreements, sanctions, or restrictions.
- When uncertainties arise in financial, customs, or foreign trade matters, we consult experts to avoid legal violations.
- For verification purposes and for inspections, e.g. by authorities, we keep records of all transactions, contracts, customs documents, and other documents.
- We are open and transparent and work closely with customs authorities, chambers of commerce, and other institutions that offer support and information.

3.6 RESPECT FOR HUMAN RIGHTS AND ANTI-DISCRIMINATION



Human rights are part of our identity.

Respect for human rights

MEILLER supports and respects the globally applicable regulations for the protection of human rights as fundamental and universally valid guidelines and, as a globally active company, ensures that no human rights are disregarded or violated. In doing so, MEILLER is guided by the international standards of the United Nations, specifically the ten principles and 17 sustainability goals of the UN Global Compact, as well as the European Conventions on Human Rights. We reinforce and promote among our employees, business partners, and customers an understanding and support for this important initiative for the sustainable development of international markets and civil societies.

Equal opportunities and equal treatment

No matter what area people work in at MEILLER, the **same values and behaviors apply to everyone** – regardless of age, experience, skin color, sexual orientation, worldview, religion, political views, origin, or disability. To this end, we stand behind the **eight corporate values** as the basis for our own actions.

No tolerance for violations

MEILLER promotes non-discriminatory and tolerant coexistence, diversity, and equal opportunities for all.

Violations of human rights, discrimination, harassment, discrimination, and defamation or slander can all have criminal consequences and, depending on their severity, can result in fines or consequences under labor law, including termination.

Such behavior has no place here.

Our behaviors

- We respect the personal dignity, privacy, and personal rights of every individual and protect human rights. We support each other in upholding these rights.
- We comply with global conventions, European directives, and national laws prohibiting child and forced labor, human trafficking/modern slavery, and freedom of assembly and speech. We enforce the minimum age of 14 for employment at MEILLER.
- We require our suppliers to adhere to the same standards and take measures to remedy the situation with suppliers who refuse to comply with our requirements regarding human rights, equal opportunities, and anti-discrimination.
- We want to be perceived as a good neighbor at all our company locations and therefore specifically promote positive coexistence in our environment.
- We believe that everyone at our company should treat employees, customers, and business partners in a professional, fair, open-minded, and unbiased manner.
- If there is suspicion that human rights or values are being violated, we raise the issue with our supervisor or the human rights officer, or report it to the reporting office set up for this purpose.

3.7 LABOR AND SOCIAL STANDARDS



We are committed to creating a working environment that promotes motivation and enjoyment.

Respectful consideration of the needs of all employees has a long tradition at MEILLER and is of crucial importance to us **in line with our values**.

That is why we are continuously working on the following topics:

- Occupational safety – safe actions by employees
- Health promotion
- Education and training
- Working time models
- Job security
- Integration

We all want to feel **comfortable at work** and **experience a workflow** that allows us to develop and perform to the best of our ability without physical, psychological, or social stress factors. Together, we ensure high work ethic, good relationships, performance, satisfaction, and health for all of us. MEILLER actively promotes the culture and conditions necessary for a **positive working environment**.

Occupational **health and safety is an important part of successful business operations**. This includes the consistent implementation of strategies to prevent accidents, injuries, and work-related illnesses.

MEILLER remunerates its employees appropriately and in line with their performance. MEILLER is a long-standing member of the collective bargaining association and complies with the respective collective bargaining agreements or similar regulations as well as the local labor market at its locations.

MEILLER explicitly opposes illegal employment and undeclared work. MEILLER ensures that taxes and social security contributions are paid in full and on time, and that working **conditions are fair**.

Our behaviors

- We are committed to a good working atmosphere and environment and take comments and suggestions for improvement seriously.
- We ensure a safe and healthy working environment and consistently comply with applicable laws and regulations.
- In our own behavior and in our collaboration with our colleagues, we identify unsafe actions or situations in order to make our workplaces even safer. We apply the same standards at all locations.
- We comply with national minimum wage regulations, take wage equity seriously, and support performance-based pay.
- We comply with the requirements of the relevant labor legislation.
- Mutual respect, trust, and transparency form the basis of our cooperation between employer and works council representatives.
- We live by our eight shared values – they form the basis for our daily interactions and our collaboration.

MEILLER CODE OF CONDUCT

What does that mean for each of us?



As part of this company, we undertake to respect this MEILLER Code of Conduct and to act in accordance with the defined behaviors.

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