

Langmatz Code of Conduct

The Executive Board is committed to the values contained in this Code of Conduct and expects all employees and managerial staff to exemplify these values in their everyday professional lives in order to contribute to a corporate culture founded on partnership.

1. Code of ethics and conduct

General principles

- Compliance with all laws and regulations at local, national and international level is a top priority for Langmatz. Decision-makers in particular are encouraged to know and apply the legal principles relevant to their area of responsibility.
- The Code of Conduct applies to all employees of Langmatz GmbH. Within the framework of our supply chains, we likewise expect our suppliers to comply with these regulations.
- All employees treat company property responsibly. All forms of fraud, theft and embezzlement are prosecuted and reported to the police.
- All employees of the company contribute significantly to the reputation of Langmatz through their behaviour and appearance in public as long as they are recognisable as employees of the company.

Human rights

- The observance and protection of human rights are of elementary importance to us. The privacy and personal rights of our employees and third parties must be respected. Any form of forced labour, human trafficking, child labour, modern slavery and exploitation are strictly prohibited.
- Langmatz GmbH expects all suppliers and business partners to comply with these regulations likewise.
- Detailed information can be found in our policy on respect for human rights.

Working conditions

- We comply with all legal and collectively agreed regulations on labour law and occupational safety. We recognise the right of all employees to form trade unions and elect employee representatives. A works council is an integral part of Langmatz GmbH.

- Our employees are instructed regularly on potential dangers in the workplace and the prevention of work accidents. Work accidents are investigated immediately in order to continuously improve our accident prevention measures.
- Evacuation plans and trained first responders are in place in every part of the company.
- Wearing protective clothing is compulsory in all areas of production, logistics and assembly in the company.
- The purpose of occupational health management at Langmatz is to influence the well-being and health of all employees positively.
- All substances and chemicals that are hazardous to health are stored carefully and used with particular caution to protect employees. All employees are informed regularly about how to handle these substances.

Diversity and respect

- We are committed to diversity and equal opportunities and achieve this through tolerance and respectful treatment of each other. All forms of discrimination, sexual harassment, bullying, racism, coercion, intimidation and threat are not tolerated.
- All managerial staff and employees of the company are required to adhere strictly to these principles and to report any incorrect behaviour. Regular briefings are held on this topic.
- Further information on the policy regarding diversity and respect is anchored in Langmatz GmbH's internal Code of Conduct and in our policy on human rights.

Fair business practices

- Langmatz is committed to fair competition – nationally and internationally – and rejects all forms of bribery and corruption.
- The acceptance of benefits is subject to strict regulations. This includes gifts, favours, hospitality and invitations. All benefits intended to influence business decisions are prohibited.
- We conduct business on the basis of the market economy. Antitrust regulations must be rigorously observed. All forms of anti-competitive agreements are strictly prohibited.
- Detailed guidelines on the acceptance of benefits and antitrust regulations are stipulated in the detailed internal Code of Conduct for employees of Langmatz GmbH.

Conflicts of interest

- All decisions made in the company must accord with the interests of the company and may not be based on the personal interests of an employee. If employees are affected by a conflict of interest, they are encouraged to contact their supervisor, the compliance officer or the Executive Board to clarify the situation.

Data protection

- We comply with the legal regulations regarding the collection, storage, processing and transfer of personal data. The privacy of employees, customers and business partners is of great importance to us and is therefore respected. We comply with all legal requirements of the German Data Protection Act (BDSG) and the GDPR to the best of our knowledge and belief. The Langmatz privacy policy provides the concrete framework for action.
- Employees who work with personal data are sensitised through regular training by the data protection officer.

Treatment of incorrect behaviour

- We encourage our employees to report incorrect behaviour. Any attempts of intimidation and reprisals in this respect are not tolerated. Further, our employees may not suffer any disadvantages as a result of reporting misconduct.
- To this end, we have implemented a whistleblower system to offer protection and anonymity to the whistleblower. The process is handled by a neutral body.
- We investigate every indication of a violation.

Security of our IT systems

- Langmatz uses all security measures to prevent the disclosure of confidential data. Employees are also encouraged to exercise special care in the handling of information, e-mail traffic and transfer of data.

Financial conduct policy

- We adhere strictly to the legal requirements of commercial and tax law in the recording of business transactions, assets and liabilities, as well as in our record-keeping obligations.
- We comply strictly with national and international tax and customs regulations.
- The use of speculative financial instruments is prohibited.
- We carefully verify the identity of our customers and business partners and allocate payments directly. Any form of money laundering or financing of terrorism is punishable by law and is prohibited.

Donations & sponsoring

- Langmatz is committed to its social responsibility and is willing to support charitable causes through donations. Donations are contributions in cash or in kind that are made exclusively to support charitable causes and are given without any consideration on the part of the recipient.
- We use sponsorship as a contractual partnership to strengthen our public image and the Langmatz brand. Care must be taken to ensure proportionality between the payments as a sponsor and the economic purpose of the measure.

2. Purchasing policy

General procurement policy

- We maintain business relationships with a large number of suppliers. The selection of a supplier is always based on objective criteria with the involvement of the purchasing department. Preferential treatment of a supplier on the basis of personal advantage, as well as any other type of conflict of interest, must be strictly avoided.
- When selecting suppliers, social, ecological and health aspects should also be considered.
- We require our suppliers to comply with the requirements of the EU chemicals regulation REACH, in particular that the substances have been registered. Our employees are required to order only goods and products that have been properly and timely pre-registered under REACH and are RoHS compliant pursuant to Directive 2011/65/EU. Our suppliers are required by our terms and conditions of purchase to inform us immediately if this is not complied with.
- We obligate our suppliers to comply with human rights, workers' rights and labour protection rights in accordance with the International Labour Organisation (ILO) Convention and all other legal provisions.
- Detailed information can be found in our terms and conditions of purchase.

3. Environmental and climate protection

Product safety and quality

- To protect the environment and the safety of our business partners and employees, we produce safe and sustainable products of high quality. To this end, Langmatz GmbH maintains a quality management system certified according to DIN EN ISO 9001:20015. In this way we

consistently deliver products and services that meet customer requirements as well as legal and official requirements.

Water management

- As water is one of the most important resources, the company attaches great importance to the responsible use of water. Pollution and waste of water should be reduced to an absolute minimum in all areas.
- To reduce water consumption, we work with efficient and modern systems. For example, our cooling system used in production has a closed water circuit.

Environmental and climate protection

- Our products are used all over the world. This places a special responsibility on Langmatz to protect the environment. We already focus on environmentally friendly materials in the development and production of our products and continuously test our products for quality.
- In order to contribute to the conservation of natural resources, we primarily use recycled materials for our plastics. We strive constantly to improve our energy consumption through measures such as the ongoing renewal of our machinery and increasing the efficiency of our processes.
- Every employee contributes to the careful use of resources with their own behaviour.
- We continuously develop new product solutions to reduce our use of materials and resources and to make a positive contribution to the energy transition.
- In our production process, we pay meticulous attention to protecting our local environment from noise and any kind of pollution.
- The sustainable and environmentally friendly use of our resources as well as the continuous improvement of energy-related performance is an essential part of our energy policy.

4. Whistleblower system

Langmatz GmbH is committed to effective compliance. One essential element of effective compliance is a whistleblower system. Langmatz GmbH would like to learn from employees, customers, suppliers or third parties of any possible violations of applicable law or internal regulations in the company in order to cease such violations where applicable so that it may conduct itself in a lawful manner. The details of the whistleblower system are regulated in the whistleblower policy of Langmatz GmbH.

You can contact the compliance ombudsman by any conceivable means (telephone, e-mail, fax, post or via the whistleblower portal www.safewhistle.info). If desired, the whistleblowers remain anonymous. The whistleblowers can also demand that the compliance ombudsman protects their identity and does not pass on information that could lead to conclusions about their identity to Langmatz GmbH.

The compliance ombudsman is also available for personal meetings with whistleblowers. If you would like encrypted communication, you can also use the messenger services Signal and Threema to reach the compliance ombudsman. It is also possible to send encrypted e-mails to the compliance ombudsman via Protonmail to the following address:

RADilling@protonmail.com

The contact details are as follows:

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www.ra-dilling.de

www.safewhistle.info

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