



Code of Conduct

as of May 20, 2026

Initiation

This code of conduct is based in particular on the BVMed code of sustainability in the version dated 21 August 2023, the principles of the law on entrepreneurial due diligence in the supply chain dated 16 July 2021 as well as on the basic corporate values at JÜKE Systemtechnik GmbH. The principles of our conduct specified in this code serve as a foundation for being a reliable partner for all stakeholders and set a standard against which we want to be measured.

In the framework of our core values, we pursue the aim of sustainable procurement of goods and services in ecological (environment), ethical, social (social issues) and economic terms. This code takes the most important statutory regulations into account as well as the necessary corporate organisational structures (governance). The code is meant to provide guidance in sustainability matters and at the same time clarify JÜKE's understanding of sustainability to business partners.

Ecological sustainability means that, to the extent possible, we use the natural foundations of life and resources in our economic activities only to the extent actually needed. Furthermore, we strive to conserve natural resources for example with respect to the use, manufacture and service life of products and the recycling of materials unless this has a negative impact on the unrestricted functionality and availability of the products we develop and produce for our customers.

With respect to social sustainability, we acknowledge that we have an immediate or indirect impact on our and our suppliers' employees' living conditions as well as the living conditions of our service providers and customers. We endeavour to identify and avoid negative impacts of our corporate conduct on these groups of people or, where not possible, at least limit any negative effects.

Economical sustainability implies that the economic activity and objectives of our company do not just take the principle of generating profits into account but also other criteria such as ecological and social aspects. When shaping our corporate organisational structures, we take into consideration that they can contribute to the observance of ecological and social issues and that the necessary control measures of the competent corporate bodies are in place.

In implementing this code of conduct we are guided in particular by the following three fundamental principles:

1. in accordance with the **principle of equality**, we are committed to providing indiscriminate access to our services, regardless of origin, social status, or similar characteristics for which we are not responsible, such as disabilities or other physical limitations. Secondly, this principle also applies in the context of working conditions, so that comparable situations must not be treated differently without good reason. In particular, remuneration should not be differentiated by gender.
2. In accordance with the **principle of priority**, we are committed to prioritising the sparing use of resources (reduce - reuse - recycle) and to implementing and adhering to efficient processes where this makes economic sense.
3. Under the **preventative principle**, we take preventative measures to avoid or minimise the negative environmental and social impact of our business activities.

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PART I: APPLICATION AREA AND PRINCIPLES

1. Application area

- (1) This code of sustainability is binding for JÜKE and its affiliated companies.
- (2) Should individual sustainability-related requirements not be legally binding for our company, because we, for example, do not exceed a certain size threshold, it is nonetheless our goal to achieve the underlying sustainability objectives in an appropriate manner.

2. Selection of third parties

This Code also applies to us within the framework of the statutory provisions if we commission third parties to organise or carry out the activities covered by this Code on our behalf. We will carefully select, check, and inform such third parties about the obligations pursuant to this code in an appropriate manner and oblige them to adhere to it in writing. They are expected to take appropriate steps to ensure that other natural or legal persons with whom they work (e.g., joint venture partners, licensees) also comply with the minimum standards set out in the Code.

3. Manifestations of sustainability

We are of the opinion that the long-term and most comprehensive sustainability of our actions can only be reached when we do not just focus on economic aspects in the sense of mere maximisation of profits, but also incorporate social and economic aspects in our corporate decisions.

PART II: ENVIRONMENT

4. Conservation of resources

We continuously strive to organise all our activities and business processes in the most resource-efficient way possible and we implement economically viable opportunities for improvement in an appropriate manner.

5. Reduction of CO2 emissions

Our company is committed to continuously reducing the CO2 emissions caused by our own production facilities and to gradually switching to renewable energies. This is based on the carbon footprint measured at our locations for the period of our respective reporting year.

6. Waste reduction and recycling

We are continuously endeavouring to minimise the waste caused by our own operation processes and the impacts of the products we make on the environment. We are constantly working to minimise waste in our own operations and the environmental impact of the products we manufacture. The priority principle applies here, e.g. “reduce“ takes precedence over “reuse“ and “reuse“ over “recycle“. Furthermore, when developing new products, we will endeavour to use reusable products and/or products made from recycled materials, insofar as this is legally permissible, possible from a sterility point of view and economically viable. The safety of the products is the top priority here.

7. Avoidance of environmental pollution

- (1) Our company minimises, within the framework of applicable law, any form of environmental pollution, such as harmful soil changes, water and air pollution or noise emissions, which impairs

the natural basis for the preservation and production of food, denies people access to fresh drinking water or otherwise harms human or animal health.

- (2) Within the framework of applicable law and the requirements of our customers, we observe the entire life cycle in the design and production of our customers' products and endeavour to minimise the adverse effects of these products on the environment after use.

8. Prohibition of hazardous substances

We undertake to comply with all applicable national and international regulations, directives, and laws on substance prohibitions, restrictions, and declaration requirements, as well as applicable standards on the prohibition and declaration of substances.

9. Conflict minerals and high-risk raw materials

We strive to avoid conflict minerals and high-risk raw materials. If, for compelling technical reasons, it is unavoidable to use one or more of the conflict minerals or high-risk raw materials listed below, we will implement appropriate measures to ensure that our suppliers comply with the applicable national and international regulations, guidelines, and laws. Conflict minerals and high-risk raw materials include, in particular, ores and concentrates derived from the raw materials tin, tantalum, tungsten, and gold.

PART III: SOCIAL

10. Compliance with occupational health and safety obligations

Compliance with the occupational health and safety obligations applicable at the place of employment, in particular to reduce the risk of accidents in the workplace and other work-related health risks, is essential for us as an expression of the precautionary principle. For this reason, we provide our employees with the necessary protective equipment and safe workplaces. We comply with the applicable working time laws to protect our employees from physical and mental fatigue. Our company is committed to ensuring that our direct suppliers also comply with the applicable occupational health and safety obligations and address compliance with these obligations appropriately along their own supply chain.

11. Promotion of diversity and inclusion

We are committed to an appreciative, inclusive, and equal working environment that reflects the individual and collective diversity of our employees. The needs of all employment groups within the company as well as the needs of customers and other business partners are considered as far as possible when making business decisions.

12. Non-Discrimination

In line with the principle of equality, we condemn and prohibit any form of discrimination based on gender, ethnic origin, language, nationality, religious or political beliefs, physical or mental disability, age, marital status, sexual orientation, gender identity or any other characteristic protected by applicable law. Economic decisions are made free of any discrimination.

13. Payment of fair and equal wages

Payment of the minimum wage applicable at the respective place of employment is the basis of every employment relationship. Equal work should be remunerated equally for all genders in accordance with the applicable law and the principle of equality if it is performed under the same circumstances.

14. Freedom of association

Our company recognises the freedom of association. This includes, in particular, the freedom of our employees to organise and participate in trade unions and the right to establish works councils in accordance with applicable law.

15. Prohibition of slavery, forced and child labour

All forms of slavery, child labour and forced labour are strictly prohibited. We take all necessary steps to prohibit all forms of slavery, child and forced labour in our own operations. We work to address this prohibition appropriately and effectively in our supply chains.

16. Protection from eviction and deprivation of land

We undertake not to carry out any unlawful evictions. Furthermore, we undertake to refrain from unlawfully depriving people of land, forests, or water bodies whose use secures their livelihood.

17. Use of private or public security forces

We undertake to refrain from commissioning or using private and public security forces if, due to a lack of instruction or control in the deployment of security forces, there is a risk of torture and cruel, inhuman, or degrading treatment, injury to life or limb, or impairment of freedom of association and coalition.

PART IV: GOVERNANCE

18. Responsible corporate governance and strategy

- (1) We take the basic principle of sustainability into account in our business decisions.
- (2) Our company is developing a strategy for the effective, internal implementation of the objectives of this Sustainability Code. This strategy shall include, where relevant, specific measures to ensure that our corporate structure is in line with this Code.
- (3) In order to enable effective and efficient implementation of the sustainability goals set out in this code, we regularly review our internal company procedures and management processes.

19. Sustainable and transparent supply chains

Our customers' products are generally not manufactured in one place. Instead, there is often a global supply chain behind the complex technical products. We are aware that long-term sustainable production and provision of these products can only be achieved if the entire supply chain is sustainable, too. Although we are not subject to the German Supply Chain Duty of Care Act, our aim is to achieve appropriate compliance with and dissemination of the principles in an appropriate manner. In particular, we communicate our sustainability-related expectations to our direct and indirect suppliers and take sustainability-related aspects into account when selecting suppliers.

20. Prohibition of corruption and bribery

We are committed to complying with United Nations (UN) conventions and support the OECD Guidelines for Combating Bribery and relevant anti-corruption laws. We therefore reject all forms of corruption, bribery, facilitation payments, theft, embezzlement, fraud, or extortion. We also do not tolerate illegal payments or the granting of other benefits to individuals, companies,

customers, public officials, or other third parties with the aim of influencing decision-making processes.

PART V: FINAL PROVISIONS

21. Management and control system

- (1) Compliance with this Sustainability Code and its effective implementation is a priority for our companies.
- (2) To this end, we have introduced a management system to achieve continuous improvement and ensure compliance with the applicable laws and this Code in an appropriate manner. In particular, we will appoint a person responsible for the implementation of the management system and the corresponding control processes and will continuously monitor compliance with the applicable laws and this Code in an appropriate manner.
- (3) The company management shall review and evaluate the quality and efficiency of the management system on a regular basis, but at least once a year.
- (4) We will design and implement appropriate training programmes for our employees to implement the standards in our Sustainability Code and comply with applicable legal requirements.

22. Complaints procedure

We have set up an anonymous complaint procedure for reporting violations of human rights and environmental concerns. The complaints procedure enables people to report risks and violations of human rights or environmental obligations that have arisen as a result of the business activities of their own business unit or a direct supplier.

Violations of human rights and environmental concerns can be reported to us via the form provided on our website (www.jueke.de/en/complaint), in addition to the violations applicable under the Whistleblower Protection Act.

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23. Entry into force

This Code of Conduct applies from May 20, 2026.