

Code of Conduct for Suppliers to the Kistler Group

Kistler is aware of its social and corporate responsibility, complying with statutory requirements and high ethical standards.

Moreover, Kistler wants to ensure lawful conduct and compliance with high ethical standards all along the value chain. Kistler expects its suppliers to share the Kistler values regarding human rights, integrity and environmentally and socially responsible production and to adhere to the corresponding internationally recognized standards. The Code of Conduct is based on national laws and regulations such as the German Supply Chain Due Diligence Act (SCDDA) as well as international conventions such as the United Nations' Universal Declaration of Human Rights, Children's Rights and Business Principles, the UN's Guiding Principles on Business and Human Rights, the International Labor Standards of the International Labor Organization, and the United Nations Global Compact.

Together with its business partners, Kistler wants to ensure sustainable economic activity, thus creating added value for everyone.

Therefore, Kistler expects its suppliers to strictly comply with and implement all applicable statutory provisions, and further expects them to apply consistent management practices to ensure compliance with the relevant provisions in their own supply chains.

The suppliers of Kistler confirm to comply with compliance requirements. This includes, but is not limited to:

1. Not engaging in illegal business practices which could call the integrity of the company as well as of Kistler and its employees into question, including, in particular, the prevention of any corruption and bribery, and respect for the patents and intellectual property of third parties. This also includes fair competition practices, respect for the intellectual property of third parties and plagiarism.

Suppliers undertake to observe the competition and anti-trust provisions that apply to them and in particular to refrain from engaging in agreements with competitors on markets, prices or offers, or the division of markets or customer bases.

The granting and acceptance of improper benefits, such as presents, donations, money, trips, etc., that are not justified on business grounds is prohibited. The granting and accep-

...tance of minor, socially normal benefits is allowed. In any case employees shall not engage in conflicts of interest by accepting a gift or an invitation.

2. Complying with applicable antitrust and competition laws, in particular refraining from any kind of agreements which are restrictive of competition and prohibited by law.

Our business partners are obliged to observe the laws on the prevention of money laundering and to properly perform their notification obligations.

Financial responsibility:

We require our suppliers to carefully record, maintain and report on their business documentation, including – but not limited to – financial accounts, quality reports, time records, expenses claims and reports submitted to customers or regulatory bodies, where appropriate.

Books and records must be kept in compliance with the applicable laws and the generally accepted accounting policies.

Foreign trade legislation, economic sanctions and export control:

Suppliers must comply with all export control and customs provisions that apply to them. This also includes compliance with export controls and sanctions agreed by way of contractual regulations.

3. Refraining from the use of any raw materials such as tin, tungsten, tantalum and gold from high-risk countries that are used to finance armed groups and conflicts. Suppliers must also ensure that waste is avoided as much as possible and is always managed, collected, stored and disposed of in accordance with environmental considerations. The ban on the export of hazardous waste as defined by the Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and their Disposal of March 22, 1989 (Basel Convention) must be observed at all times.

4. Compliance with basic security standards, legal requirements and the security requirements contractually agreed with Kistler, in particular within the areas of risk management, data protection, information and IT security, physical security, human security, business continuity security and crisis management. Confidential handling of information and personal data concerning Kistler and its

customers, protection of their know-how.

5. Complying with applicable employment rights; child labor, forced and compulsory labor, modern slavery, involuntary or exploitative prison labor, human trafficking, or any other forms of exploitation are prohibited.

When appointing and employing people, suppliers as well as the Kistler Group must:

- ensure equal opportunities for and equal treatment of all employees, regardless of their skin color, race, nationality, social origin, sexual orientation, disabilities, political or religious convictions, affiliation with a national ethnic minority, gender or age; avoid any discrimination; and pay consideration to diversity, equality and inclusion.
- respect the dignity, privacy and personal rights of each individual and at all times observe the legal employment conditions, including the ban on modern slavery and child labor in accordance with the definition and rules currently applied by the International Labor Organization (ILO). Children younger than 15 may not be employed;
- observe and comply at all times with the prohibition of discrimination under the German General Act on Equal Treatment (AGG) or any other regulations that apply at the supplier's registered office;
- acknowledge employees' right to freedom of association and pay their employees a salary commensurate with their tasks that equals at least the statutory minimum salaries that apply at the employer's registered office.
- Compliance must be ensured with occupational health and safety standards, and fair healthy and safe working conditions must be maintained.

The commissioning or use of security staff is to be avoided if their deployment would mean that people are treated in an inhumane or degrading manner, are injured or are prevented from exercising their rights to freedom of association. We also require fair compensation in order to ensure that employees can pursue their livelihood with dignity. Compliance with the working hours stipulated by applicable national laws must be maintained. Our suppliers should respect the rights to freedom of assembly and collective bargaining; for example, they should neither impede nor prevent the exercise of the rights to freedom of association, admission to employee organizations or membership of employee representative bodies in accordance with applicable laws.

Suppliers must, as part of their organizational structure, accept responsibility for the health and safety of their

employees, in particular by implementing measures to suitably organize their work and ensure observance of the legal working hours and breaks; by investigating the relevant risks and implementing measures to minimize these risks; by applying the best possible measures to prevent occupational accidents and occupational diseases and ensure the safe handling of hazardous substances; and by constantly providing professional training to employees on the topic of occupational safety. Whenever possible, suppliers have to establish and maintain an occupational health and safety management system that meets the ISO 45001 standard, but must at least comply with the statutory provisions on occupational health and safety and implement the relevant preventive measures.

6. Assuming responsibility for environmental protection and animal welfare, compliance with applicable environmental protection legislation and standards (REACH, RoHS, etc.) and protecting our natural resources.

a) Suppliers may not violate legitimate rights in order to appropriate land, forests or bodies of water that serve to secure the livelihood of persons.

Suppliers may not unlawfully engage in forcible eviction or confiscation when appropriating land, forests or bodies of water that serve to secure the livelihood of persons.

Suppliers must refrain from causing harmful soil changes, water and air pollution, noise emissions and excessive water consumption, also where these activities harm the health of persons, have a serious adverse effect on the natural resources used to produce food, or prevent people's access to clean drinking water or sanitary facilities. Suppliers must minimize the environmental pollution caused by their own conduct; protect air and water quality as well as location-appropriate species diversity; avoid the excessive use of land, the deforestation of areas used operationally, as well as environmentally harmful air and noise emissions and discharges into bodies of water; and implement operational measures to constantly improve the protection of the environment and the climate. This also means that suppliers must make responsible use of energy, raw materials and water, avoid all forms of waste, and plan and take measures to expand the use of renewable energies and improve energy efficiency in their operational processes.

b) The following must be maintained: continuous reduction of greenhouse gas emissions through the use of renewable energies and through energy efficiency improvements; protection and improvement of air and water quality through organization-specific measures to

reduce emissions of harmful substances, water pollution and consumption.

We require compliance with material reduction and substitution, maintenance, and recycling.

c) Suppliers are expected to comply with national and international regulations on animal welfare and animal testing, e.g. the German Animal Welfare Act (TierSchG) or Directive 2010/63 of the European Union on the protection of animals used for scientific purposes.

7. As a supplier of Kistler, you agree that the accuracy of your information may be verified. Kistler has the right to verify compliance with the above-mentioned standards and regulations within the scope of supplier audits or through surveys via questionnaires and assessments.

8. As a supplier of Kistler, you will implement any improvement measures identified in such audits.

9. Suppliers shall disclose to Kistler which sub-suppliers they use to fulfil their contractual obligations towards Kistler. They are required to demand adherence by their sub-suppliers to all obligations to Kistler to comply with the above standards and regulations. The suppliers shall convey to Kistler the right to verify compliance with the above-mentioned topics also at the sub-suppliers within the scope of supplier audits.

10. Should these requirements not be met, Kistler reserves the right to implement suitable measures, including the cancellation or termination of a supplier relationship.

You can notify breaches or suspected breaches in confidence or anonymously using our SpeakUP Line whistleblower system.

As a supplier to the Kistler Group, we support the Code of Conduct for Suppliers to the Kistler Group by ensuring compliance with the requirements for our company and all companies affiliated with us. We also require our suppliers to guarantee compliance with these standards.

We hereby recognize the Code of Conduct for Suppliers of the Kistler Group in the context of our business relationship and all contracts concluded with Kistler in this regard.

We hereby confirm that we apply the above principles and standards in our company by way of our own equivalent code of conduct (enclosed as attachment).

(Please check the applicable item)

We are bound to this declaration until further notice. This declaration will cease to be in force when it is replaced by an updated code of conduct. We will inform the Kistler Group in writing if we should wish to distance ourselves from this declaration, following which the Kistler Group will be entitled to fully or partially terminate any contractual agreements concluded in the context of the business relationship with immediate effect.

Place, date

Signature and stamp of supplier