

Code of Conduct

PTS Prototypenteile und System Technik GmbH | Bettringer Straße 42 | 73550 Waldstetten

**Flexibility is our guiding principle at every level of the company.
Combined with effectiveness, efficiency, expertise, innovation, and continuous improvement,
we create the best possible products and services for our customers.**

Human Rights

We respect, protect, and promote applicable regulations worldwide for the protection of human and children's rights (hereinafter "human rights") as fundamental and universally applicable principles. We reject any use of child labor, forced labor, or compulsory labor, as well as any form of modern slavery and human trafficking.

Equal Opportunity and Equal Treatment

We do not discriminate against anyone and do not tolerate discrimination based on ethnicity, nationality, gender, religion, beliefs, age, disability, sexual orientation, skin color, political views, social background, or any other legally protected characteristics.

Product Compliance and Safety

Compliance with the legal and regulatory requirements applicable to our products, as well as our internal standards, is not only a legal obligation but also our commitment. Our products reflect the current state of the art and are developed in accordance with legal requirements.

Environmental Protection

As a commercial enterprise, we are responsible for the environmental compatibility and sustainability of our products, locations, and services. We rely on environmentally friendly technologies and pursue an active decarbonization strategy to achieve the goal of climate neutrality across our entire value chain (Scope 1, 2, and 3). We continuously implement and improve these measures throughout the entire life cycle of our products and processes.

Donations, Sponsorship, and Charity

We provide monetary and in-kind donations for the following areas: charitable causes, sports, and culture. Furthermore, donations are awarded only to organizations that are recognized as nonprofit or are authorized to accept donations under specific regulations.

Communication

To maintain the trust of our customers, investors, and other stakeholders, we ensure that our communication is consistent and clear.

Political Advocacy

Maintaining neutrality in our dealings with political parties and interest groups is a matter of course for us. Unfair influence on politics and legislation is not permitted.

Conflicts of Interest

We respect our colleagues' personal interests and private lives. However, we place great importance on avoiding conflicts between personal and professional interests—or even the appearance of such conflicts. We make our decisions solely on the basis of objective criteria and do not allow ourselves to be influenced by personal interests or relationships.

Ethical Recruitment

We are committed to conducting our recruitment processes in an ethical, sustainable, transparent, and respectful manner.

Code of Conduct

PTS Prototypenteile und System Technik GmbH | Bettringer Straße 42 | 73550 Waldstetten

Land, Forest, and Water Rights, and Forced Eviction

We do not participate in any unlawful forced evictions or the unlawful seizure of land, forests, or water bodies in connection with the acquisition, development, or other use of land, forests, or water bodies whose use provides a person's livelihood. When deploying security forces, we strictly ensure compliance with international human rights standards. In particular, we ensure that:

- No form of child labor (as defined by ILO Conventions 138 and 182) is used or tolerated.
- There is no involvement in torture or inhumane treatment.
- Security forces do not commit or support war crimes, crimes against humanity, or genocide.
- Any direct or indirect support for non-state armed groups is prohibited.

We require our service providers to train their personnel accordingly and to rigorously monitor compliance with these standards.

Prohibition of Corruption

The quality of our company's products and services is the key to our success. We do not tolerate corruption.

Dealing with Public Officials and Elected Officials

Our interactions with public officials and elected officials are strictly guided by the law and applicable internal policies designed to prevent conflicts of interest and corruption.

Prohibition of Money Laundering and Terrorist Financing

It is our stated goal to maintain business relationships only with reputable partners whose business activities comply with legal regulations and whose funds are of legitimate origin.

Accounting and Financial Reporting

We strictly adhere to the legal requirements for proper accounting and financial reporting. Transparency and accuracy are our top priorities.

Taxes and Customs Duties

We are mindful of our social responsibility in fulfilling our tax and customs obligations and are expressly committed to complying with national and international laws and regulations.

Fair and Free Competition

We conduct our business exclusively on the basis of merit and in accordance with market principles and free, unhindered competition. We welcome competition from our rivals and always adhere to the law and ethical principles.

Responsible Sourcing

We carefully select our business partners and suppliers based on objective criteria and expect them to adhere to our ethical and environmental standards. Our sourcing processes are guided by internationally recognized due diligence standards, in particular the OECD Guidelines for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.

We commit ourselves and our suppliers to:

- Adhering to due diligence obligations: Systematically identifying and minimizing human rights and environmental risks in the supply chain.
- Monitor critical raw materials: Ensure responsible mining practices and compliance with recognized mining standards when sourcing raw materials (such as aluminum, nickel, lithium, or steel). In doing so, we do not tolerate any form of child labor (in accordance with ILO Conventions 138 and 182) or forced labor in our supply chain.

Code of Conduct

PTS Prototypenteile und System Technik GmbH | Bettringer Straße 42 | 73550 Waldstetten

- Promote transparency: Continuously improve the traceability of materials back to their source (smelter/mine).
- Passing on standards: We expect our suppliers to pass these requirements on to their own subcontractors and to promote compliance with them.

We strive to continuously reduce the use of critical raw materials through technological innovations and the circular economy, or to replace them with more sustainable alternatives

Export Controls

We ensure compliance with all regulations governing the import and export of goods, services, and information.

Prohibition of Insider Trading

We handle insider information that could affect stock prices in accordance with capital markets regulations and do not tolerate insider trading.

Counterfeit Goods

We do not engage in the purchase, sale, trade, or production of counterfeit goods.

Freedom of Association

We recognize the fundamental right of all employees to form and join trade unions and employee representative bodies. We are committed to working openly and in good faith with employee representatives, engaging in constructive and cooperative dialogue, and striving for a fair balance of interests. Since we are not members of an employers' association, we adhere to the results of collective bargaining agreements.

Compensation, Benefits, and Working Hours

The compensation and benefits provided for a standard workweek meet, at a minimum, the legally required and guaranteed minimum standards. Working hours comply with, at a minimum, the statutory requirements.

Privacy Policy

We protect the personal data of employees, former employees, customers, suppliers, and other data subjects. We collect, gather, process, use, and store personal data only in accordance with legal requirements.

Security and Protection of Information, Knowledge, and Intellectual Property

We recognize the value of our company's proprietary know-how and protect it with the utmost care. We respect the intellectual property of competitors, business partners, and other third parties.

Information Security Management

We prioritize IT and data security and implement the security objectives of confidentiality, integrity, and availability within our company through appropriate measures and methods. We regularly review and optimize these objectives.

Data Ethics and Artificial Intelligence

We use data and digital technologies, including artificial intelligence, responsibly and ethically. In doing so, we ensure that human oversight is maintained, discrimination is avoided, and the transparency and security of the information processed are guaranteed at all times.

Code of Conduct

PTS Prototypenteile und System Technik GmbH | Bettringer Straße 42 | 73550 Waldstetten

Handling of Company Assets

We respect the company's tangible and intangible assets and do not use them for purposes unrelated to business operations.

Occupational Safety, Health, and Fire Protection

We comply with national occupational safety, health, and fire protection laws. All occupational safety and health measures, as well as personal protective equipment, are provided to our employees at no cost. Through regular inspections and assessments within the company, we achieve a continuous reduction in work-related health hazards and an improvement in occupational safety, health, and fire protection. We inform all employees annually about the identified hazards and the corresponding preventive and corrective measures to minimize risks. We train our employees in the prevention of work-related health issues, the avoidance of workplace accidents, the optimization of workplace ergonomics, the enhancement of machine safety, first aid, chemical management, and fire safety. Appropriate fire safety equipment, such as fire alarms and extinguishing systems, is installed in our company. We label chemicals in accordance with the Globally Harmonized System of Classification and Labelling of Chemicals (GHS) or CLP and store them in compliance with national regulations.

Help / Contact / Whistleblower System / Complaints (Whistleblower Policy)

Our complaint procedure is available not only to our employees but also to all external third parties (e.g., suppliers, their employees, or other affected parties) to report potential violations of this Code of Conduct, human rights, or environmental standards.

Reports can be submitted confidentially and, if desired, anonymously via our website. We guarantee the protection of whistleblowers against any form of retaliation.

Approval: 26.03.26 Kunze