

Code of Conduct

Dear Employee,

We are committed to our social responsibility towards our employees, business partners, and the responsible treatment of our environment. Compliance with laws and internal regulations and respect for fundamental ethical values are the foundation on which our economic success is based.

This Code of Conduct summarises the most important principles of our entrepreneurial actions and represents a minimum standard. Disregarding the rules of this Code of Conduct can lead to great economic damage and considerable loss of reputation for our company. We therefore do not tolerate any violation of the principles of this document!

The regulations of this Code are based on the communicated corporate policy of OBRIST Engineering GmbH, OBRIST Powertrain GmbH as well as OBRIST DE GmbH (in following OBRIST Group) and are substantiated and supplemented by internal guidelines (quality, environmental, safety guidelines,...).

Together we live responsible and correct behaviour.

Sincerely,

Frank Obrist CEO of All OBRIST Companies
Christian Schmälzle CEO of OBRIST Engineering GmbH
Martin Graz CEO of OBRIST Powertrain GmbH
Oliver Obrist CEO of OBRIST DE GmbH

Our Six Principals

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People, Work & Environment

We ensure safe and hygienic working conditions for all our employees as well as fair remuneration. We consider the legal regulations in the specific location and ensure ongoing development in compliance with them. The provisions of the International Labour Organisation (ILO) apply as a minimum standard. Child labor and forced labor are absolutely forbidden, not only within our company but also among our suppliers. Our employees know and follow the company's safety and health guidelines.

Every person is unique and valuable. We therefore reject any kind of discrimination or disadvantage. We do not accept sexual harassment in the workplace. Any drug use in the workplace is prohibited. This also applies to alcohol consumption during working hours and taking up work in a drunken state. The smoking regulations of the respective location must be observed.

We handle our resources and energy sensitively and sustainably. The legal regulations of the respective location are compulsorily complied with or voluntarily exceeded. Our employees know the company's environmental guidelines and comply with them.

We also expect our business partners to comply with these requirements.

Communication & Co-operation

At OBRIST, we value fair cooperation. Mutual appreciation, respect, trust, and reliability are essential core values for our daily cooperation.

We always treat our employees, customers, suppliers, and generally all business partners with respect and fairness. Our communication is open, honest, and transparent. We share our information, ensure reliable feedback and actively listen to each other. We promote continuous learning among our employees so that they can develop their full potential. Our cooperation within the company is characterized by helpfulness, mutual support, and constructive collaboration. We make realistic agreements and keep our promises. We address problems and conflicts objectively, early on, and personally with the people concerned. We do not look for someone to blame but find workable solutions for everyone involved. We are human and make mistakes. But we learn from our mistakes.

Our cooperation with government agencies and authorities is based on partnership and proactivity. Responsible for this are supervisors or the management.

We forward all inquiries from the press directly to our management without comment.

We design our communication on the Internet responsibly and in the knowledge that we are ambassadors of our company, both privately and professionally

Integrity & Conflicts of Interest

Employees of the OBRIST Group know the laws and internal guidelines relevant to their work and observe them.

Corruption is used to obtain improper or unlawful advantages for oneself or the company. Corruption includes bribery, the granting of advantages, the acceptance of benefits, price agreements, kickbacks, embezzlement, misappropriation, fraud, extortion or money laundering. We do not tolerate corruption of any kind! Especially in the case of gifts, invitations and other attentions, the impression must never be created that our business decisions are influenced by them. This also applies vice versa when we are entertained or given gifts.

As a matter of principle, we do not make donations to political parties or candidates. Gifts to elected officials, civil servants, or employees of public authorities are strictly prohibited.

We coordinate our donation and sponsorship activities with the management. Personal interests must not conflict with the interests of the company. Examples of such conflicts of interest are:

- An activity outside the company that could affect our work
- Business with friends, acquaintances, and relatives Shareholding of more than 3% in companies with which we have direct business contact Personnel responsibility for a close relative
- The above transactions are subject to disclosure and require management approval.

We report incidents we observe among colleagues or business partners to our supervisor or management.

Property & Confidentiality

We always act responsibly and carefully with all company property. This applies in particular to the handling of business information. Every employee is subject to a duty of confidentiality with regard to internal company matters. We ensure that confidential information such as contracts, employee, customer and supplier data is never disclosed to unauthorized third parties.

The company's intellectual property includes inventions, research results and product developments. All data in our IT systems are also regarded as intellectual property of the company. All this knowledge is protected by us and not disclosed to the outside. If it is necessary for business reasons to pass on confidential information to third parties, we have a non-disclosure agreement signed beforehand.

As a matter of principle, we only disclose information to the outside world that is expressly intended for this purpose or authorized for this purpose by management.

Private use of company property requires explicit permission.

We also respect the intellectual property of others, especially the intellectual property of our business partners.

Customers & Competition

It is our corporate policy to compete exclusively on the basis of performance, customer orientation and the quality of our innovative products. We never provide deliberately misleading or false information about our products and services. We convince our customers with realistic and true statements. In the project business, we negotiate individual prices with our customers. We are a reliable partner and honour our agreements and contracts.

Our purchasing decisions are based exclusively on objective criteria such as the quality, requirements or price of a product or service. We never speak badly about our competitors' products or services or about our competitors.

We do not create advantages for ourselves at the expense of our business partners. As a matter of principle, we reject prohibited agreements with competitors, suppliers and customers.

Notification of Infringements

Reporting Infringements

1. Infringements of this Code of Conduct must be reported immediately to the management.
2. All reports are treated as strictly confidential and carefully checked.
3. A report has no negative consequences for the reporter(s), except in the case of deliberate false accusations.
4. If you have any questions, please contact your supervisor.

What happens in case of infringements?

Violations of our Code of Conduct will result in disciplinary action. In particularly cases, it can even lead to dismissal. Furthermore, we reserve the right to damage compensation and legal consequences reserved.

If we identify violations by our business partners, this can lead to the termination of the business relationship or legal consequences. consequences.

Contact Person Information

Our Code of Conduct is part of our Employee Handbook.

Compliance with the Code of Conduct is the duty of every Obrist employee. Every manager promotes compliance with these rules through his or her personal exemplary behavior.

Print versions are available in the Human Resources Department. An online version of the employee handbook is available in our wiki (<https://obrist.atlassian.net/wiki/home>).

The first point of contact for your questions about the Code of Conduct is your supervisor. However, you can also approach the members of the management or the human resources department.