

CODE OF CONDUCT

BEHAVIOR IN THE PROFESSIONAL AND CORPORATE ENVIRONMENT

1. Compliance with the law

We, meaning all employees and managers (jointly referred to as "employees") of the Manz Group ("Manz") will comply with applicable legal regulations and company guidelines. We will observe applicable legal prohibitions and obligations, even if these result in temporary economic disadvantages or difficulties for the company or for individuals. Managers, who must endeavor to fulfill these requirements as much as possible as part of their duty to act as role models. If national laws establish more restrictive regulations than the provisions applicable at Manz, the national laws will take precedence.

2. Avoiding conflicts of interest

Business decisions are made exclusively in the company's best interests at Manz. Conflicts of interest regarding private concerns, ulterior economic activities or activities of any other nature, including those of family members or other individuals to the organization, should be avoided from the outset. If such conflicts of interest do occur, they must be resolved in accordance with the law and applicable guidelines. The conflict must be described in a transparent manner for this to occur.

In general, employees must disclose secondary employment and receive approval within the framework of their applicable employment agreements. As a general rule, secondary employment at competitors of the Manz Group cannot be approved.

3. Fair competitive behavior

Manz asserts itself in competition through quality, strength of innovation and global presence. In order to gain the trust of our customers and business partners, we reject all forms of corruption. This means that each employee complies with regulations on competition in their specific area of responsibility. Agreements with competitors that violate antitrust law, for example regarding prices or other conditions, are prohibited.

Suppliers are commissioned based on objective and clear criteria. Improper grounds may not play a role in their selection.

We ensure that invitations, gifts and financial benefits cannot be construed as having had any influence on our business activities.

When commissioning individuals to broker business transactions, Manz ensures that commission payments and other compensation are appropriate in relation to the services performed.

Manz is an international company. It observes relevant trade controls and regulations on import and export controlling and embargoes.

Manz takes all necessary measures to prevent money laundering within its sphere of influence.

4. Occupational and health protection

In addition to our economic success, the safety and health of our employees is a key corporate goal. Each of our employees promotes safety and health protection within their work area by complying with regulations.

5. Treating resources carefully

Both while developing new products and services and in operating production equipment, we ensure that negative impacts on the climate and environment are kept to the lowest possible level through a responsible use of resources.

Each employee is responsible for treating natural resources carefully and helping to protect the environment and the climate through their individual behavior.

HANDLING INFORMATION

1. Protecting operating and trade secrets

We ensure that other companies do not obtain Manz operating and trade secrets. Manz employees are strictly prohibited from trying to find out the operating and trade secrets of other companies.

Manz employees are aware of the importance of confidentiality agreements. Therefore, they must always comply with contractual confidentiality obligations, even if they extend beyond legal requirements.

Employees who obtain concrete information on circumstances not publicly disclosed that, if publicized, would significantly influence the stock market price of Manz shares or derivative financial instruments, may not trade in shares or other financial instruments of Manz AG based on this insider information and may not transmit this information to third parties, no matter whether said insider information is transmitted deliberately or simply through gross carelessness.

2. Data privacy and data security

Manz places a high value on the security of its employees' and business partners' data. No personal information may be collected or processed without the consent of the affected party, unless required by law.

When using personal information in the course of business transactions, all Manz employees must ensure protection of the private sphere and treat personal information as confidential.

Data on the identity of business partners and the object of business relationships are protected against unauthorized access by third parties using suitable technical measures.

3. Reporting

Transparent and truthful communication in both internal and external reporting is of great importance to Manz. Each employee ensures that external reports, records and other documents are in accordance with applicable legal regulations and standards, always complete and correct and are always completed on time, in accordance with system requirements.

INTEGRITY IN ETHICAL AND MORAL BEHAVIOR

1. Respect

Manz employees are required to treat others with respect at all times. Any form of discrimination in interactions with colleagues, employees and business partners relating to age, disability, national origin, skin color, sex, sexual orientation, religion, world view or other personal characteristics is prohibited.

Fostering a culture of equal opportunity, mutual trust and respect is highly important to us.

We respect internationally recognized human rights and support compliance with those rights. We strictly reject all forms of forced labor and child labor.

We respect the right to free expression, the protection of personal rights and the private sphere. However, each employee should be aware that they may also be considered a representative of the company through their behavior and appearance in public.

2. Appropriate compensation

We recognize the right to appropriate compensation for all our employees. Wages and other benefits fulfill at least applicable national and local legal standards.

3. Social engagement

We are engaged in our local areas in different ways. We make donations and engage in other forms of social engagement, solely in the interest of the company.

We do not give any financial benefits, in particular donations or sponsorships, to political parties, either domestically or abroad, or to any political or similar organizations, individual elected officials, or candidates for political office. We follow legal regulations on lobbying and avoid having an improper influence on politics and legislation under all circumstances.