

BUSINESS PARTNER CODE OF CONDUCT

This business partner code of conduct underscores standards that coincide with Manz's values. We expect all business partners – including but not limited to suppliers, consultants, sellers, brokers, retailers, contractual partners, and others – to comply with and fulfill these standards.

1. SOCIAL AND CORPORATE RESPONSIBILITY

Our respect for freedom and human rights forms the framework for everything we do at Manz, and is the foundation of our success. Manz is dedicated to sustainability. This includes the responsible and sustainable use of resources, now and in the future.

Manz is committed to behave justly and with integrity towards its employees, customers, suppliers, competitors, and other stakeholders. Manz recognizes that legal and cultural requirements vary across global markets. Manz expects all of its business partners to act fairly, justly, and responsibly in all aspects of their companies, and to show the same level of commitment to corporate social responsibility.

2. COMPLIANCE WITH LAWS, REGULATIONS, AND LEGAL PROVISIONS

The business partner must comply with all applicable laws, regulations, and legal provisions in the countries in which they work, and must take suitable measures to ensure the fulfillment of these laws, regulations, and legal provisions.

Combating slavery and human trafficking

The business partner must comply with all applicable laws, regulations, and legal provisions that prohibit slavery and human trafficking in its own businesses and in its supply chains.

Compliance with antitrust law

The business partner must ensure that its business practices are in line with applicable antitrust and competition law and other laws and regulations, for instance those dealing with monopolies, unfair competition, trade and competition restrictions, and relationships to competitors and customers. The business partner may not conclude any agreements with competitors or undertake any other action that could unlawfully influence competition, including but not limited to price fixing or market sharing.

Combating corruption

Manz does not tolerate corruption. The business partner must likewise comply with applicable anti-corruption laws and regulations, including those dealing with corruption abroad.

The business partner must reject all forms of corruption, fraud, theft, embezzlement, or extortion, and may not tolerate illegal payments, in particular payments or other advantages to an individual, a company, or an official with the goal of influencing decision-making processes, independent of whether these violate applicable law or not. In particular, it may not offer, grant, or accept any bribes, kickbacks, payoffs, or other illegal payments, incentives, gifts, entertainment, favors, or other advantages or contributions of value under

any circumstances in return for providing business opportunities or in any context with Manz business activities.

Conflict minerals

The business partner is aware of applicable legal requirements related to "conflict minerals," including tin, tantalum, tungsten, their ores, and gold from conflict regions and ensure that they comply with these laws. In addition, the business partner will work to avoid the use of raw materials in its products that directly or indirectly finance armed groups that violate human rights.

Import and export regulations

The business partner must comply with all applicable import and export regulations, in particular but not restricted to sanctions, embargoes and other laws, ordinances, governmental requirements and guidelines that control the transfer or shipping of goods, technologies, and payments.

Avoidance of money laundering

The business partner must comply with all applicable laws to avoid money laundering and must not take part in money laundering.

3. CONFLICTS OF INTEREST

Employees should act in the best interest of their company. Private interests and personal considerations do not influence business decisions. Manz and the business partner must avoid all activities or situations that could lead to a conflict between the private interests of a Manz employee or business partner and Manz's business interests.

4. RESPECT FOR HUMAN RIGHTS, ANTI-DISCRIMINATION AND SUPPORT FOR WOMEN'S RIGHTS

Manz respects human rights and actively promotes their protection. We follow the United Nations Universal Declaration of Human Rights, which encourages each person, each company body, and in general all economic actors and companies to contribute to consideration of these rights. Furthermore, Manz also respects the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy of the International Labor Organization (ILO) of the United Nations and the OECD guidelines for multinational companies.

The business partner must treat all people with respect and fairness and comply with basic human rights, for instance as outlined in the United Nations Universal Declaration of Human Rights and the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy of the International Labor Organization (ILO) of the United Nations. In particular, this includes a prohibition against forced labor and child labor and the provision of adequate wages, social services, working hours, freedom of association, and other fair working conditions in compliance with applicable local laws.

The business partner must maintain a working environment where reprisal measures are not taken, and which is free from discrimination, harassment, and other dishonest conduct based on sex, age, race, skin color, ethnic or national origin, citizenship, religion, religious beliefs, physical or mental disability, veteran status, sexual orientation, or other legally protected characteristics.

Manz supports the UN Women's Empowerment Principles and believes that enabling women to participate fully in economic life in all sectors is vital to the strength of national economies, in order to achieve internationally agreed goals for development and sustainability, and to improve quality of life for women, men, families, and communities.

5. PRODUCT SAFETY, HEALTH AND ENVIRONMENT

Manz's processes and products make a key contribution to the sustainable use of resources and environmental protection, in particular climate protection. Manz works to protect resources by continuously adapting the production, quality, and performance of its products to environmental standards and lowering its consumption of energy, water, raw and operating materials.

The business partner must support Manz in this work. It must strive to produce and manufacture safe products and offer a safe work environment that promotes accident avoidance and minimizes health risks to its employees.

The business partner must comply with applicable environmental protection laws and regulations and must work to conserve resources and protect the environment.

6. DATA PRIVACY, CONFIDENTIAL INFORMATION AND INTELLECTUAL PROPERTY

The business partner must comply with all applicable data privacy laws. It is responsible for ensuring that strict secrecy is maintained for confidential business information and trade secrets disclosed in conjunction with its business activities with Manz (hereinafter referred to as "confidential information"), and that such information is not used in any prohibited manner or disclosed to third parties. Furthermore, the business partner must protect and secure Manz's intellectual property as confidential information.

7. COMPLIANCE WITH THE BUSINESS PARTNER CODE OF CONDUCT

Manz sees the provisions of this business partner code of conduct as foundational to the business relationship between Manz and the business partner, but reserves the right to adjust them from time to time. Therefore, compliance with the provisions indicated here for the business relationship between Manz and the business partner is mandatory. The business partner accepts and agrees to this requirement.

If the business partner engages in a substantial breach of this business partner code of conduct, Manz reserves the right to terminate its business relationship with the business partner conditional upon applicable laws and ongoing agreements.

The business partner shall attempt to familiarize itself with the business practices of its suppliers, subcontractors, and other business partners, and shall obligate all suppliers, subcontractors, and business partners to comply with comparable values.

The business partner and Manz will discuss all questions related to this business partner code of conduct in a trustworthy manner.