Code of Conduct

of Littau GmbH

As of: October, 10, 2025

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1.0 Preamble

- Littau GmbH sees itself as part of an internationally interconnected economy and, as a business, is part of the countries and societies in which it operates.
- Littau GmbH follows the basic principle of the ‘honourable businessman’ and is committed to its responsibility as a company.
- Littau GmbH monitors the direct and indirect effects of its business activities on the environment and society and strives to strike an appropriate balance between economic, ecological and social concerns.
- Littau GmbH acts in accordance with generally accepted values and principles, complies with the law and, in particular, observes internationally recognised human rights and labour standards as set out below.
- Littau GmbH stands for the goals and contents of the Code of Conduct and will make every appropriate and reasonable effort within the scope of its respective legal and actual possibilities to continuously comply with this voluntary commitment at all its company locations.
- If existing national regulations conflict with the contents of the Code of Conduct or if the domestic context makes it impossible to comply with it without restriction, Littau GmbH will seek ways to uphold the requirements of the Code of Conduct as far as possible.

2.0 Ethics, Morals and Integrity

- Littau GmbH pursues exclusively legal business objectives and practices and only maintains business relationships with reputable partners.
- Littau GmbH treats its business partners and customers fairly and with respect.
- Littau GmbH respects different legal, economic, social and cultural backgrounds and the specific circumstances of the countries and regions in which Littau GmbH operates. In doing so, Littau GmbH respects the laws and regulations of the countries and regions in which it conducts business.
- Littau GmbH always bases its business activities on universally accepted ethical values and principles, including integrity and respect for human dignity.
- Littau GmbH is committed to free and fair global trade.

2.1 Corruption, trade control, money laundering

- Littau GmbH rejects any form of bribery and corruption. To this end, we avoid even the appearance of such behaviour, whether in the form of granting or accepting unfair advantages.
- Littau GmbH acts in accordance with the applicable import and export control regulations and complies with the legal requirements for the prevention of money laundering.

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2.2 Fair competition

- Littau GmbH advocates free and fair competition.
- Littau GmbH does not tolerate anti-competitive agreements and ensures that the company acts in accordance with applicable antitrust laws.
- It rejects competitive advantages gained through unfair business practices.

2.3 Handling of personal data, protection of confidential information and intellectual property

- Littau GmbH respects the personal rights of its employees, business partners and customers and complies with the applicable legal and regulatory requirements for the processing of personal data and information security when handling personal information and data. A data protection officer has been appointed for this purpose.
- Littau GmbH protects the business secrets and other confidential information entrusted to it by its business partners and customers from unauthorised acquisition, use and disclosure, at least in accordance with the relevant legal provisions on the protection of business secrets.
- Littau GmbH respects the intellectual property of its business partners, customers and other third parties and ensures that sufficient precautions are taken to protect intellectual property rights when exchanging know-how and technologies.

2.4 Protection of consumer interests

- Insofar as Littau GmbH's products and services affect the interests of consumers, appropriate measures are taken to ensure the safety and quality of the products or services.
- Littau GmbH ensures that the products or services comply with the relevant consumer protection regulations.
- In the context of information and sales measures, Littau GmbH takes consumer interests into account by applying the legal requirements for fair business, marketing and advertising practices and consumer education.

3.0 Environmental responsibility and commitment

- Protecting and preserving natural resources is something that affects and concerns us all. With this in mind, Littau GmbH conducts its business activities in an environmentally responsible manner and is committed to the goal of a climate-neutral future.

3.1 Protection of the environment and climate

- Littau GmbH fulfils its environmental responsibilities by applying the applicable legal requirements and recognised standards for the protection of the environment and climate.
- Littau GmbH is working to continuously reduce the negative impact of its business activities on the environment and climate.
- Littau GmbH applies applicable law and takes appropriate measures based on legal and internationally recognised standards, covering topics such as:
  - Proper and responsible handling of hazardous substances, chemicals and waste, including their disposal (where applicable),

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- Measures to reduce or avoid waste
- Minimising emissions from operational processes (e.g. waste water, exhaust air, noise, greenhouse gases)
- Conserving natural resources, for example through measures to save water, chemicals and other raw materials and promoting the circular economy
- Use of climate- and environmentally-friendly technologies, processes, raw materials and products;
- Measures to increase energy efficiency and the share of renewable energies in energy consumption at company locations.

- For these reasons, Littau GmbH is certified according to DIN EN ISO 14001:2015.

3.2 Animal and species protection

- Littau GmbH observes the principles of animal welfare and biodiversity conservation and aligns its business activities accordingly.
- The keeping and use of animals must comply with the applicable legal animal welfare requirements and be species-appropriate.
- The Washington Convention on International Trade in Endangered Species of Wild Fauna and Flora serves as a guideline in this regard.

4.0 Human rights and labour standards

- Human dignity is inviolable. Littau GmbH therefore respects the internationally recognised human rights set out in the United Nations Universal Declaration of Human Rights.
- Littau GmbH adheres to the internationally recognised labour standards of the International Labour Organisation (ILO), as listed below.
- In all its business activities, Littau GmbH endeavours neither to cause nor contribute to human rights violations. Littau GmbH expects the same from its business partners.
- Where necessary and possible, Littau GmbH supports its suppliers in this regard.

4.1 Employment relationships

- Littau GmbH treats its employees with respect.
- Littau GmbH rejects any form of unlawful punishment, abuse, harassment, intimidation or other undignified treatment of employees.
- Littau GmbH applies the applicable labour law to all employment relationships and expects the same from its contractual partners.
- At the start of the employment relationship, employees must be provided with clear information about the essential working conditions, including their rights and obligations, working hours, remuneration and payment and accounting modalities.
- Littau GmbH respects and protects the right of employees to terminate their employment relationship in compliance with the applicable notice period.

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4.2 Rejection of child labour and protection of young workers

- Littau GmbH does not tolerate child labour and complies with the applicable legal minimum age for employment.
- In any case, Littau GmbH does not employ anyone under the age at which compulsory schooling ends according to the law of the place of employment, or anyone under the age of 15. Internships are organised in accordance with legal requirements.
- Littau GmbH expects its contractual partners to have adequate means of determining age in order to prevent child labour.
- If child labour is detected, all necessary measures must be taken immediately, focusing on the welfare, protection and development of the child.
- In the case of persons under the age of 18, the rights of young workers must be observed; they may only be employed if it is ensured that the working and employment conditions do not pose a risk to their health, safety or morals, nor are detrimental to their development.

4.3 Refusal of forced labour

- Littau GmbH rejects forced or compulsory labour in any form.
- This also applies to any form of debt bondage, serfdom, slavery or slave-like practices, human trafficking and extends to all forms of involuntary labour and services that are not compatible with internationally recognised labour and social standards.

4.4 Principles of remuneration

- Littau GmbH applies the statutory provisions or, where applicable, the provisions of collective agreements when remunerating work.
- Littau GmbH ensures that the remuneration of employees in the company does not fall below the applicable statutory minimum wage, or, where applicable, the minimum wage specified in collective agreements or customary in the industry.
- In countries or regions without a statutory or collectively agreed wage framework, Littau GmbH ensures that the wages paid for regular full-time work are sufficient to meet the basic needs of its employees.
- Littau GmbH does not tolerate any wage deductions that are not permitted by law, including wage deductions as a disciplinary measure.

4.5 Working hours

- Littau GmbH applies the statutory or applicable collective agreement provisions on working hours, including overtime, breaks and annual leave.
- Littau GmbH ensures that
  - the regular weekly working hours (currently four days) plus the maximum possible overtime are not exceeded,
  - working time regulations are observed.

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4.6 Freedom of association

- Littau GmbH respects the right of employees to freedom of association and assembly, as well as the right to collective bargaining and wage negotiations, insofar as this is legally permissible and possible in the respective country of employment.
- If this is not permissible, Littau GmbH seeks appropriate compromises for its employees.

4.7 Diversity and inclusion, prohibition of discrimination

- Littau GmbH values the diversity of its employees and promotes a working environment that enables inclusion.
- That is why Littau GmbH is committed to equal opportunities and rejects any form of discrimination or unequal treatment based on national or ethnic origin, social background, health status, disability, sexual orientation, age, gender, political opinion, religion or ideology.
- Littau GmbH adheres to the principle of equal pay for male and female workers for work of equal value.

4.8 Health and safety at work

- Littau GmbH complies with national and international occupational health and safety standards.
- Littau GmbH ensures a safe and healthy working environment (avoiding accidents, injuries and work-related illnesses) in order to maintain the safety and health of its employees and third parties.

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