

CODE OF CONDUCT

DÜRR GROUP

DÜRR GROUP.



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1 FOREWORD

DEAR EMPLOYEES,

Business partners, customers, suppliers and shareholders place great trust in us. This trust forms the basis of our daily interaction and the long-term success of our Company. It is therefore essential to maintain the good reputation of the Dürr Group. As employees of the Dürr Group, you play an important part in this by behaving responsibly in business dealings and respecting applicable law and ethical standards.

This Code of Conduct provides guidance for your actions. In a globalized, highly complex working world, this Code of Conduct is designed to help you identify legal risks and avoid legal violations. It clarifies our corporate principles and our clear commitment to compliance with legal requirements and ethical standards, among others in the areas of human rights, labor standards, corruption prevention and environmental protection. The principles listed are clearly explained to you by examples from everyday business life.

The Code of Conduct is valid worldwide and binding for all employees of the Dürr Group. It is the task of managers to ensure compliance with it at all levels and in all countries. We would like to encourage each and every one of you to set an example of ethical behavior in your personal and business environment — in doing so, you will be making an indispensable contribution to the success and continued existence of the Dürr Group.

If you have any suggestions or questions regarding the Code of Conduct, please feel free to contact Corporate Compliance.

Bietigheim-Bissingen, August 2023



Dr. Jochen Weyrauch



Dietmar Heinrich



Dr. Jochen Weyrauch
(CEO of Dürr AG)



Dietmar Heinrich
(CFO of Dürr AG)



2 SCOPE OF APPLICATION

This Code of Conduct contains binding principles of behavior to which we as employees of the Dürr Group adhere in our dealings with each other and in our cooperation with business partners and third parties.

The Code of Conduct applies worldwide to members of the Board of Management, executive management and senior executives, as well as to all employees of the Dürr Group. In addition, it applies to temporary workers, i.e. persons who are functionally equivalent to employees of the Dürr Group.

In the case of Group companies that are not managed or controlled solely by the Dürr Group due to the circumstances under company law (e.g. joint ventures), we work to ensure that the Code of Conduct is applied in its entirety or that comparable rules of conduct are introduced.

We strive to apply the principles of this Code of Conduct when working with our business partners, especially our customers and suppliers. Our Code of Conduct for suppliers applies primarily to our suppliers.

If local law at our sites imposes specific requirements, these will apply. The Code of Conduct shall then apply in addition.

We regularly review the Code of Conduct for validity and update it as necessary.

3 VALUES



WE STAY CURIOUS

We are driven by finding the best solutions for our customers' challenges. We think one step ahead, drive innovations and trends, and keep challenging ourselves. We thus continue to learn — as a company and as individuals.

WE COOPERATE AS A TEAM

We support each other across departmental boundaries to achieve the best possible solutions. We offer constructive feedback, are able to give and receive criticism, and show others our appreciation. We closely cooperate with our customers and partners, both on a global and local level, and we combine skills and integrate different perspectives.



WE SHOW COURAGE

We apply entrepreneurial thinking, make our own decisions, and learn from errors. We head into the future with courage and always find a solution.

WE DEMONSTRATE RESPECT

We appreciate the diversity of the people in our company and that of our customers and partners. Therefore, we treat each other with respect and always seek out what we have in common rather than what separates us.



WE EMBODY TRUST

We firmly believe that everyone in our company does their best. This is why we trust each other and approach each other openly. Our partners and customers can rely on us because we keep our promises.

WE ASSUME RESPONSIBILITY

We are aware of the responsibility we have as a company toward society and the environment. We therefore use resources carefully, we develop sustainable solutions, and we promote education, culture, and social cohesion for a better future.



4 COOPERATING

These rules of conduct are central components of the values we live by in the Dürr Group. We are all responsible for complying with the Group-wide provisions contained in this Code of Conduct. We expect our managers to live up to their role model function and to exemplify the content of this Code of Conduct to employees through exemplary behavior.

Each and every one of us has a right to fair treatment, courtesy and respect. We do not tolerate discrimination and harassment. In

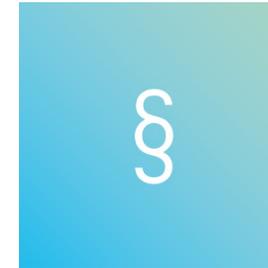
particular, we do not tolerate any discrimination on the basis of ethno-cultural background, disability, gender, religious beliefs, age or sexual orientation.

Child labor, forced labor, modern slavery or comparable work are prohibited and are rejected without exception and actively avoided. Our employees are free to participate in any employee special interest group provided for by law.

5 COMPLIANCE WITH THE LAW

Members of the Board of Management, senior executives, and all employees of the Dürr Group comply with laws and internal regulations. Our Code of Conduct and the rules of behavior set out therein define ethically correct actions and underlie all of the Dürr Group's business activities. Disregarding existing regulations is also not permissible even if done for the purpose of operational

and commercial success and thus ultimately in the interests of the company. Any criminal investigation could have a negative impact on our business. This is particularly true because the Dürr Group, as a listed, internationally operating company, is constantly in view of the public. We expect everyone to avoid deliberate misconduct in both their professional and personal lives.

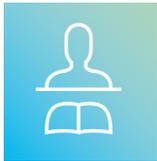


6 FAIR BUSINESS RELATIONS

FAIR COMPETITION AND ANTITRUST LAW

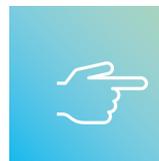
We are committed to fair competition and comply with the provisions of competition and antitrust law.

We do not enter into any anticompetitive agreements with competitors, customers or suppliers regarding prices, the market or territorial divisions. We make business decisions without exchanging sensitive information with competitors.



Example:

As a long-time employee in the Dürr Group's sales department, you have gotten to know your competitors' employees at customer meetings and trade fairs over the course of time. The sales manager of a competitor approaches you to say that it would be advantageous for the Dürr Group and the competitor to offer the products at a 5% higher price from a certain point in time.



Under no circumstances should you engage in such conversations. Price agreements and other interventions in the free play of market forces are punishable by law. The fines that the affected companies have to pay, especially in Europe and the U.S., are considerable and in some cases can even threaten the existence of the company. In addition, those involved in the collusion may face criminal and employment consequences.



PREVENTION OF CORRUPTION

We reject any form of corruption, extortion and bribery and avoid even the mere appearance of it.

Both active and passive bribery are illegal, unethical, harmful to society and entail high risks for our employees and our company. Any form of direct or indirect bribery or acceptance of benefits is prohibited, whether by accepting or making payments, gifts or gratuities of any kind beyond what is legally permissible and customary.



Example:

You work in the purchasing department of the Dürr Group. A potential supplier

promises you a season ticket to your favorite soccer club if you consider them for future contracts.



You must reject this offer. Bribery in business transactions is a criminal offense in Germany and in many other countries. Like-

wise, it is not permissible to demand a personal advantage in order to award contracts to this supplier.

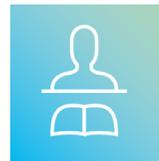


PREVENTION OF MONEY LAUNDERING AND THE FINANCING OF TERRORISM

We comply with our legal obligations to prevent money laundering and the financing of terrorism and do not engage in money laundering activities. We prohibit any form of support or contribution of funds to dubious associations as well as crimes involving terrorist financing.

COMMISSIONS

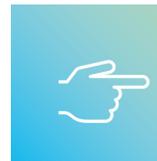
We only use consultants and intermediaries in accordance with the legal framework and the requirements of the Group-wide organizational directive "Contractual Arrangements for Sales-Related Services". In this way, we ensure that remuneration is only paid for consulting and brokerage services actually rendered and that the remuneration is commensurate with the service provided.



Example:

The Dürr Group is participating in a tender. An intermediary approaches you and

tells you that, for an additional fee, he can ensure that the order is awarded to the Dürr Group.



You may be liable to prosecution if you approve the additional fee and the intermediary uses this fee as a bribe to ensure that the contract is awarded to the Dürr Group. In addition, such legal violations by consultants damage the reputation of the Dürr Group and may even lead to liability of the company vis-à-vis third parties as well as to very high fines. To rule out these risks, you must check the seriousness of consultants and intermediaries on the basis of the requirements of the organizational instruction "Contractual Arrangement of sales-related Services".

DONATIONS

We only make donations in the name of the Dürr Group if the recipient and the intended use are known. We do not allow payments to private accounts.

On behalf of the Dürr Group, we do not make any direct or indirect political donations to persons running for or holding office or to political parties. We do not participate in party political activities. However, our employees are free to engage in political activities in their free time to the extent permitted by law.

In addition, we welcome the civic, charitable and social commitment of our employees.



INTERNATIONAL TRADE

We comply with the laws and regulations applicable to international trade. In particular, we observe existing import and export restrictions, obtain necessary permits and pay established customs duties and taxes.

Business activities with countries, persons or organizations subject to sanctions and embargoes are subject to restrictions or may be illegal altogether. Violations of this can result in heavy fines and, in the case of individuals, imprisonment.



Example:

You are approached by a business partner who wants to export components to a country that is subject to a EU sanction. At the request of the business partner, order processing should be carried out with minimal documentation due to time constraints. What should you do?



EU sanctions may result in the requirement to obtain an export license prior to a shipment or may prohibit the shipment

entirely. You should therefore consult with the departments responsible for export control in the Dürr Group before responding to your potential business partner.

CONFLICTS OF INTEREST

We strictly separate business and private interests. Individuals must not abuse their position in the company for their own benefit or the benefit of family or friends. Business partners may not be favored out of private interest.

We expect that the personal interests of members of the Board of Management, members of the executive board, managers and employees do not conflict with the interests of the Dürr Group.

We are all encouraged to disclose any suspected or actual conflict of interest to our leader and work with them to resolve that conflict.

Secondary employment may only be performed with the prior consent of the employer, provided they do not conflict with the interests of the Dürr Group. This applies in particular to any secondary employment for competitors.

Equity investments by our employees in competitors, suppliers or customers that enable entrepreneurial influence are not in the interests of the Dürr Group and can only be permitted in individual cases after prior written information.



Example:

You are managing a project on a construction site and are suddenly faced with the dilemma that a supplier can no longer complete the work you have started. In order not to fall behind schedule, a suitable successor must be found as quickly as possible. Coincidentally, your brother-in-law runs a business known for its fast and reliable work. Are you allowed — with the involvement of the purchasing department — to commission your brother-in-law?



In the case of the commissioning of your brother-in-law, the impression could be created that this was done solely on the

basis of the family relationship. You should inform your superior of all the circumstances of the case and ask to be released from the decision of which replacement supplier will be assigned. In this way, the appearance of a conflict of interest can be avoided.

7 FAIR WORKING CONDITIONS

RESPECT FOR HUMAN RIGHTS

We respect internationally recognized human rights. We base our actions on the International Bill of Human Rights, the OECD Guidelines for Multinational Enterprises, the United Nations Guiding Principles on Business and Human Rights, the core labor standards of the International Labor Organization (ILO) and the United Nations Global Compact.

CHILD LABOR AND YOUNG EMPLOYEES

We reject any form of child labor without exception. Within the Dürr Group, we ensure compliance with the minimum age for regular employment in accordance with the applicable national regulations. We observe that our employees under the age of 18 do not perform night work or overtime and are protected from working conditions that are harmful to their health, safety and development.

REMUNERATION

We base remuneration on the applicable laws, supplemented by the relevant national minimum wage laws. We inform our employees clearly, in detail and regularly about the composition of their pay.

WORKING TIME

We comply with applicable national laws and international labor standards regarding maximum permissible working hours and vacation regulations. We ensure that working hours (including overtime) do not exceed the respective legally permissible maximum limit. We generally grant our employees at least one day off every seven days.

TOLERANCE AND EQUAL OPPORTUNITIES

We promote an inclusive culture where diversity is valued and accepted and everyone can reach their full potential. We ensure equal opportunities and equal treatment in the workplace. Regardless of personal or genetic characteristics, including gender, color, nationality, ethnic or social origin, language, religion or belief, political or other opinion, membership in a national minority, wealth, birth, disability, age or sexual orientation, we treat each individual or group equally. We do not tolerate discrimination, sexual harassment, sexual abuse, corporal punishment, psychological or physical coercion or verbal abuse.



Our “Declaration of Principles on Respect for Human Rights and Fair Working Conditions” describes supplementary regulations to this Code of Conduct.

PROMOTING A RESPONSIBLE SUPPLY CHAIN

We are committed to a responsible supply chain. We observe human rights and environmental due diligence obligations in an appropriate manner with the aim of preventing or minimizing risks and ending the violation of human rights or environmental obligations. Our goal is to ensure that our products and materials are free of so-called conflict minerals. Conflict minerals include tin, tantalum, tungsten, their ores, and gold from conflict and high-risk areas that contribute to the direct or indirect financing of armed groups, forced labor, and other human rights abuses.

We require our suppliers to comply with the principles of this Code of Conduct or to apply equivalent codes of conduct. We also call on them to enforce the contents of this Code of Conduct in their supply chains.



HEALTH PROTECTION AND OCCUPATIONAL SAFETY

We act in accordance with applicable laws and international standards¹ relating to occupational health and safety and ensure safe working conditions.

We are committed to creating and designing a safe, secure and healthy work environment. Safety regulations and practices apply both to employees of the Dürr Group and to external employees under contract.

Supplementary regulations to this Code of Conduct are described in our "Health & Safety Policy".

¹ Examples include the ILO Labor and Social Standards, the Social Accountability Standard SA8000, or the International Organization for Standardization's Occupational Health and Safety Management System ISO 45001.



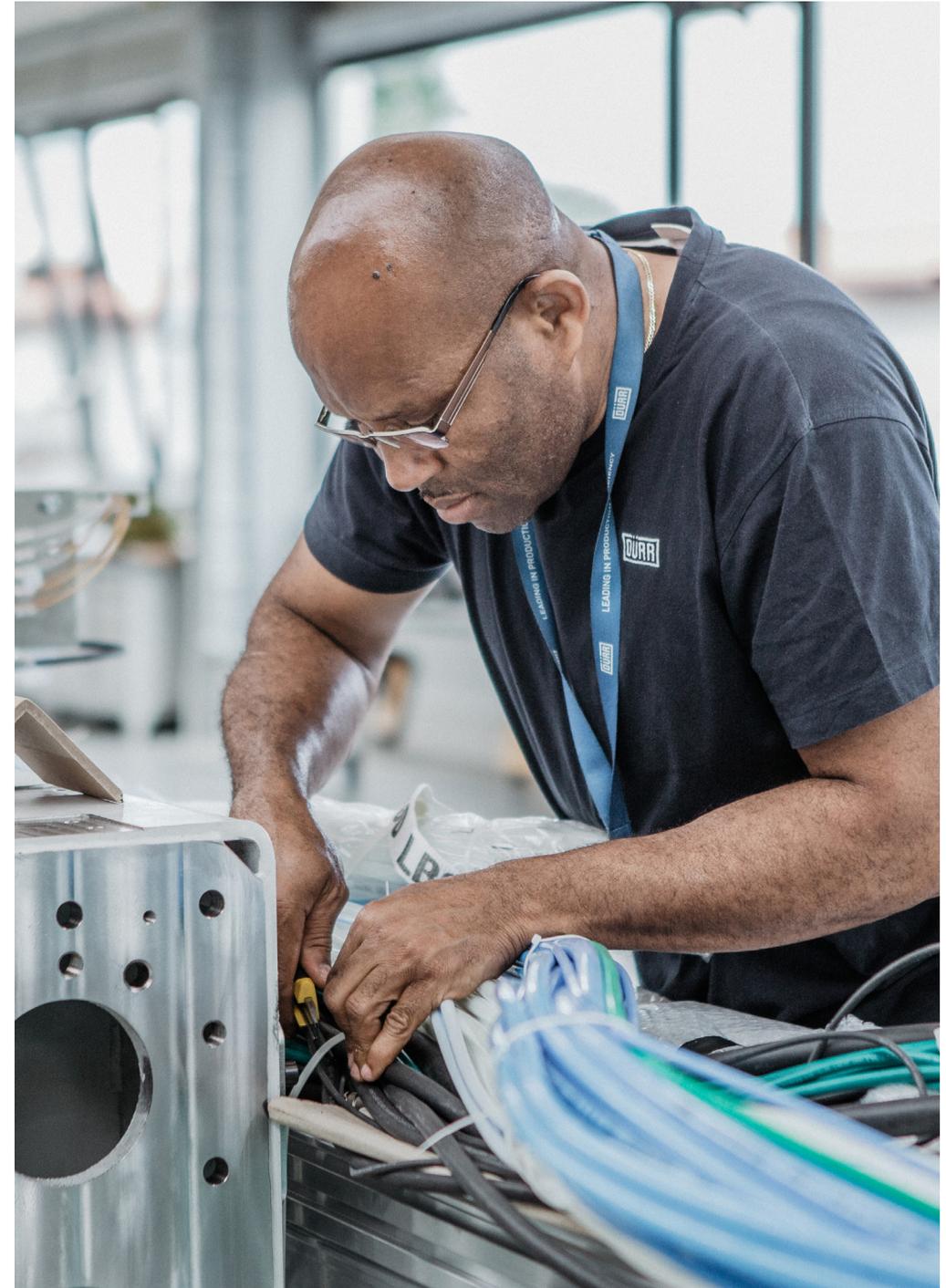
Example:

You are working as a project manager on a Dürr construction site. In addition to Dürr Group employees, subcontractors and outside companies commissioned by you are also used for assembly work. You do not have the official employment and required documents such as personal data and work permits. Furthermore, you have reason to believe that the working conditions of the fitters do not comply with the applicable legal provisions. How do you act in this case?



Regardless of the fact that they are employees of an outside company, they perform work on behalf of the Dürr Group.

Therefore, you are required to ensure that all officially required documents are actually available and that employees of external companies can perform their work under conditions that comply with the regulations.



8 HANDLING OF INFORMATION AND CORPORATE RESOURCES

DATA PROTECTION

We protect the personal data of our business partners, customers, suppliers, shareholders and employees. Personal data is only collected, processed and used in accordance with statutory provisions.

We comply with data protection regulations and take into account the comprehensive rights of the persons whose data is collected, processed and used.

INFORMATION SECURITY

We protect confidential information and respect intellectual property. We handle technology and know-how transfers in a way that protects intellectual property rights and customer information, trade secrets and non-public information. To this end, we use technical and organizational measures to ensure information security.

SECRECY AND GENERAL CONFIDENTIALITY

We comply with the applicable laws on the protection of business secrets and treat the confidential information of our business partners accordingly.

We treat confidential information provided by business partners as confidential and use it only for the agreed-upon purpose. We will observe any obligations or agreements made regarding special confidentiality at all times. We implement appropriate measures to ensure the protection of sensitive information.



USE OF COMPANY PROPERTY

We use company property only for the purpose of the tasks assigned to us, whether in tangible or intangible form, and exclusively for legally permissible purposes.

We take care to protect company property from loss, theft or misuse. We are committed to protecting our innovations from imitation to the best of our ability.

For us as a technology group, know-how, patents and property rights are of outstanding importance. We are aware of this and treat intellectual property with particular care and responsibility.

INSIDER INFORMATION

We advocate fair securities trading and comply with the rules for dealing with insider information, in particular the duties of confidentiality, the prohibition of recommendations and the prohibition of insider trading.

Potential inside information includes, but is not limited to, financial results, changes in earnings forecasts, planned mergers, acquisitions, significant technical innovations or significant changes in management leadership.

FINANCIAL REPORTING

We report all relevant, business transactions completely, accurately, on time and in accordance with established procedures.

Financial reporting is carried out in accordance with local and international accounting standards and reflects the actual net assets, results of operations and financial position.



Example:

A good friend tells you that his Dürr shares have risen in value since he bought them. He further reports that he plans to sell these shares. You know that in a few days the Dürr Group will announce a major acquisition and it can be assumed that this circumstance will have a positive effect on the share price. As a good friend, you would like to say: "Hold off on the sale for a few more days, it will be worth it."



You may not use the insider information yourself, nor may you disclose the insider information to third parties. If you violate the provisions of the Securities Trading Act, you are liable to prosecution. In the example, your friend would also commit a criminal offense; moreover, the Dürr Group would be affected by this behavior.



9 COMMITMENT TO ECOLOGY

ENVIRONMENTAL AND CLIMATE PROTECTION

By using resources responsibly, we make our contribution to keeping the impact on people and the environment as low as possible.

To protect the environment, we strive to reduce the consumption of energy, materials and resources at all our sites. Our goal is to reduce the consumption of raw materials — including water and energy — and to cut the volume of waste.

With our climate strategy, we have set ourselves scientifically validated climate targets for the year 2030 and are taking comprehensive measures to reduce greenhouse gas emissions.

We promote closed-loop systems by supporting the use of sustainable, renewable natural resources and increasing reuse and recycling.

We avoid general emissions from our operations (air and noise emissions) wherever possible.

We act in accordance with applicable laws and are guided by international standards and regulations² in order to minimize negative impacts on the environment and climate and to continuously increase our activities for environmental protection.

Our “Environmental Policy” describes supplementary regulations to this Code of Conduct.

² Examples include ISO 14001, ISO 50001, the OECD Guidelines for Multinational Enterprises, and the Paris Climate Agreement.



10 INNOVATION AND PRODUCT SAFETY

INNOVATION

We develop innovative solutions and manufacture technically sophisticated products that ensure safe operation. The efficient use of energy and the economical consumption of materials and resources are the focus of our research and development work.

We attach great importance to the recyclability of the materials and products we use.



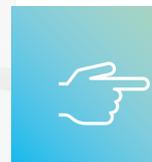
PRODUCT SAFETY

We have the claim that our products meet the highest requirements in terms of safety, health, environmental protection and quality and also comply with the respective legal requirements.



Example:

A customer contacts you and explains that a production hall is to be converted. The days off between the turn of the year are intended for this purpose. The conversion requires the separate storage of the machines or individual parts. The customer explains that the machines, by means of hoist, create the necessary space to redesign the production hall more quickly. A safe aid for lifting the machines is not available.



In the scenario described, we disassemble the machines and reassemble them in the desired area. Moving the machines by hoist can lead to design errors due to the force acting on the components. There is also a risk of parts falling or tipping over. We therefore do not follow this customer request, as it contradicts our work and product safety guidelines.

11 DEALING WITH RULE VIOLATIONS AND COMPLIANCE ISSUES

Violations of laws, internal guidelines and other regulations can lead to considerable economic damage as well as to consequences under criminal law and fines for the Dürr Group and its employees. Serious misconduct must be made known so that it can be appropriately punished and prevented in the future.

The Dürr Group investigates all indications and reports of possible misconduct. In order for us to learn of possible rule violations, we rely on the support of all parties involved. We therefore address rule violations immediately as soon as we suspect or detect them.

Questions about our Code of Conduct and tips about possible misconduct can be directed at any time to the respective manager, the compliance contact person of the division or Group company and to Corporate Compliance.

You can find further information in the [DÜRRnet](#) or on our [website](#).

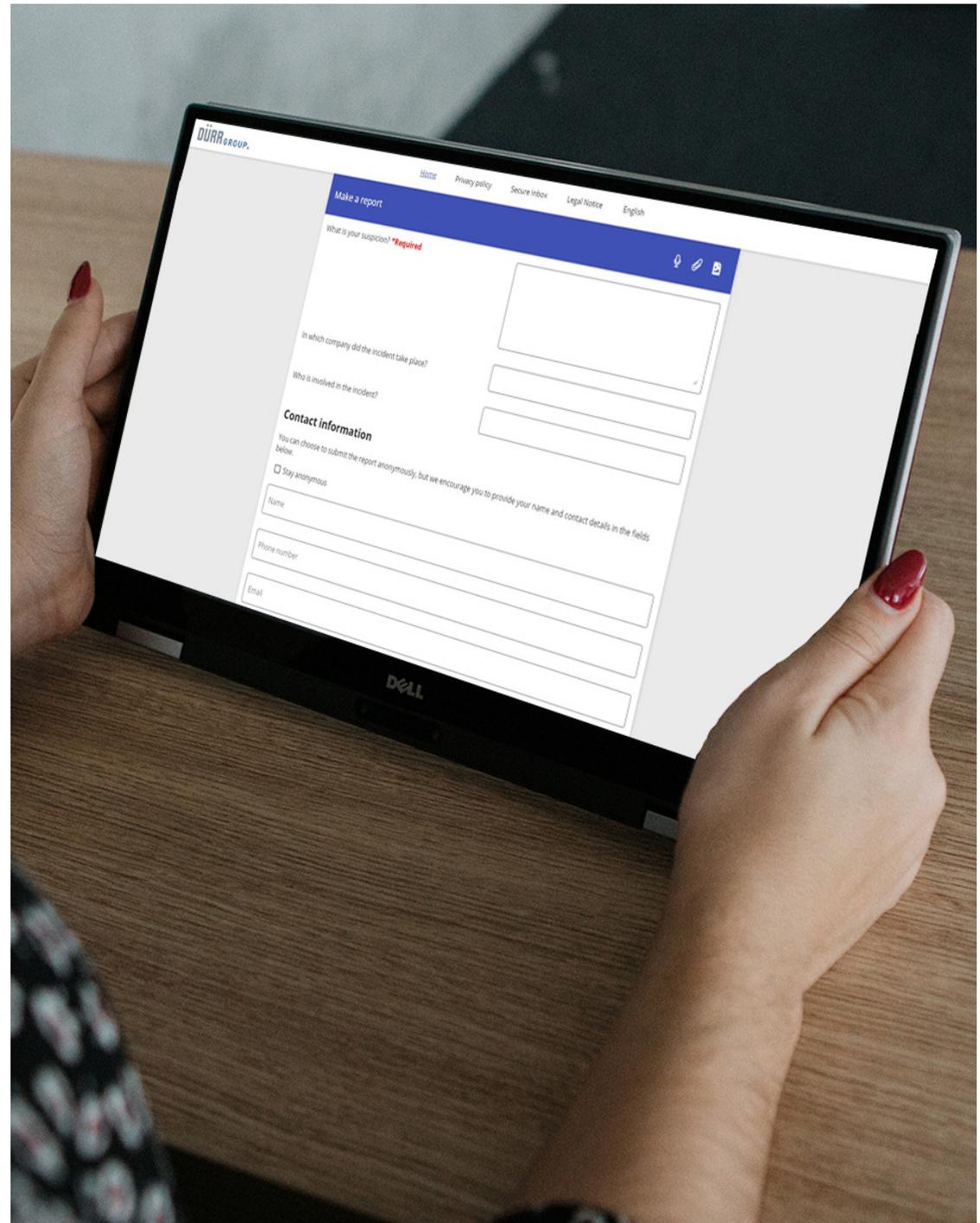
DÜRR GROUP INTEGRITY LINE

Click [here](#) to go to the Dürr Group Integrity Line or send an e-mail to compliance.officer@durr.com

Via the [Dürr Group Integrity Line](#) our employees, business partners and third parties have the opportunity to report justified suspicions of violations of legal and compliance regulations or the Dürr Code of Conduct — anonymously if they wish.

All information will be treated confidentially and expeditiously. Any form of discrimination against employees, business partners or third parties on the basis of a report is excluded. This also applies if the report subsequently proves to be unfounded.

The implementation and review of compliance with these principles are accompanied and supported by the compliance organization set up by the Board of Management of Dürr AG.



Dürr Aktiengesellschaft

Corporate Compliance

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