

The rules of behavior applicable to our
suppliers, as contained in the

Code of Conduct
of the Dürr Group

DÜRR GROUP ■

The Code of Conduct of the Dürr Group establishes various rules of behavior for day-to-day work, which must be complied with by Dürr employees. We expect the business partners of Dürr, namely the suppliers, to behave in the spirit of the Dürr Code. We have therefore listed below all the rules of behavior of the Code which are applicable to you as a supplier. We assume that our suppliers will identify with these rules of behavior and take all measures necessary to ensure that they are complied with. Dürr also expects that you make appropriate efforts to ensure that the Code is complied with by your sub-contractors. In this way, you will be supporting the conviction held by Dürr that business success and the observation of ethical standards go hand in hand with each other.

Suppliers can direct any questions they may have on the Code of Conduct to the Corporate Compliance Officer at Dürr AG. The Dürr Code of Conduct, which contains various examples by way of clarification, can be found on the [internet](#).

SCOPE OF APPLICATION

Dürr's Code of Conduct applies to all companies of the Dürr Group. At affiliated companies which, by virtue of their corporate structure, are not managed or controlled by Dürr alone (such as joint ventures), it is Dürr's policy to seek general application of the Code of Conduct or the introduction of comparable rules of conduct.

Where local law at Dürr locations gives rise to specific requirements, those requirements apply; in such cases, the Code of Conduct applies complementarily.

Dürr uses its best efforts to see that the principles of this Code of Conduct prevail in the cooperation with its business partners, especially its customers and suppliers.

LEGALITY PRINCIPLE

Dürr and every individual employee comply with prevailing laws and internal rules. Dürr's Code of Conduct and the rules of ethical conduct defined therein are the guiding principles governing all business activities of the Dürr Group. The "argument" that it is permissible to deviate from the prevailing rules in individual instances for the purposes of business successes, and thus ultimately in the company's interest, is not accepted.

RECORDS AND REPORTS

All business transactions must be recorded completely, correctly, in a timely manner and in accordance with the specified procedures.

All records, reports and entries in documents and books of the Dürr corporation must conform to the principles of proper bookkeeping and balancing.

RELATIONS TO SOCIETY AND THE PUBLIC, CORPORATE RESPONSIBILITY

Dürr is aware of its responsibility to society and therefore seeks to play an active role as partner in the community. Dürr has a long tradition of supporting local social institutions and

organisations. Dürr's activities are also consistent with the Global Compact¹, in which the United Nations has formulated principles for fair working conditions and responsible business.

DONATIONS

Donations are only made if the recipient and purpose are known. Payments to private accounts are not permitted.

No direct or indirect political donations may be made to election candidates, office-holders, or political parties in Dürr's name.

Dürr does not involve itself in party political activities. However employees are free to pursue lawful political activities in their own time. Dürr welcomes civic, charitable, and social commitment by its employees.

CONDUCT TOWARDS BUSINESS PARTNERS, COMPETITORS AND THIRD PARTIES

Fair competition

Dürr supports fair competition and complies with competition and antitrust regulations.

Any form of direct or indirect bribery or favours, whether accepting or making payments, gifts or favours of any kind beyond the lawfully permitted framework and customary scale, is prohibited.

Our policy is to promote Dürr products fairly, honestly, and lawfully. False or misleading representations or deceptive marketing practices are not tolerated. In the interest of presenting a uniform global corporate identity marketing activities are to be coordinated with the Dürr Global Marketing Team.

Money laundering prevention

Dürr complies with its legal obligations for money laundering prevention and does not participate in money laundering activities. Money laundering is the channeling of assets (not only cash) which result from criminal activity into regular financial and economic circulation.

Commissions, consultants

Dürr employs consultants and intermediaries only in conformity with the legal framework conditions and the guidelines of the corporation-wide organizational instructions, "Contractual Arrangement of Sales-Related Services". This ensures that remunerations are paid only for consulting and mediation services actually performed and the remunerations are in an appropriate ratio to the performed service.

¹ More information on the United Nations Global Compact can be found at www.unglobalcompact.org

INTERNATIONAL BUSINESS RELATIONS (EXPORT CONTROLS)

Dürr complies with laws and regulations that regulate the way in which companies may export and import products, services and information, and settle payments.

Business activities with countries, persons, or organisations on which sanctions have been imposed are subject to restrictions and can be illegal as a whole. Infringements can result in heavy fines and, for natural persons, also prison sentences.

CONDUCT TOWARDS EMPLOYEES AND AMONGST COLLEAGUES

Every employee has a right to fair treatment, courtesy, and respect. Discrimination and harassment are not tolerated at any of Dürr's locations worldwide. In particular, no discrimination on grounds of a person's ethnic-cultural background, disability, gender, religious faith, age, or sexual orientation is tolerated. Child labour² and forced labour are prohibited, opposed without exception, and actively avoided.

Dürr employees are free to join labour interest groups permitted by law. It is expected from every Dürr employee that they will not become involved in criminal proceedings (for instance because of residence, tax, customs, or currency offences) in their working and private lives. Any criminal investigation can have negative repercussions for the company, especially as Dürr is a listed company and therefore has a high public exposure.

CONFLICTS OF INTEREST

Business and private interests are strictly separated at Dürr. The individual's own position within the company may not be abused for their own personal gain or that of their family or friends. Preference may not be given to business partners out of personal interests.

Employees are requested to disclose any suspected or actual conflict of interests to their superior and to collaborate with the superior to resolve this conflict.

TREATMENT OF DÜRR PROPERTY

Company property, whether tangible or intangible, is intended to assist employees in performing the duties Dürr assigns them. It may only be used for lawful business purposes and not for personal gain. Dürr employees ensure that company property is protected against loss, theft, and improper use.

Know-how, patents, and property rights are of utmost importance for Dürr as a technology group. Superiors and employees know that and handle intellectual property with special care and responsibility.

DATA PROTECTION, CONFIDENTIALITY

Personal data on Dürr's employees and business partners are only stored, processed, and used in compliance with legal regulations.

² according to ILO Convention No. 138 and No. 182

Confidential information supplied by business partners is treated confidentially and used only for the agreed purpose. Conversely, Dürr trusts that Dürr documents are handled with due care. Obligations or agreements for particular secrecy are observed at all times. Dürr takes appropriate measures to ensure that confidential information is protected.

PRODUCT QUALITY AND SAFETY

Dürr develops innovative solutions and manufactures products of high technological standard that guarantee safe operation. Energy efficiency and the economical use of materials are at the forefront of Dürr's R&D work.

It is the mission of every individual Dürr employee to see that Dürr products meet the highest demands in terms of safety, health, environmental protection and quality, and that they also conform to the respective legal requirements.

Dürr's production facilities are certified to ISO 9001 standards. Dürr's aim is to have these facilities certified to ISO 14001 standards. In individual instances, certifications are conducted according to additional or specific quality management systems such as VDA³ 6.4.

SUSTAINABILITY, OCCUPATIONAL SAFETY AND HEALTH, ENVIRONMENTAL PROTECTION

Dürr is constantly striving to reduce the consumption of energy, materials, and resources, and thus further the sustainability standards, at all its locations. This contributes to the company's successful long-term performance. Compliance with the laws for the protection of the environment is matter-of-course.

Dürr is dedicated to using a responsible supply chain. Our goal is to ensure that our products and materials are free from so-called conflict minerals (tin, tantalum, tungsten, their ores and gold from areas of conflict or high risk). These conflict minerals contribute to the direct or indirect financing of armed groups, forced labor and other human rights violations.

If our suppliers procure any minerals (particularly tantalum, tin, tungsten and gold) from areas of conflict or high risk, we expect them to obtain the minerals only from audited, conflict-free smelting plants and refineries. We decline to work with any suppliers that do not exercise due diligence with regard to upholding human rights. If goods or materials contain conflict materials, the supplier will be obligated to provide transparency about the entire supply chain, including the industrial processors (foundries/smelting plants), on request.

Dürr is committed to creating and assuring a safe, protected, and healthy working environment. Safety regulations and practices are complied with.

³ VDA = Verband der Automobilindustrie e.V., Berlin (German Automotive Industry Association)