



**WEBER
ULTRASONICS**

CODE OF CONDUCT

WEBER ULTRASONICS AG

Preface

Weber Ultrasonics AG strives for long-term and sustainable economic development that enables responsible business and growth. To achieve these goals, WEBER ULTRASONICS is committed to its economic, social and societal responsibility and to compliance with applicable laws, guidelines and regulations. In return, Weber Ultrasonics expects a corresponding commitment from its business partners.

Karlsbad, 30.10.2023

A handwritten signature in blue ink, appearing to read 'J. Wolf', written over a horizontal line.

Jürgen Wolf, CEO

A handwritten signature in blue ink, appearing to read 'W. Mangold', written over a horizontal line.

Wolfgang Mangold, COO

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1. Compliance – Adherence to law and order

Weber Ultrasonics and its partners are required to comply with all applicable national laws, regulations and guidelines in addition to the provisions of this Code of Conduct.

2. Conflicts of interest

Weber Ultrasonics and its partners are committed without reservation to the principles of a free market economy and fair competition. The set corporate goals are pursued exclusively according to the performance principle and in compliance with the applicable competition rules. Accordingly, agreements with competitors that restrict competition are not permitted.

Conflicts of interest due to extraneous financial or personal interests must not influence business decisions in any way.

Weber Ultrasonics and its partners refrain from any form of inadmissible acceptance or granting of advantages (bribery) as well as other actions that are equal or close to a form of corruption, extortion or embezzlement.

Weber Ultrasonics and its partners will refrain from making donations and other donations and other contributions if this could give the impression of a conflict of interest. All donations and benefits must be treated transparently and must be in an appropriate relationship to the agreed consideration.

3. Confidentiality and integrity

Weber Ultrasonics and its partners comprehensively protect the personal data entrusted to them. For this purpose, Weber Ultrasonics and its partners maintain sufficient electronic protection mechanisms and appoint a data protection officer. Personal data is only processed to the extent permitted by law.

Economic success is based on constant development, innovation and technical progress. In order to safeguard the lead created by this, the progress made, trade secrets and confidential information must be protected by the responsible handling of all parties involved. This applies regardless of whether the information is the company's own or confidential information of third parties.

4. Human rights and working conditions

Weber Ultrasonics and its partners do not tolerate any form of discrimination and respect human rights and the dignity of the individual.

In particular, equal opportunity shall not be limited on the basis of gender, age, color, culture, ethnic origin, sexual identity and orientation, disability, creed, belief, pregnancy, nationality or any other legally protected status.

Weber Ultrasonics and its partners do not engage in or benefit from child labor.

Weber Ultrasonics and its partners are committed to upholding the age limits set by law for gainful employment in general and with respect to eligibility for certain jobs, and to imposing this commitment on their subcontractors as well.

All forms of forced labor, such as making deposits or withholding identification documents from employees when they start work, are prohibited, as is prison labor that violates basic human rights.

Weber Ultrasonics and its partners comply with applicable working time laws. All employees shall be provided with a written and binding employment contract.

Weber Ultrasonics and its partners shall maintain adequate employee records, including records of wage payments as well as hours worked for all employees who are employed on a full-time, part-time or temporary basis.

Weber Ultrasonics and its affiliates shall maintain safe and healthful working conditions for all employees in accordance with applicable law and other relevant industry standards, including, but not limited to, protection from fire, accidents and harmful environmental substances.

Weber Ultrasonics and its partners will provide necessary health and safety training and/or education to its employees and ensure that adequate systems are in place to identify and prevent potential hazards and to continuously improve health and safety.

5. Environmental protection

Weber Ultrasonics and its partners strive for sustainable management in economic and ecological terms. To this end, compliance with all national environmental laws throughout the entire production and utilization cycle of the manufactured products and the manufacturing facilities is a matter of course.

Thus, no chemicals and hazardous substances are manufactured, traded and/or used that are subject to international bans due to their high toxicity to living organisms, their environmental persistence, their potential for bioaccumulation or their potential to deplete the ozone layer.

Waste materials are disposed of in accordance with applicable laws. Weber Ultrasonics and its partners strive to minimize emissions to air, water, and soil in relation to protective performance. Weber Ultrasonics and its partners strive to ensure the efficiency of its operations with respect to the consumption of natural resources, including but not limited to water and energy.

6. Dealing with financial issues

Weber Ultrasonics and its partners are committed to complying with all applicable tax laws and accounting regulations.

Insofar as Weber Ultrasonics and its partners become aware of indications that suggest or give rise to the suspicion of money laundering, further information must be obtained about the relevant transaction and measures must be initiated, e.g. identification, consultation with the accounting department, notification of the compliance officer or the management.

7. Implementation of the Code of Conduct

Compliance with the principles set forth in this Code of Conduct, applicable laws and the regulations relevant to the respective area of responsibility is the responsibility of all parties involved.

Weber Ultrasonics and its partners are responsible for the internal announcement and explanation of this code of conduct in their companies. They must make their employees aware of the basic compliance system and point out any risks. This requires the establishment of internal compliance and information systems and the regular provision of compliance training.

The managers of Weber Ultrasonics and its partners act as role models for the employees with regard to compliance, corporate values and confidentiality.

A culpable violation of applicable law or this Code of Conduct may result in legal sanctions, up to and including termination of the business relationship. If the violation of the law causes damage, this may also give rise to personal liability on the part of the perpetrator.

Weber Ultrasonics' business partners communicate this Code of Conduct to third parties used to fulfill the contractual relationship with Weber Ultrasonics and work to ensure compliance. Weber Ultrasonics reserves the right to reasonably review its business partners' compliance with this Code of Conduct. For this purpose, Weber Ultrasonics will coordinate the scope, time period and location with the respective business partner accordingly. Violations of this Code of Conduct constitute an impairment of the business relationship. Without prejudice to further rights, Weber Ultrasonics reserves the right in this case to demand clarification of the facts and initiation of countermeasures. If the business partner demonstrably does not initiate suitable improvement measures within a reasonable period of time or if the violation is so serious that a continuation of the business relationship becomes unreasonable for Weber Ultrasonics, Weber Ultrasonics reserves the right, without prejudice to further rights, to terminate the affected contractual relationship without notice or to withdraw from the affected contract.

8. Miscellaneous

This Agreement is written in the German language. The German language version of this agreement shall take precedence over any translation of this document.

By signing this document, the parties confirm that they, as a company, have read and understood this Code of Conduct and will respect it and comply with the obligations arising from it.

To the extent permitted by law, Karlsbad shall be the exclusive place of jurisdiction for all legal disputes arising from and in connection with this Agreement.