Code of Conduct for Business Partners of cunova GmbH and All companies over which it exercises direct or indirect controlling influence

(Version dated November 12, 2025)

cunova GmbH (hereinafter: cunova) and the companies over which cunova exercises direct or indirect controlling influence expect their business partners to comply with the following principles, which are aligned with globally established standards, in particular the "United Nations Global Compact," the "UN Guidelines on Business and Human Rights," and the "OECD Guidelines for Multinational Enterprises."

The business partner hereby makes a binding declaration

- to comply with the laws and regulations of the applicable legal system, in particular (but not limited to) the provisions of applicable competition, antitrust, foreign trade, data protection, working hours, minimum wage, and environmental laws;
- to actively ensure compliance with fundamental rights. This includes guaranteeing and promoting equal opportunity and equal treatment for all employees (regardless of skin color, ethnic and social origin, race, nationality, sexual orientation, political and religious beliefs or worldview, gender, age, disability, union membership, physical characteristics, and/or appearance), as well as respect for the human dignity, privacy, and general personal rights of each individual employee; the prohibition of forced labor, torture, and sexual harassment; and the right to form a workers' organization;
- to observe the prohibition of child labor, i.e., not to employ any employees who have not reached the minimum age specified in ILO Convention 138;
- to take measures to ensure the health and safety of employees and to provide them with appropriate training in order to reduce the risk of occupational diseases and accidents;
- to comply with applicable environmental laws and relevant international standards;
- to take appropriate precautions to avoid the use of raw materials that directly or indirectly finance armed groups that violate human rights;
- neither to direct nor to tolerate actions that could lead to corruption and/or bribery, nor to participate in them (whether directly or indirectly, actively or passively). This also includes ensuring that no one unlawfully offers, grants, demands, or accepts payments to gain an advantage or to create dependencies or conflicts of interest. The regulations in force under the respective legal system shall be complied with;
- the applicable legal provisions for combating money laundering and the relevant international standards must be observed;
- respect the property (including intellectual property) of third parties, implement cybersecurity measures, and

- work to ensure compliance within its supply chain with the principles set forth in this Code of Conduct for cunova's business partners.

The business partner is aware that cunova and the companies over which cunova exercises direct or indirect controlling influence reserve the right to adapt these principles to changing requirements of the aforementioned international standards and that they expect such changes to be accepted to the extent reasonably possible.

The business partner also agrees in principle to this.

The business partner is aware that cunova has established a whistleblower system to report any concerns regarding facts that could constitute a violation of the above-mentioned principles via the following email address: ombudsman@thielvonherff.de, or alternatively by phone (+49 521 557 3330 or +49 151 5823 0321) or via the following website: www.report-tvh.de.

The business partner hereby declares its unrestricted agreement with the provisions and content of this "Code of Conduct for Business Partners of cunova GmbH and all companies over which it exercises direct or indirect controlling influence."

……., on ……

…… ……

Company stamp Last Name/First Name in block letters

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Signature