

1 Preamble

This Code of Conduct reflects the high standard of integrity upheld by the Brytec Group. The reputation of our company and the trust of our investors, business partners, and employees are of utmost importance to us. Responsible and lawful conduct is an integral part of our business operations and corporate policies and forms the foundation for the long-term success of our company.

This Code of Conduct informs you of the behavior that can be expected from Brytec and its consolidated group companies, including all employees (“Brytec”). It applies to all employees, including members of the Executive Board and all managing directors of Brytec (“employees”). It outlines how our employees are expected to act in relation to Brytec in general, toward colleagues, business partners such as customers and suppliers, and toward competitors.

The Code of Conduct summarizes the globally binding minimum requirements for the companies of the Brytec Group. Please note that additional local requirements may apply that cannot be uniformly included and adopted in a single Code of Conduct for the entire Brytec Group. International differences in legal and societal systems may require local adaptations of this Code of Conduct to take stricter national standards into account. Accordingly, each company within the Brytec Group either adopts this same Code of Conduct or, if necessary, a similar Code that meets all the standards set out herein and supplements them with additional or stricter local rules and regulations for their business conduct.

However, this Code of Conduct not only outlines the expectations Brytec fulfills, but also what we expect in return from our reliable and trustworthy business partners. Therefore, we also expect our business partners to comply with Brytec’s high standards.