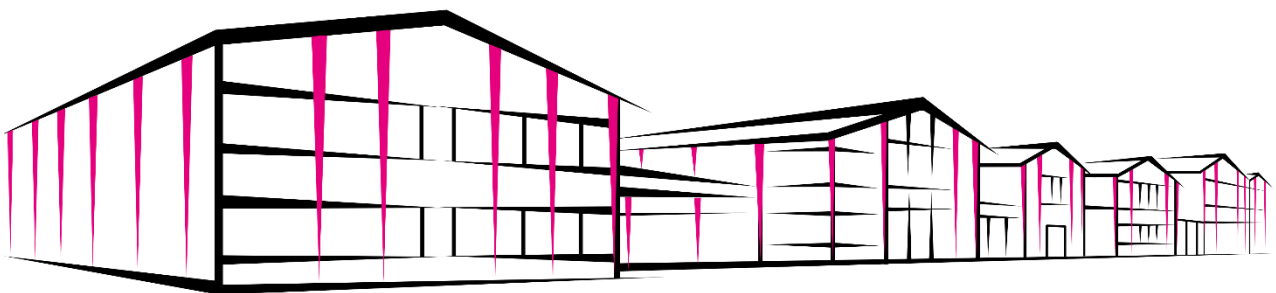


- A. Human Rights**
- B. Occupational Health and Safety**
- C. Environment**
- D. Societal Responsibilities**
- E. Responsible Procurement of Mineral Resources**
- F. Compliance with the Code of Conduct**



Code of Conduct

PINK GmbH Vakuumtechnik, January 2026

PINK GmbH Vakuumtechnik is committed to conducting its business activities in an environmentally and ethically responsible manner. Our working conditions ensure that our employees are treated with respect and dignity and that their safety is guaranteed.

We are all committed to complying with all legal regulations applicable to our company.

This code establishes binding rules that must be observed by every employee of PINK GmbH Vakuumtechnik. Any employee may contact their supervisor or the management at any time with questions or comments regarding this code.

Retaliatory measures of any kind will not be tolerated, unless a false statement is knowingly made.

A. Human Rights

We are committed to protecting the human rights of our employees and treating them with dignity and respect. This applies to our permanent employees as well as to working students, temporary workers, agency workers, and other employees.

We pay particular attention to the following:

1.) **Protection of Minors**

No children under the age of 15 are employed, nor are children who are required to attend school in the country where they are employed. Workers under the age of 18 are not allowed to perform dangerous work that could endanger their health and safety.

2.) **Free Choice of Employment**

No forced labor or labor based on human trafficking is used. This includes all forms of slavery, slave-like practices or oppression.

3.) **Wages and Social Benefits**

The remuneration paid to employees complies with all applicable laws of the place of employment. This includes full compliance with all laws and regulations relating to minimum wages, overtime compensation, and social benefits.

4.) **No Discrimination**

We are committed to not tolerating any unlawful discrimination in employment or in the workplace. There shall be no unequal treatment based on national or ethnic origin, social background, health status, disability, sexual orientation, age, gender, political opinion, religion, or belief, unless such distinction is justified by the requirements of the employment.

5.) **Employee Rights**

We respect the right of employees to exercise their employee rights in accordance with the applicable local laws at the place of employment. Employees can communicate openly with company management without fear of retaliation and raise ideas and concerns regarding working conditions and management practices. In particular, we respect freedom of association and the effective recognition of the right to collective bargaining.

B. Occupational Health and Safety

We are aware of our responsibility to provide a safe and healthy working environment and are committed to complying with the relevant standards.

The standards relating to health and safety are as follows:

1.) **Workplace Safety**

Through the establishment and application of appropriate occupational health and safety systems, necessary preventive measures are taken to protect against accidents and health hazards that may arise in connection with work activities. Potential safety risks for our workforce are regularly identified and assessed. We place a strong emphasis on high safety standards with regard to the workplace, workstations, and work equipment.

2.) **Working Hours**

Working hours do not exceed the maximum number of hours permitted under applicable local law. Appropriate measures are taken to prevent excessive physical or mental fatigue.

3.) **Training and Instruction of Employees**

Processes are in place to respond to emergencies, including training on emergency procedures. Emergency drills are conducted in accordance with local laws. Employees receive information and training on workplace safety.

C. Environment

We firmly believe that treating the environment responsibly is an integral part of manufacturing products of the highest quality. We are committed to protecting our environment as a corporate objective and recognize the resource-efficient production of our products as an essential factor in our manufacturing processes.

To this end, we implement the following environmental standards:

1.) **Environmental Protection**

We protect the environment, use natural resources sparingly, and avoid or reduce any negative impact on people and nature wherever possible.

2.) **Environmentally Friendly Production**

We take the requirements of an intact environment into account in the development and design, manufacturing process, packaging, and shipping of our products, as well as in the improvement of processes and the introduction of new equipment and products.

3.) **Waste Disposal**

When disposing of waste, we choose the most environmentally friendly disposal method that is economically viable. If incidents occur that could result in environmental pollution, the departments responsible within our company must be informed immediately and comprehensively. All legally required reports to the authorities are made.

D. Societal Responsibilities

We are committed to fulfilling our societal responsibilities and to complying with appropriate ethical standards. These include:

1.) Business Integrity

The highest standards of integrity shall be applied in all business activities. A zero-tolerance policy is maintained with regard to any form of corruption, extortion, or embezzlement.

2.) Prohibition of Improper Advantage

Bribes or other means of obtaining an improper or inappropriate advantage are neither offered nor accepted.

3.) Fair Business Practices and Fair Competition

The standards of fair business practices and fair competition are observed.

4.) Data Protection

We are aware of our responsibility to protect private information. This applies to both our business partners and our employees. All applicable laws on data protection and information security are observed.

5.) Our Contractual Partners

We expect our contractual partners to commit themselves to the principles of this code to at least the same extent.

E. Responsible Procurement of Mineral Resources

We expect our suppliers to comply with all applicable laws and regulations governing the direct or indirect procurement of critical materials and minerals from conflict-affected areas (if they are contained in the purchased products).

These materials include so-called “conflict minerals” (tin, tungsten, tantalum, and gold), rare earth elements, as well as other minerals or metals (e.g. bauxite, cobalt, titanium, lithium). Suppliers are expected to support efforts to end the use of materials from conflict-affected areas that directly or indirectly contribute to the financing or support of armed groups responsible for serious human rights abuses.

F. Compliance with the Code of Conduct

Supplier's declaration of compliance with the Code of Conduct:

We commit to complying with the PINK Code of Conduct for the entire duration of the cooperation. Where additional companies or individuals are involved in the course of the cooperation, we shall ensure that they are likewise bound to comply with the Code of Conduct to an equal or higher standard.

The business partner is entitled to verify compliance with the Code of Conduct on site after giving prior notice. Any such audit shall be conducted in coordination with representatives of the business partner. Any costs incurred in connection with such an audit shall not be charged to the audited partner.

Significant violations of the Code of Conduct are considered good cause and may result in the extraordinary termination of the cooperation.

Supplier

Name and title of the authorized representative

Date

Signature