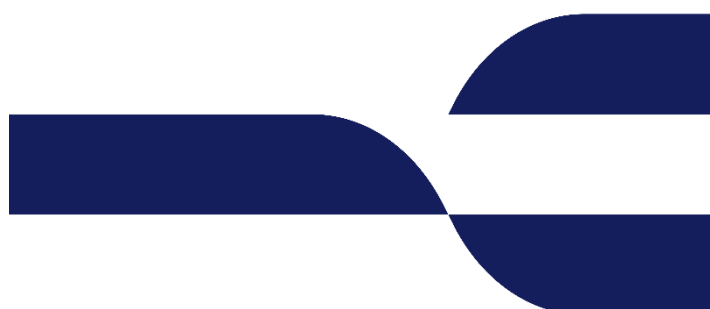




Code of Conduct

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Preamble

This Code of Conduct is a guideline for Areus and all employees. It is aimed at the management, executives and all employees. It is a requirement for us to live up to the values and principles set out therein and at the same time promotes and demands responsible behaviour towards our business partners, customers and employees. As a guideline for our daily business life, it is part of our corporate culture, of which every employee is an ambassador.

Commitment of the company management

The company management has a duty to act in an economically, socially and environmentally responsible manner. Areus strives for sustainable business development based on economic performance and corporate responsibility. We do justice to the different interests of our customers and business partners by acting with integrity, fairness and honesty. We aim for excellence in both our business activities and our ethical behaviour. We uphold the principle of strict legality for all actions, measures, contracts and other processes of Areus GmbH.

Herrenberg, 1 November 2025

Areus GmbH
The Management


Osama Dengler
Managing Director


Magdalena Bayer
Member of the Executive Board

1 Labour conditions and human rights

1.1 Human and labour rights, wages and social benefits

We respect internationally recognised human rights and support their observance. We strictly reject all forms of forced and child labour. We recognise the right of all employees to form trade unions and employee representative bodies on a democratic basis within the framework of national regulations. We also recognise the right to appropriate remuneration for all employees worldwide. Remuneration and other benefits correspond at least to the respective national and local legal standards or the level of the national economic sectors/industries and regions.

1.2 Working hours

We comply with all applicable local laws regarding working hours, including overtime, rest breaks and paid holidays.

1.3 Diversity, equality and inclusion

Equality, diversity and inclusion are firmly anchored in our corporate mission statement, our business processes and our management culture. We see the diversity of our employees as an enrichment and a valuable asset. This is why Areus is committed to employing people with different backgrounds and experience. We foster an atmosphere of respectful cooperation.

1.4 Non-discrimination and harassment, women's rights

We do not tolerate discrimination on any grounds, in particular skin colour, ethnic origin, nationality, gender, religion or ideology, disability, age or sexual identity, and take a firm stance against it. Promotions and new appointments shall be made without discrimination.

We do not tolerate any inappropriate treatment of employees, such as psychological hardship, sexual harassment, bullying or discrimination, whether by superiors, employees or business partners.

We condemn any distinction, exclusion or restriction based on gender that has the effect or aim of impairing or frustrating the recognition, use or exercise of human rights and fundamental freedoms based on the equality of men and women.

1.5 Prohibition of child labour and young workers

We do not tolerate child labour. We do not employ anyone who is not at least 15 years and ask for proof of age.

The rights of young workers under the age of 18 must not be used for work that is harmful to the health, safety or morals of children. Special protective regulations must be observed.

1.6 Freedom of association and collective bargaining

We respect the right of our employees to join or not join a trade union or employee representative body of their choice without threat or intimidation. We recognise and respect the right to bargain collectively within the framework of applicable laws. Employees who act as employee representatives will not be disadvantaged or favoured in any way.

1.7 Rights of minorities and indigenous peoples

The rights of indigenous peoples and local communities should be respected, promoted and protected throughout the supply chain in accordance with the United Nations Declaration on the Rights of Indigenous Peoples.

1.8 Land, forest and water rights and forced eviction

The applicable land, forest and water rights must be respected and there must be no form of forced eviction.

1.9 Prohibition of forced labour and slavery

Forced labour, modern slave labour or comparable measures that deprive people of their liberty are prohibited. All work must be voluntary and there must be the possibility of terminating the employment relationship.

1.10 Private or public security forces

Security personnel deployed must comply with local laws and regulations, taking human rights into account.

1.11 Occupational health and safety

The safety and health of our employees is a corporate objective of equal importance to the quality of our products and our economic success. We promote safety and health protection in our working environment and comply with health and safety regulations. Our managers, an external occupational safety specialist and internal safety officers support and instruct their employees and colleagues in the fulfilment of this responsibility.

2 Integrity and Compliance

2.1 Bribery and corruption

We do not tolerate corruption, bribery or extortion; they prevent fair competitive conditions. In our business relationships, we neither promise, offer, grant, demand or accept inducements that are connected with the intention of influencing business decisions or could give the impression of doing so, nor do we allow ourselves to be promised such inducements. A particularly strict standard must be applied when dealing with persons to whom special criminal and liability regulations apply (e.g. public officials).

2.2 Fair competition

We act in accordance with national and international competition and antitrust law and do not participate in price fixing, market sharing or customer, market or supply agreements.

2.3 Money laundering

Areus does not actively or passively participate in money laundering. We are vigilant if there are doubts about the integrity of natural or legal persons with whom a contract is to be concluded. If the doubts cannot be dispelled, Areus will not enter into or terminate a business relationship with such persons.

2.4 Protection of information and intellectual property

We protect confidential information and respect intellectual property; technology and know-how transfer must be carried out in such a way that intellectual property rights and customer information, business secrets and non-public information are protected. We observe the applicable laws for the protection of business secrets and treat confidential information of our business partners accordingly.

2.5 Plagiarism

Areus expects all employees, customers and suppliers to take strict action against the purchase and use of counterfeit parts.

2.6 Data protection and data security and disclosure of information

We comply with applicable data protection laws, especially with regard to personal data of customers, consumers and employees. We comply with all legal and contractual requirements for data protection and information security when data is collected, recorded, hosted, processed, transferred, used or deleted. We do not disclose data and information that we have obtained through our business relationships or affiliations that are not known to the public. In particular, we recognise the obligation to protect the confidentiality, integrity and availability of the information and data provided to us.

We protect our IT systems against both internal and external data theft. We report intentional or accidental breaches of IT security or data protection and take remedial action as quickly as possible. We work constructively and trustfully with an external data protection officer and the data protection authorities.

2.7 Financial responsibility

Areus is aware of its corporate responsibility and we comply with all legal requirements for corporate accounting. Furthermore, we disclose financial and non-financial information in accordance with the applicable laws.

2.8 Customs, export control and economic sanctions

In the interests of responsible and ethical business practice, we always act in accordance with legal regulations and international conventions. We comply with the applicable laws and regulations on export controls, sanctions and customs clearance in all regions and countries. These do not only relate to the movement of goods. They can also have an impact on financial transactions, the use of technologies, purchasing or the recruitment of personnel, for example.

2.9 Conflicts of interest

We expect ethical behaviour when dealing with conflicts of interest. A conflict of interest exists if private activities or relationships could lead to or give the impression that the activity for Areus can no longer be carried out independently and objectively.

Relevant relationships that can lead to conflicts of interest are, for example, family relationships, partnerships with business partners and competitors or shares in or investments in their companies.

2.10 Compliance with applicable law

We comply with applicable law without exception. This applies in particular to payment and capital transactions, compliance with economic embargoes, trade, import and export control regulations and the exclusion of terrorist financing. Areus also has this requirement for its business partners. Areus does not maintain or terminate business relationships with persons and companies whose compliance with the law is in doubt. We work openly and cooperatively with the authorities within the framework of the legal requirements.

2.11 Responsibility under tax law

Areus is committed to complying with all tax regulations, not concealing important information, not illegally avoiding the payment of taxes or obtaining unauthorised tax advantages. We work cooperatively with the tax authorities to provide them with the tax information required by law.

2.12 Whistleblowing and protection from retaliation

Every employee has the right and the opportunity and is encouraged to report violations of this Code of Conduct, laws and regulations or even suspected cases in this regard. For this purpose, we have set up a whistleblowing centre on our website, which can be used to report anonymously. However, reports can also be made to managers, the HR department or directly to the management.

No employee who believes in good faith on the basis of concrete evidence that a violation of this Code of Conduct has occurred or could occur need fear any disadvantages whatsoever as a result of their report. As far as legally permissible and actually possible, the report will be treated confidentially, as will the identity of the reporter or the identity of other employees who are involved in a possible investigation.

2.13 Implementation and enforcement

The management and employees of Areus GmbH undertake to make every effort to fulfil the principles and values described in this Code of Conduct.

3 Environmental Guidelines

Areus is committed to pursuing a sustainable and environmentally friendly corporate policy. Our environmental policy is based on the principles of social responsibility and environmental protection. We recognise the importance of the following environmental aspects and are committed to their continuous improvement.

3.1 Greenhouse gas emissions

Reducing greenhouse gas emissions, especially our CO₂ emissions, is an important goal for us. We are striving for long-term emissions neutrality.

3.2 Energy efficiency

We implement measures to continuously improve our energy efficiency in order to minimise energy consumption.

3.3 Renewable energies

We actively promote the use of renewable energies and invest in technologies that enable a sustainable energy mix.

3.4 Decarbonisation

We are pursuing the goal of decarbonisation and striving for environmentally friendly solutions for our operational processes and mobility.

3.5 Air quality

We protect the atmosphere by preventing air pollution and reducing greenhouse gas emissions.

3.6 Water quality, consumption and management

We pay attention to the responsible use of water, the minimisation of water consumption and the protection of water quality.

3.7 Responsible chemicals management

When handling chemicals, we minimise negative effects on the environment and the health of our employees and conserve natural resources. We use chemicals responsibly and strive to find safe and environmentally friendly alternatives in order to minimise negative effects on the environment and the health of our employees and to conserve natural resources. The use, handling, storage and disposal of hazardous substances are carried out in accordance with the relevant legal regulations.

3.8 Sustainable resource management

We want to optimise the use of resources to ensure sustainable management. We use natural resources responsibly and take care to contribute to the careful consumption of energy, water and fuels.

3.9 Waste avoidance, reuse and recycling

We minimise waste, promote the reuse of materials and rely on effective recycling processes.

3.10 Biodiversity, land use and deforestation

We are committed to the protection of biodiversity, responsible land use and the preservation of forests.

3.11 Soil quality

We protect the soil by preventing harmful changes to the soil and limiting land utilisation.

3.12 Noise emissions

It is important to us to minimise noise emissions and we take measures to reduce the potential impact on the environment and our employees.

This environmental policy is implemented and regularly reviewed to ensure continuous improvement. Every employee is encouraged to contribute to the implementation of this policy.

Areus GmbH, Einsteinstraße 13, 71083 Herrenberg, Germany

Fon +49 7032 32098-0 • Fax +49 7032 32098-829 • info@areus.de • www.areus.de

Geschäftsführer: Dipl.-Ing. (FH) Osama Dengler

Handelsregister: Amtsgericht Stuttgart, HRB 746589 • USt-Id-Nr.: DE292226103