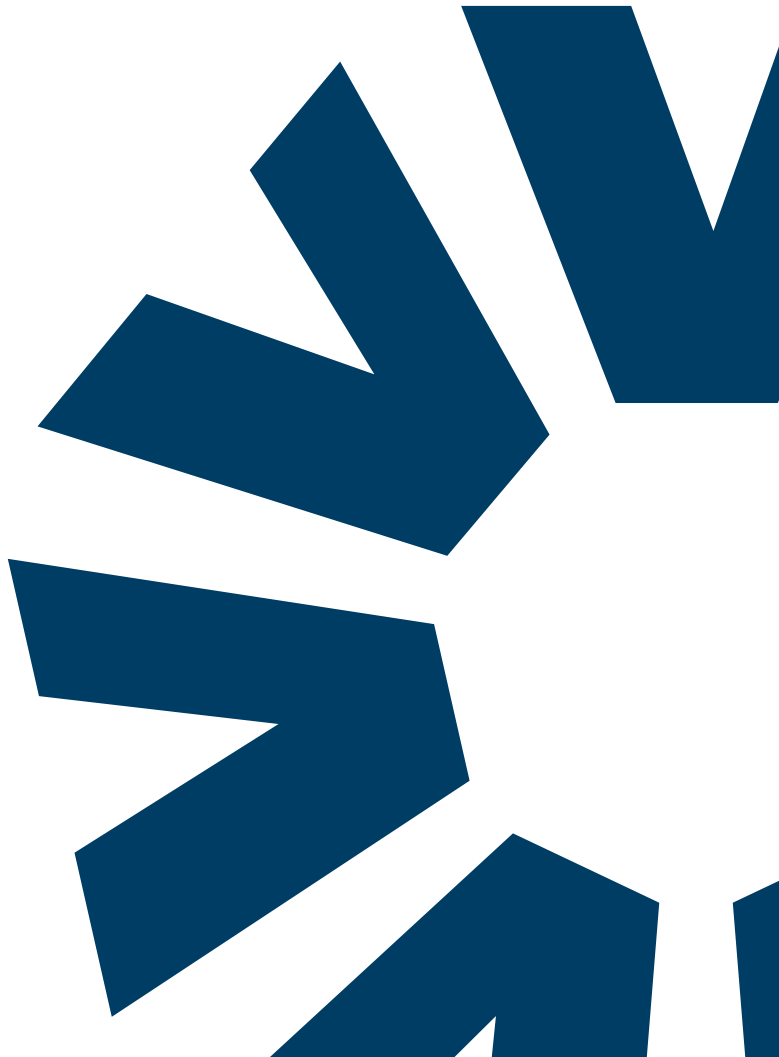
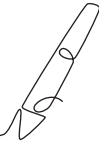


CODE OF CONDUCT



Index



3 foreword

5 basic principles

7 standards of behavior and guidelines

9 compliance and reporting

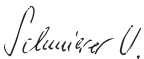


We are a part of you.

Since its foundation in 1960, MKW has developed into a leading company in the core competencies of metal, plastics, powder coating, and sanitary. As a family business, we have been known for decades for our innovative strength, quality, and reliability. In recent years, we have also become increasingly committed to sustainable business practices. The focus in all business areas is on sustainable technologies.

The companies of the MKW Group (MKW Kunststofftechnik GmbH, MKW Oberflächen + Draht GmbH, and MKW Holding GmbH and their subsidiaries) are named in this document as „MKW“ and place great value on integrity, respect, and professionalism. Our code of conduct forms the foundation of our corporate culture and defines the expectations for the behavior of all employees and business partners. It serves as a guideline for ethical conduct and promotes a working environment based on the guiding principle of „Honesty lasts the longest“.

The Management



Ursula
Schmierer



Karl
Niederndorfer



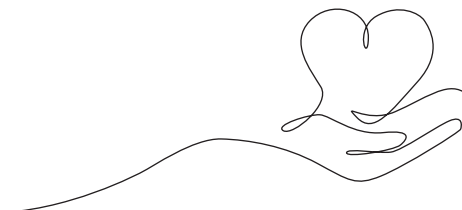
Johannes
Danner



Stefan
Danner



Christian
Weinzierl



Scope of application

This code of conduct applies to all employees of the company, regardless of their type of employment or position. It applies to all locations and business units of the company, as well as to persons and organizations acting on behalf of or associated with the company. We also expect our business partners, suppliers, and external contractors to adhere to the provisions of our Code of Conduct.

The Code of Conduct is always available on MKW's internal communication platform (CORE) and on the website (www.mkw.at/en). All new employees receive a copy at the start of their employment.

Values of MKW



At MKW, our people are our most valuable asset.



Our family business is autonomous and independent.



Our success is our goal.



We interact with our customers and suppliers as partners.



We are innovative in our thinking and responsible in our action.



Our communication is characterized by openness and honesty.

Basic principles

In our organization, certain basic principles are essential for shaping our corporate culture. These principles form the basis of our ethical conduct and guide our daily decisions and interactions.



Integrity and honesty

At MKW, we strive to always act with integrity, honesty, and in accordance to ethical principles in all our dealings, whether within the company or in our interactions with customers, business partners, and society.

Respect and diversity

We recognize the dignity and individuality of each person, regardless of gender, race, religion, sexual orientation, age or nationality. Respectful interaction with one another and the recognition of different perspectives and backgrounds form the basis for a working environment in which everyone can develop their full potential.

Industrial safety and health

The health and safety of our employees, including external workers, is our top priority. We are committed to taking all necessary measures to minimize accidents at work and protect the health of our employees. This includes maintaining safety standards, regular safety training and the promotion of a healthy working environment.

Privacy and data protection

We respect the confidentiality and privacy of sensitive information of our employees, customers and business partners. The protection of data and information is essential to the trust our stakeholders place in

us, and we are actively committed to ensuring their security.

Sustainability and environmental protection

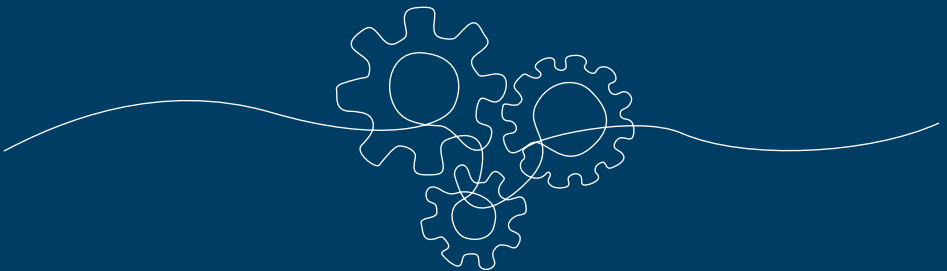
We take our responsibility towards the environment seriously and are committed to sustainable processes and technologies. Our goal is to make a positive contribution to environmental protection through centralized environmental and energy management by using resources efficiently and developing and promoting environmentally friendly solutions.

Workplace culture

We strive for a workplace culture that is characterized by trust, openness, collaboration and mutual support. A positive working environment increases the motivation, productivity and satisfaction of our employees and makes a decisive contribution to the long-term success of our company.

Standards of behavior and guidelines

This section sets out specific standards of behavior and guidelines that must be followed by all employees of the company. These standards are used to promote a professional working environment and ensure that everyone involved understands and adheres to the expectations regarding their behavior.



Workplace behavior

We expect all employees to be respectful, cooperative and behave professionally in the workplace. This includes communicating with colleagues in a polite and appropriate manner. Any form of harassment, discrimination or bullying will not be tolerated.

Handling of resources

We value the efficient and responsible use of our company's resources. This means that all employees are required to use company resources such as time, money, materials and equipment carefully and prevent wastage.

Data protection

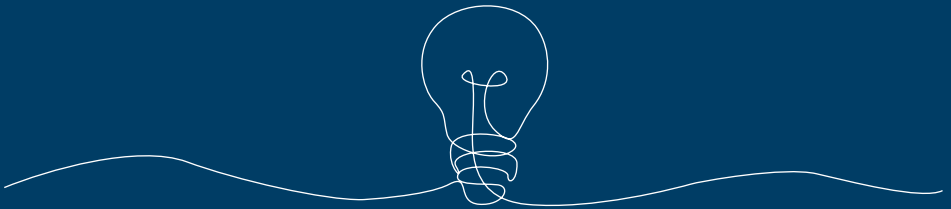
The protection of confidential information and data is of essential importance to our company. All employees are required to treat sensitive information confidentially and take appropriate security measures to prevent unauthorized access or disclosure. This includes compliance with all applicable data protection laws and guidelines.

Conflicts of interest

Employees must ensure that their personal interests do not conflict with the interests of the company. This means that they must disclose potential conflicts of interest and take appropriate measures to ensure that their actions are objective and in the best interests of the company.

Compliance and reporting

Compliance with laws, regulations and company policies is essential to the long-term success of our business. This section of the Code of Conduct sets out the expectations and procedures in terms of compliance and reporting.



Compliance with laws and regulations

All employees are required to observe and comply with all applicable laws, regulations and company guidelines. This includes both national and international laws as well as industry and company-specific regulations. Compliance with these standards is essential in order to minimize legal risks and maintain the trust of our customers, business partners and stakeholders.

Competition and antitrust law

We are aware of the importance of fair competition and compliance with competition and antitrust laws. All employees are required to comply with all applicable regulations and to promote fair business practices. Any agreements or activities that could restrict competition or violate cartel law are strictly prohibited.

Protection from retaliation

We take the protection of whistleblowers and employees who report violations very seriously. It is forbidden to disadvantage, harass or sanction employees who have reported violations. We ensure that all reports of violations are appropriately investigated and that the identity of the reporter is treated confidential. Any attempt to penalize an individual for reporting violations will not be tolerated and may result in disciplinary action.

No corruption

At MKW, we view corruption as a serious violation of our company values and principles. We are committed to complying with all applicable anti-corruption laws and policies to ensure that our business activities are transparent, ethical and free from any form of corruption or improper advantage. Any form of corruption, whether in the form of direct or indirect payments, gifts or other benefits, will not be tolerated and may result in disciplinary action.

Prohibition of child labor

We do not employ children under the legal minimum age. MKW is committed to compliance with the Convention on the Rights of the Child and the International Labor Organization's core labor standards.

Procedure in the case of violations

We encourage all employees and stakeholders to report concerns or potential violations of the Code of Conduct. Reports can be submitted confidentially and anonymously. An independent department carefully reviews all reported violations and takes action to clarify the situation and resolve any issues.

Reporting of violations

Every employee has a responsibility to report potential violations of laws, regulations or company policies. This may include, for example, cases of fraud, corruption, discrimination or violations of safety regulations. Reporting violations can be done confidentially and is of utmost importance for maintaining an ethical corporate culture.

The following options are available for questions or (possible) violations:

> Report directly to your superior.

> Use the MKW whistleblower system. You can find all the important

information on the Whistleblower Protection Act in the document „MKW Whistleblower System“.

> Contact our ombudsperson. You can find their contact details in the document „MKW Whistleblower System“.

Consequences and sanctions for violations

Violations of the established guidelines and principles will be strictly prosecuted. Depending on the severity of the violation, sanctions can have far-reaching consequences for MKW and the persons involved. These can range from fines, claims for damages, termination of business relationships to consequences under labor law.

Imprint

Publisher:

MKW Holding GmbH, Jutogasse 3, 4675 Weilberrn

FN: 183925 d; regional court Wels; DVR-no.: 0451193; UID-no.: ATU 473 528 04

T +43 (0) 7732 3711

E office@mkw.at

W www.mkw.at/en