

SCANLAB is committed to ecologically and socially responsible corporate governance. To this end, we require that all employees observe the principles of ecological, social and ethical behaviour listed below and that these are integrated into the corporate culture. We want to optimize continuously our entrepreneurship and our products in terms of sustainability.

In particular, the members of the Management Board and all managers are responsible for the active implementation of this Code of Conduct and have a role model function in this respect.

Our principles:

➤ **Compliance with legal requirements**

- We observe and comply with the applicable legal requirement.

➤ **Prohibition of child and forced labour**

- We adhere to the prohibition of child labour in accordance with the ILO and United Nations Conventions (ILO = *International Labour Organisation* of United Nations).
- We do not employ anyone against their will or force them to work.

➤ **Respect for the fundamental rights of employees**

- We promote equal opportunities and equal treatment for our employees, regardless of colour, race, nationality, social origin, disability, sexual orientation, political or religious beliefs, gender or age.
- We respect the personal dignity, privacy and personal rights of each individual.
- We do not tolerate disadvantageous treatment of workers, such as mental hardship, harassment, abuse or discrimination.
- We ensure adequate remuneration and compliance with the provisions on working time.
- We recognise the freedom of association of workers, members in workers' organisations or trade unions are neither favoured nor disadvantaged.

➤ **Health and safety of employees**

- We follow the applicable rules and regulations on occupational health and safety. We provide a safe and healthy working environment for our employees.
- We reduce risks and take precautionary measures against accidents and occupational diseases.
- We regularly inform and train our employees regarding occupational safety and health protection.

➤ **Environmental protection**

- We comply with the legal requirements and international standards on environmental protection.
- We take measures that go beyond the legal requirements to reduce environmental impacts and the consumption of natural resources and raw materials, and to improve energy efficiency where economically feasible.

➤ **Ethical business behaviour**

- We prohibit all forms of corruption, bribery, extortion and embezzlement and pursue a zero-tolerance policy in this regard.
- We conduct our business only in a fair and legal manner and do not engage in any anti-competitive practices such as price fixing, bid rigging.
- We respect intellectual property rights. Technology and know-how transfer is done in a way that protects intellectual property rights and customer information.

➤ **Communication**

- We inform our employees about the contents of this Code of Conduct and about sustainability issues in general.
- Our employees are encouraged to contribute actively to improvements in our company, especially on sustainability issues.
- We inform our business partners and other stakeholders on the implementation of sustainability issues at SCANLAB.

➤ **Supply chain**

- We have also set out these principles in a Code of Conduct for SCANLAB Suppliers, thus promoting compliance with the contents of this Code of Conduct among our suppliers and in the supply chain.

Puchheim, 2025-09-23

Management Board