

# Code of Conduct

## AEG Identifikationssysteme GmbH (AEG ID)

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## Preamble

AEG ID considers itself part of an internationally integrated economy and, as a company, is part of the states and societies where AEG ID operates. AEG ID adheres to the principles of the "honorable merchant" and acknowledges its responsibility as a business.

- AEG ID observes the direct and indirect impacts of its business activities on the environment and society and strives to balance economic, ecological, and social concerns appropriately.
- AEG ID acts in accordance with universally recognized values and principles, complies with the law, and respects internationally recognized human rights and labor standards, as detailed below.
- AEG ID stands for the objectives and contents of the Code of Conduct and will, within its legal and practical possibilities, make all appropriate and reasonable efforts to continuously comply with this voluntary commitment at all its locations, both domestically and abroad. If existing national regulations conflict with the Code of Conduct or if the domestic context makes it impossible to fully comply, AEG ID will seek ways to still uphold the Code's requirements as much as possible.

## Ethical/Moral Obligation and Integrity

AEG ID pursues only legal business objectives and practices and maintains business relationships only with reputable partners.

AEG ID treats business partners and customers fairly and with respect.

AEG ID respects the different legal, economic, social, and cultural backgrounds and the specific conditions of the countries and regions where it operates. AEG ID respects the laws and regulations of the countries and regions where it conducts business.

AEG ID aligns its business conduct with universally applicable ethical values and principles, including integrity and respect for human dignity. AEG ID supports free and fair world trade.

## Corruption, Trade Control, Money Laundering

AEG ID rejects all forms of bribery and corruption. We avoid even the appearance of such conduct—whether in the form of granting or accepting undue advantages. AEG ID acts in compliance with applicable import and export control regulations and meets legal requirements to prevent money laundering.

## Fair Competition

AEG ID advocates for free and fair competition. AEG ID does not tolerate anti-competitive agreements and ensures that the company operates in compliance with applicable antitrust laws. AEG ID rejects competitive advantages gained through unfair business practices.

## Handling Personal Data, Protection of Confidential Information, and Intellectual Property

AEG ID respects the personal rights of its employees, business partners, and customers and adheres to applicable laws and regulatory requirements when handling personal information and ensuring information security.

AEG ID protects entrusted business secrets and other confidential information of its business partners and customers from unauthorized acquisition, use, and disclosure, at least in accordance with applicable legal provisions for the protection of trade secrets.

AEG ID respects the intellectual property of its business partners, customers, and other third parties and ensures that adequate measures are taken to protect intellectual property rights when sharing know-how and technologies.

## Protection of Consumer Interests

Where AEG ID products and services affect consumer interests, appropriate measures are taken to ensure the safety and quality of the products or services. AEG ID ensures that its products or services comply with relevant consumer protection laws. In the context of information and distribution measures, AEG ID considers consumer interests by applying legal requirements for fair business, marketing, advertising practices, and consumer education.

## Ecological Responsibility and Commitment

The protection and preservation of natural resources concerns and obliges us all. With this awareness, AEG ID conducts its business activities in an ecologically responsible manner and commits to a climate-neutral future.

### Environmental and Climate Protection

AEG ID fulfills its ecological responsibility by applying applicable legal requirements and recognized standards for environmental and climate protection. AEG ID works to continuously reduce the negative impacts of its business activities on the environment and climate.

AEG ID applies applicable laws and takes appropriate measures, guided by legal and internationally recognized standards, to address the following topics:

- Proper and responsible handling of hazardous substances, chemicals, and waste, including their disposal
- Measures to reduce or avoid waste
- Minimizing emissions from operations (e.g., wastewater, exhaust air, noise, greenhouse gases)
- Conserving natural resources, such as by saving water, chemicals, and other raw materials and promoting the circular economy
- Using climate- and environmentally friendly technologies, processes, raw materials, and products
- Measures to increase energy efficiency and the share of renewable energies in the energy consumption at company locations.

### Animal and Species Protection

AEG ID adheres to principles for the protection of animals and biological diversity and aligns its business conduct accordingly. The keeping and use of animals must meet applicable animal welfare requirements and be species-appropriate. The Washington Convention on International Trade in Endangered Species of Wild Fauna and Flora serves as a guideline here.

## Human Rights and Labor Standards

Human dignity is inviolable. Therefore, AEG ID respects internationally recognized human rights, as enshrined in the United Nations Universal Declaration of Human Rights.

AEG ID follows the internationally recognized labor standards of the International Labour Organization (ILO), as outlined in the Code of Conduct.

In all business activities, AEG ID strives to neither cause nor contribute to human rights violations. AEG ID expects the same from its business partners. Where necessary and possible, AEG ID supports its suppliers in this regard.

## Employment Relationships

AEG ID treats its employees with respect. AEG ID rejects any form of unlawful punishment, abuse, harassment, intimidation, or other degrading treatment of employees.

AEG ID applies applicable labor law to all employment relationships and expects the same from its business partners. Employees must be provided with understandable information about the essential terms of employment, including their rights and obligations, working hours, compensation, and payment and billing procedures at the start of the employment relationship.

AEG ID respects and protects the right of employees to terminate their employment in accordance with the applicable notice period.

## Rejection of Child Labor and Protection of Young Workers

AEG ID does not tolerate child labor and adheres to the applicable legal minimum age for employment. In any case, AEG ID does not employ persons under the age at which compulsory schooling ends in the country of employment, and in no event under the age of 15. Internships are organized in accordance with legal requirements. AEG ID expects its business partners to have adequate measures in place to verify age to prevent child labor. If child labor is detected, all necessary measures must be taken immediately to prioritize the welfare, protection, and development of the child.

For persons under 18, the rights of young workers must be respected; they may only be employed if it is ensured that the working and employment conditions do not pose a danger to their health, safety, or morality, or are harmful to their development.



## Rejection of Forced Labor

AEG ID rejects forced or compulsory labor in any form. This includes any form of debt bondage, serfdom, slavery or slavery-like practices, human trafficking, and extends to all forms of involuntary labor and services that are incompatible with internationally recognized labor and social standards.

## Principles of Remuneration

AEG ID applies legal or—where applicable—collectively agreed regulations in remunerating labor. AEG ID ensures that employees are paid at least the applicable legal, collectively agreed, or industry-standard minimum wage. In countries or regions without legal or collective wage frameworks, AEG ID ensures that wages for regular full-time employment are sufficient to meet the basic needs of employees. AEG ID does not tolerate unlawful wage deductions, including deductions as disciplinary measures.

## Working Hours

AEG ID applies legal or applicable collective bargaining regulations regarding working hours, including overtime, rest breaks, and vacation. AEG ID ensures that:

- The regular weekly working hours plus the maximum possible overtime are not exceeded,
- Working time regulations are adhered to.

## Freedom of Association

AEG ID respects employees' rights to freedom of association and assembly, as well as the right to collective bargaining and tariff negotiations, to the extent legally permissible and possible in the respective country of employment. Where this is not permissible, AEG ID seeks reasonable compromises for its employees.

## Diversity and Inclusion, Prohibition of Discrimination

AEG ID values the diversity of its employees and promotes an inclusive work environment. Therefore, AEG ID commits to equal opportunities and rejects any form of discrimination and unequal treatment based on national and ethnic origin, social background, health status, disability, sexual orientation, age, gender, political opinion, religion, or belief. AEG ID upholds the principle of equal pay for male and female workers for work of equal value.

## Health and Safety at Work

AEG ID observes national and international occupational health and safety standards. AEG ID ensures a safe and health-promoting work environment (avoiding accidents, injuries, and work-related illnesses) to protect the safety and health of its employees.