

Code of Conduct

1. Purpose and Scope

This Code of Conduct describes the principles, values, and standards of conduct of relyon plasma GmbH. It applies to all employees, managers, and executives, as well as to individuals acting on behalf of relyon plasma GmbH.

Faced with numerous challenges, relyon plasma GmbH is and remains a reliable partner. At the same time, we expect our business partners, suppliers, and subcontractors to adhere to comparable ethical, social, and environmental standards and to make every effort to contractually bind their own upstream suppliers to these standards as well. We view adherence to these principles as an essential element of a trusting working relationship.

Each individual bears responsibility for adhering to the principles described in this Code and for actively contributing to an open, safe, and responsible corporate culture.

The Code of Conduct is based on national laws and regulations as well as international agreements, including the United Nations Universal Declaration of Human Rights, the Guidelines on Children's Rights and Business, the United Nations Guiding Principles on Business and Human Rights, and the international labor standards of the International Labor Organization (ILO).

2. Our Values

Our daily actions are guided by the following values:

- Innovation
- Quality
- Safety
- Integrity
- Respect
- Responsibility
- Sustainability
- Customer Focus

We view our plasma technologies as a contribution to the sustainable development of industry, medicine, and society.

3. Compliance with Laws and Ethical Conduct

We comply with all applicable laws, regulations, regulatory requirements, and internal policies. We are committed to acting responsibly, adhering to ethical business practices, and demonstrating transparency, fairness, and professionalism.

No business goal justifies violations of laws, regulations, or this Code of Conduct.

4. Quality, Product Safety, and Regulatory Compliance

Quality and safety are our top priorities. We are committed to maintaining the highest quality standards, identifying and minimizing risks early on, reliably meeting customer requirements, complying with regulatory requirements, openly addressing errors, and implementing effective corrective and preventive actions.

Quality is not achieved through final inspections, but is established during development, design, procurement, and production. The safety of patients, users, customers, and employees is always at the center of everything we do.

5. Data Integrity and Documentation

Reliable data and traceable documentation form the basis of our decisions. All business and quality-related records must be complete, accurate, traceable, legible, created in a timely manner, and protected against manipulation.

The intentional falsification, manipulation, or withholding of information is strictly prohibited.

6. Research, Development, and Innovation

Innovation is an essential component of our success. We are committed to scientific integrity, objective evaluation of results, transparent documentation, honest reporting, and the responsible use of new technologies.

Research and development results must not be falsified or presented selectively.

7. Social Responsibility

7.1 Respect for Human Rights, Diversity, and Respectful Interaction

relyon plasma GmbH fully respects the fundamental rights and dignity of every human being. This includes safeguarding the personal rights of all employees. We promote diversity, equal opportunity, inclusion, and mutual respect.

We do not tolerate discrimination, harassment, bullying, intimidation, violence, or inhumane treatment. Child labor, forced labor, and human trafficking are not accepted in any form.

7.2 Prohibition of Forced Labor

We condemn forced labor or any comparable form of labor in the strongest terms and are fully committed to not using forced labor. All work must be voluntary;

employees must be able to terminate their employment or work at any time. Unacceptable treatment of workers, such as psychological abuse, sexual harassment, or personal harassment, must not occur.

7.3 Prohibition of Child Labor

Child labor must not be used at any stage of production. We adhere to the recommendations of the ILO conventions regarding the minimum age for the employment of children: The age must not be lower than the age at which compulsory education ends, and in no case may it be less than 15 years. The rights of young workers are given special protection, and protective regulations are observed.

7.4 Fair Compensation

relyon plasma GmbH offers fair and appropriate compensation that complies with legal requirements and takes into account employees' qualifications, experience, responsibilities, and performance. All benefits required by law are provided. Employees receive transparent and clear information about their compensation and its composition. We promote a compensation structure that is free from discrimination and ensures equal opportunities.

7.5 Fair Working Hours

Our approach to working hours is based on the principle of trust-based working hours. We ensure that the legal requirements of the Working Hours Act are met and that employees can organize their working hours flexibly and independently. We place a high priority on a healthy work-life balance and on preventing employee overload. Overtime is worked only in exceptional cases and is recorded and compensated in accordance with legal requirements.

7.6 Work safety and health protection

Safety and health are our top priorities. By establishing and implementing appropriate work safety systems, we take the necessary precautions to prevent accidents and health hazards. Employees are regularly informed about and trained in applicable safety and health standards, use personal protective equipment, and actively contribute to the prevention of accidents. Access to drinking water and clean sanitary facilities is guaranteed at all times.

Every employee has the right and the duty to immediately report hazards and unsafe conditions.

7.7 Handling of Conflict Materials

We are committed to responsible and transparent sourcing of raw materials. To fulfill our due diligence obligations regarding conflict minerals and other critical raw materials, we regularly request information from relevant suppliers regarding the origin of the materials they use, in particular through the **Conflict Minerals**

Reporting Template (CMRT). We expect our suppliers to comply with applicable legal requirements and to support a responsible supply chain.

8. Environmental Responsibility and Sustainability

relyon plasma GmbH is committed to minimizing environmental impact and using natural resources responsibly. As a manufacturer of plasma systems for industrial and medical applications, we take environmental and sustainability considerations into account in the development, manufacture, and provision of our products. Through the efficient use of energy and materials, as well as the continuous optimization of our processes, we contribute to environmental and climate protection.

8.1 Wastewater Management

Our business operations do not generate any production-related industrial wastewater that requires separate treatment or monitoring. The wastewater we generate is limited to standard household sanitary wastewater, which is properly disposed of through the public infrastructure. Regardless, we ensure that we use water responsibly and sparingly.

8.2 Management of Air Emissions

Our operations do not generate any air emissions from production processes that require permits or monitoring. Nevertheless, we are committed to environmentally responsible business practices and strive to reduce indirect emissions, particularly those resulting from energy consumption, business travel, and transportation, to the extent that doing so is economically and organizationally feasible.

8.3 Handling of Waste and Hazardous Substances

Our business operations do not generate any hazardous waste or special waste from production processes. Waste generated, in particular office and packaging waste, as well as end-of-life electronic devices, is sorted and collected in accordance with applicable legal requirements, minimized whenever possible, and sent for proper recycling or professional disposal. The handling of potentially hazardous substances is limited to standard office supplies and consumables used in day-to-day office operations.

8.4 Consumption of Raw Materials and Natural Resources

As a manufacturer of plasma systems for industrial and medical applications, we are aware of our responsibility to use raw materials and natural resources responsibly. We strive to use materials, energy, and operating resources efficiently throughout the entire product life cycle and to continuously optimize this process.

During the development, manufacturing, and assembly of our products, we ensure that materials are used in a resource-efficient manner, that waste is

minimized, and that components and systems have the longest possible service life. Energy, packaging materials, and other operating resources are used responsibly, and their consumption is regularly monitored. Through the ongoing optimization of production and business processes, as well as the use of sustainable technologies and digital solutions, we are working to continuously reduce our resource consumption and environmental impact. Energy efficiency and sustainability considerations are appropriately considered in investment and procurement decisions.

9. Ethical Business Conduct

9.1 Fair Competition

We adhere to the standards of fair business practices, fair advertising, and fair competition. Applicable cartels laws apply; in dealings with competitors, collusion and other activities that influence prices or terms are specifically prohibited.

9.2 Confidentiality, Data Protection, and Information Security

We respect the privacy of employees, customers, and business partners. Personal data is processed exclusively in accordance with legal requirements regarding data protection and information security, as well as regulatory provisions, and we meet the legitimate expectations of our clients, suppliers, and employees in doing so.

All employees are required to protect confidential information, comply with IT security policies, manage passwords securely, and report cyber risks. AI systems and digital technologies are used responsibly and with due regard for data protection and information security.

9.3 Protection of Corporate Assets and Intellectual Property

Intellectual property and confidential information represent a significant corporate asset. In particular, we protect patents, technical drawings, development data, software, customer data, trade secrets, and research and test results. Confidential information may be used exclusively for legitimate business purposes.

Intellectual property rights are respected; technology and know-how are transferred in a manner that ensures intellectual property rights and customer information remain protected.

9.4 Prevention of Corruption and Rejection of Bribery

relyon plasma GmbH is committed to acting with integrity, responsibility, and in compliance with the law. We do not tolerate any form of corruption, bribery, extortion, or embezzlement, and we expect the same from our business partners.

Business decisions are made based on objective, factual, and justifiable criteria. Gifts, invitations, or other benefits may only be provided within reasonable and legally permissible limits and must not improperly influence business decisions. We ensure compliance with applicable legal requirements through appropriate internal policies and processes.

9.5 Conflicts of Interest

Personal interests must not influence business decisions. Conflicts of interest must be disclosed immediately, for example, in the case of secondary employment, participation in suppliers or customers, family relationships with business partners, or private financial benefits.

10. Sustainable and Responsible Supply Chain

We expect our suppliers and business partners to adhere to comparable ethical, social, and ecological standards, particularly with regard to compliance with laws, human rights, occupational health and safety, environmental responsibility, integrity, data protection, and information security. We promote a sustainable and responsible supply chain.

11. Crisis Management and Business Continuity

We prepare for potential crisis situations to protect employees, customers, products, and company assets. These include, in particular, cyberattacks, natural disasters, supply chain disruptions, infrastructure failures, product risks, and workplace emergencies. Emergency and recovery plans are regularly reviewed and improved.

12. Reporting Violations

All employees are encouraged to report actual or suspected violations of laws, internal regulations, or this Code of Conduct. Reports may be directed to the immediate supervisor, management, the Human Resources department, the Quality Management Representative, or the designated reporting office.

Informants are protected from discrimination or retaliation.

13. Responsibilities of Managers

Managers serve as role models. They are obligated to actively exemplify this Code of Conduct, promote an open work environment, ensure compliance with its requirements, support employees, and address violations appropriately.

14. Consequences of Violations

Violations of this Code of Conduct may result in disciplinary, labor law, civil, or criminal consequences. Each violation will be objectively reviewed and appropriately assessed.

Concluding remarks

The success of relyon plasma GmbH is based on trust, quality, innovation, and responsible actions. By adhering to this Code of Conduct, all employees make a significant contribution to the safety of our products, the satisfaction of our customers, the protection of our environment, and the sustainable success of our company.

Expectations towards our Business Partners

relyon plasma GmbH is committed to responsible and sustainable actions and aligns its business activities with the principles described in this Code of Conduct.

We expect our business partners to adhere to comparable ethical, social, and ecological standards and to comply with the legal and regulatory requirements applicable to their business activities.