



Rieter Business Partner Code of Conduct

Rieter is committed to maintaining the highest ethical standards in its business relationships and in its responsibility towards the environment. Rieter expects and relies on all its business partners to uphold the same standards of responsible business conduct.

The Rieter Business Partner Code of Conduct ("Code") is based on internationally recognized frameworks, including the OECD Guidelines for Multinational Enterprises, the UN Guiding Principles on Business and Human Rights, the International Bill of Human Rights, and the International Labor Organization Declaration on Fundamental Principles and Rights at Work, as well as applicable national and international laws.

Rieter's business partners are expected to use reasonable efforts and implement appropriate risk-based measures to promote compliance with the standards set in the Code among their directors, officers, employees, affiliates, suppliers and other business partners involved in providing goods or services to Rieter. Moreover, Rieter's business partners shall implement appropriate, risk-based policies, procedures, training, and controls to ensure compliance with the Code.

1. Business Principles

As a business partner of Rieter, you shall comply with applicable laws, regulations, recognized industry standards, and best practices. You are expected to act in accordance with the principles and rules set out in the Code and to implement appropriate measures to achieve and maintain compliance. These principles and rules represent the minimum ethical standards applicable to you.

- **Principle 1: Human Rights, Dignity, and Non-Discrimination**
Respect personal dignity, privacy, and the rights of every individual, including all internationally recognized human rights. Prevent discrimination and ensure equal opportunity and treatment in employment. Protect individuals from harassment and abusive behavior, with particular attention to vulnerable groups, including women, persons with disabilities, and young workers.
- **Principle 2: Freedom of Association**
Respect workers right to freely associate and ensure their right to collective bargaining.
- **Principle 3: No Forced Labor**
Ensure no one is forced to work against his will.
- **Principle 4: Child Labor Protection**
Prohibit child labor and ensure no hazardous work for people under the age of 18.
- **Principle 5: Safe and Healthy Working Conditions**
Provide safe and healthy working conditions, including preventive safety measures and appropriate training.
- **Principle 6: Fair Employment Conditions and Ethical Recruitment**
Apply ethical recruitment practices, ensure fair wages, and decent working hours. Overtime must be compensated according to applicable law.
- **Principle 7: Fair and Adequate Compensation**
Pay compensation in accordance with applicable laws and collective bargaining agreements.
- **Principle 8: Environmental Compliance**
Comply with applicable environmental laws and implement appropriate measures to prevent pollution, and minimize adverse impacts on the environment, including responsible

management of water consumption and wastewater where relevant. Identify, assess and manage environmental risks associated with your operations and, where appropriate, your supply chains and continuously improve the environmental performance.

- **Principle 9: Climate Protection and Energy Use**

Monitor and seek to reduce your greenhouse gas emissions and energy consumption through appropriate measures. You are encouraged to improve energy efficiency and increase the use of lower-emission and renewable energy sources where economically and technically feasible.

- **Principle 10: Resource Efficiency and Biodiversity**

Promote the efficient use of natural resources and implement measures to reduce waste, increase reuse and recycling, and avoid unnecessary environmental impacts. Where relevant to your operations, you take appropriate measures to protect biodiversity, natural ecosystems and local communities.

- **Principle 11: Corruption, Fraud, and Transparency**

Prohibit all forms of corruption, bribery, and fraud and comply with all related laws, including anti-money laundering and counterterrorism financing requirements. Maintain accurate, complete, and transparent financial records.

- **Principle 12: Information Security, Data Protection, and Incident Management**

Secure and protect all confidential information provided by Rieter and other business partners including regular risk assessments and traceability. Comply with applicable data protection, cybersecurity, and IT laws to ensure confidentiality, integrity, and availability of your operations, people and customer information. Report any data-security or cybersecurity incident affecting Rieter's information, systems, products or services without undue delay.

- **Principle 13: Intellectual Property Protection**

Respect and protect Rieter's and third-party intellectual property.

- **Principle 14: Responsible Supply Chain Management**

Conduct supply-chain due diligence to identify and mitigate risks related to human rights, environment, and common compliance aspects. You must avoid contributing to armed conflict, human-rights abuses, or illegal security forces.

- **Principle 15: Responsible Mineral Sourcing**

Source minerals responsibly and comply with related laws.

- **Principle 16: Compliance with Trade and Sanctions Regulations**

Comply with export-control, sanctions, embargoes, customs, and related laws.

- **Principle 17: Fair Competition and Anti-trust Compliance**

Respect fair competition and act according to applicable anti-trust and competition laws and regulations. Do not misuse market position or engage in prohibited practices such as price-fixing, bid-rigging, or market allocation.

- **Principle 18: Communication and Transparency**

Maintain honest communication and disclose risks, violations, or conflicts of interest promptly. Retain and provide documentation demonstrating compliance upon reasonable request and subject to confidentiality obligations.

2. Audit

To ensure compliance with the Code, Rieter reserves the right, upon reasonable prior notice and subject to applicable laws, to conduct audits and assessments of your operations, systems, and facilities, either directly or through third parties.

Such audits and assessments shall be risk-based, proportionate and appropriate to the nature of the relationship between you and Rieter and the identified risk or violation, and may include questionnaires, self-assessments, management discussions, document reviews, certifications, independent audit reports, and on-site audits. In such context you shall provide accurate and complete information, grant access to relevant records, people, and premises, and maintain adequate documentation demonstrating compliance with the Code. Where direct access is not legally permissible or reasonably feasible, the parties shall cooperate in good faith to identify alternative and appropriate means of verification.

If an audit identifies non-compliance, you shall promptly implement a corrective action plan acceptable to Rieter. Rieter may conduct follow-up audits to verify implementation. Failure to cooperate in good faith without reasonable justification, obstruction of an audit, provision of misleading information, or failure to implement corrective actions within the specified timeframe shall constitute a material breach of the Code.

3. Consequences of Non-Compliance

In the event of a violation of the Code, or failure to implement corrective measures within the timeframe communicated by Rieter, Rieter reserves the right, at its sole discretion, to take appropriate action. Such actions may include the suspension or termination, in whole or in part and with immediate effect, of the business relationship, as well as any other measures deemed necessary and appropriate.

4. Reporting

You and your employees are encouraged to report any actual or suspected violation of the Code. Reports may be submitted through Rieter's Integrity Line, available at www.rieter.com. You shall take adequate measures to inform your employees and business partners about Rieter's Integrity Line. Reports will be handled confidentially and in accordance with applicable laws.

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