Corporate principles and code of conduct

Status 2025

BEGO

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PREAMBLE

The values formulated in our Group mission statement - **customer focus**, **progress**, **partnership and ecological and economic responsibility** - are the central elements of BEGO's business activities.

When dealing with our customers, business partners, employees and owners, we always strive to act fairly and with integrity.

We build our business activities on these values and expect our employees to support these values and actively implement them in their day-to-day work. Our employees play a key role in anchoring responsible and customer-oriented action throughout the company.

This Code of Conduct for Employees describes our expectations regarding the conduct of all employees and focuses on four key **areas: Responsibility towards society and employees, conduct of our employees, conduct towards competitors, public officials and business partners and responsibility towards owners.** The Code of Conduct is intended to ensure that the defined standards are adhered to and practiced throughout the company.

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BEGO Group Board of Managing Directors

Together.

(Together/Partners) **Teamwork.**

Top performance.

Top performance.

For our customers!

For our customers!

*We work '**together**', i.e. with a large number of colleagues across business divisions and functions, to **deliver top performance for our customers**. **Our aim is** to **be better than the competition**. We use our resources (time and money) wisely in order to provide added value **for our customers**. **We are rewarded with success** - and that's what it's all about: nothing motivates more than **success** and nothing **opens** more **doors for personal development and that of BEGO!***

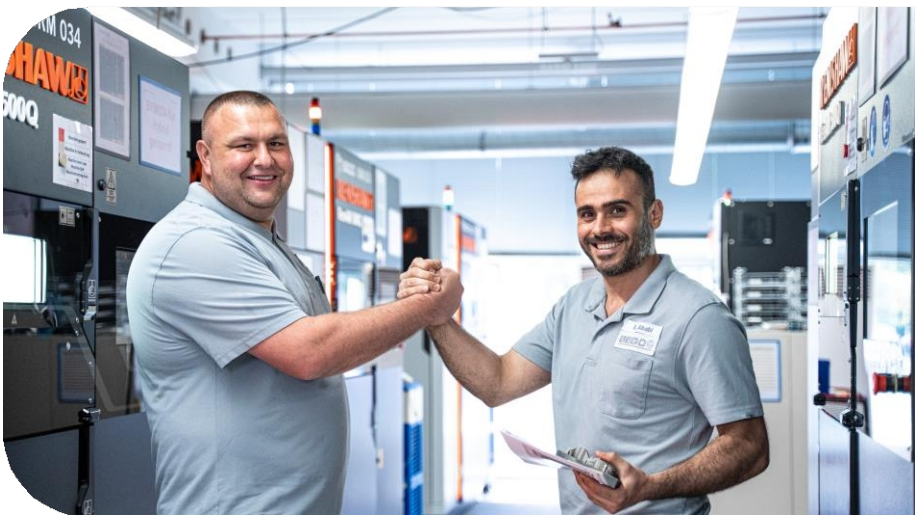
CORPORATE PRINCIPLES AND CODE OF CONDUCT OF THE BEGO GROUP OF COMPANIES

Scope of application

This Code of Conduct applies to all BEGO companies
Group of Companies (here "BEGO") and for all persons working at and for BEGO, even if they are temporarily released from their duties and/or temporarily not actively working for BEGO for any reason whatsoever (here "BEGO"):
"Employees"). Representatives of BEGO in foreign companies, associated companies or joint ventures should ensure, within the scope of contractual, legal and corporate law possibilities, that the respective company introduces measures that comply with this guideline and agrees to checks by BEGO with regard to the implementation of such measures.

Sense and purpose

The purpose of this Code of Conduct is to set out our standards and expectations for our daily conduct with the aim of conducting our business in an ethical and legally compliant manner. All managing directors, managers and employees worldwide are committed to these principles. Managers have a special role model function.



GENERAL PRINCIPLES OF THE BEGO

The values formulated in the Group mission statement - customer focus, progress, partnership and ecological and economic responsibility - are the central elements of this Code of Conduct. When dealing with our customers, business partners, employees and owners, we always strive to act fairly and with integrity.

We offer our customers the best results in system and product solutions and services that are safe and efficient, environmentally friendly, socially responsible and economical. We contribute to this:

Professional competence, commitment, flexibility and innovative strength.

Our aspiration to conduct our business ethically and legally is inextricably linked to the way we conduct ourselves in our work. Our entrepreneurial activities have always been based on the following principles:

Cooperation, competence, fairness, transparency and reliability.

In our business activities, we comply with the law applicable to us as well as applicable guidelines and standards, avoid conflicts of interest and respect the customs, traditions and social values of the countries and cultures in which we operate.

We expect and encourage our business partners to introduce comparable ethical principles themselves on the basis of applicable law and recognized values. We expect them to comply with these in their cooperation with us.

RESPONSIBILITY TOWARDS SOCIETY AND THE EMPLOYEES

We are convinced that responsibility is a key factor for the long-term success of our company and therefore an indispensable part of our value-oriented corporate management. Our business activities are committed to the principle of economic and ecological sustainability. Growth and job stability are important success factors for BEGO. We observe the following corporate principles:

Future-oriented

We see the future as a challenge for all of us and are shaping it with a pioneering spirit and a positive attitude towards people and the environment.

Customer-oriented

We view the market and its changes as an opportunity and focus on the wishes and goals of our customers. This is how we ensure a long-term partnership. We offer our customers expertise, commitment, flexibility and innovative strength.

Cooperation

Our cooperation is characterized by mutual appreciation. We act in a spirit of partnership and ensure a positive working atmosphere.

Our employees make a decisive contribution to BEGO's success. We respect the dignity of every employee and partner. Clarity and truth, tolerance and fairness in cooperation are our basis for success, harmony and enjoyment at work.

We promote the personal development, initiative, motivation and sense of responsibility of our employees, building on their strengths: Those who challenge, promote.
We support cooperation and communication within and between all of BEGO's operating departments and business units. This strengthens our services.

We delegate duties and appoint representatives sensibly and only in accordance with the applicable principles and procedures for appointment, tasks and powers. Delegation or appointment is only made to persons who are personally, professionally and organizationally capable of doing so and with appropriate support from BEGO.

Fairness and equal opportunities

We are committed to a free and democratic social and economic order with fair competition.

BEGO reflects the diversity of society, languages, cultures and lifestyles. We respect and promote this diversity, as it guarantees proximity to society, customers and new ideas. We do not tolerate discrimination against people, especially not on the basis of their origin, religion, sexual orientation, nationality, background, political or trade union activity or because of their age, gender or disability.

Profit-oriented

We generate profits. They secure investments in our future and the fulfillment of our obligations to employees, shareholders, partners and the public.

Corporate goals

We concentrate all our efforts on realizing our corporate goals. In doing so, we act according to the principle that what is good for the company is also good for each individual employee in the long term.

Security

The safety of our employees and customers is our top priority and is one of BEGO's core values. Together, we ensure a safe working environment and the safety of our products.

We only issue internal instructions in accordance with previously defined procedures and standards, ensuring that all employees are always trained in the relevant requirements and standards and that these are up-to-date and available.

Occupational health and safety

With consistent, preventive occupational health and safety, we avert risks to people and support the health of our employees through good working conditions. Maintaining the safety and health of our employees is not only a legal requirement, but also a central imperative of our business activities. Occupational health and safety is also part of the personal responsibility of every employee.
Hazards must be avoided through foresighted, prudent and safety-conscious behavior. Deficiencies in occupational health and safety must be reported immediately to the responsible manager.

External companies and visitors to BEGO's premises are adequately instructed and accompanied beforehand so that compliance with internal regulations and legal requirements is always guaranteed.

Environmental protection

We act in accordance with the applicable laws and guidelines in order to minimize negative effects on the environment and continuously improve our activities for environmental and climate protection.

We have set ourselves the goal of continuously and sustainably reducing our environmental impact and energy consumption and optimizing our use of energy and resources.

BEHAVIOR OF OUR EMPLOYEES

All BEGO employees are obliged to comply with the applicable rules.

Appearance in public

Our employees influence the public image of BEGO. We make sure that our customers and business partners are always treated in a friendly, courteous, measured, open, competent and service-oriented manner.

Confidentiality

All information about BEGO's business activities that has not been published and is not generally known will be treated confidentially. This also applies to such information from third parties, for example business partners, which we receive as a result of our activities at BEGO. We do not use the knowledge resulting from our internal company processes for private purposes.

Company-related communication with the media and the general public is generally the responsibility of Global Marketing and the management of the BEGO Group, whereby internal regulations and legal requirements must always be observed. All employees contribute to the protection of business secrets by complying with internal regulations and necessary measures. The The "clean desk" principle and working on a "need-to-know" basis are central components of this.

Invitations and gifts

Invitations in connection with our activities at BEGO may be accepted or extended within the framework of internal regulations if they are appropriate and customary and are not made in expectation of improper consideration or other preferential treatment.

The same applies to the acceptance or granting of gifts and other benefits or advantages of any kind.

Avoidance of conflicts of interest

We avoid situations in which personal or our own financial interests conflict with the interests of BEGO or our business partners, or could appear to do so.

In conflict situations, the interests of BEGO must not be compromised. This does not affect the compatibility of family and career. Secondary employment and shareholdings in competitors or business partners must not entail the risk of a conflict of interest. Any actual or suspected conflict of interest must be reported to the Compliance Officer.

BEGO encourages its employees to get involved in social causes in public functions, associations or citizens' initiatives, provided this involvement does not conflict with the legitimate interests of BEGO.

BEHAVIOR TOWARDS COMPETITORS, PUBLIC OFFICIALS AND BUSINESS PARTNERS

BEGO responds to the needs of customers, suppliers and business partners and treats them honestly, responsibly and fairly.

Corruption

BEGO does not tolerate corruption or other unfair business practices by employees or third parties commissioned by us. Incentives, privileges or benefits that could impair the ability to make objective and fair business decisions are neither offered nor accepted by us or third parties commissioned by us.

Behavior towards public officials

Material and immaterial benefits of any kind to employees or agents of state institutions/officials or to their relatives are only permitted within the framework of the internal regulations and the official regulations of the public official.

We respect and take into account the rules that public institutions, associations and other organizations set for themselves for dealing with their employees. This applies in particular to public officials and other functionaries in the healthcare sector.

Material and immaterial benefits of any kind to employees or representatives of state institutions/officials or their relatives are generally prohibited.

Conduct towards members of professional circles

Material and immaterial benefits of any kind to members of professional circles or their relatives are generally prohibited.
Exceptions may be possible within the framework of internal regulations for low-value donations or on special occasions.

Political parties

Contributions of any kind to political parties, their representatives, elected officials and candidates for political office are generally prohibited.

Business partner

We expect our business partners to align their business activities with the principles formulated in this Code of Conduct. Cooperation with our business partners is characterized by a fair, trusting and stable partnership.

Suppliers

We build long-term relationships with our suppliers based on partnership. We expect reliability, flexibility, commitment and innovation from them.

We expect our suppliers to comply with the principles of the **BEGO Code of Conduct for Suppliers** and encourage them to enforce the content in their supply chains.

Consultants/agents/intermediaries

Remuneration of consultants, agents and intermediaries must be proportionate to the services provided and must always be in writing. They may not be used to confer undue advantages on business partners or lead to prohibited bogus self-employment.

Competition and antitrust law

We comply with the relevant competition law requirements and do not enter into any agreements or arrangements that influence prices and conditions or otherwise restrict fair competition in an impermissible manner.

Donations/ Sponsoring

BEGO supports education and science as well as the areas of sport, art and culture. The allocation of a donation must always be transparent and documented.

Donations may only be made on a voluntary basis and without any expectation of consideration. Sponsoring measures must not serve any concealed promotion of interests.

Donations to political parties and religious communities are generally not permitted.

RESPONSIBILITY TOWARDS THE OWNERS

BEGO's actions are characterized by responsibility and transparency towards our owners. Protecting the company's assets and sustainably increasing its value are among the goals of our entrepreneurial work.

Protection of company assets

Company property and all work equipment provided by the company for operational purposes may only be used for operational purposes and must be treated with care. Company property may not be sold, lent or used for non-business purposes without express permission, regardless of its condition or value. All employees are obliged to protect BEGO assets within the scope of their work and to act honestly and with integrity when dealing with them. Fraud, corruption or other criminal acts will not be tolerated. Suspected cases of misconduct are investigated to the extent permitted by law and in accordance with data protection regulations; appropriate measures are taken if misconduct is confirmed.

Reporting

Company reports and documents must be prepared correctly and truthfully in all material respects, comply with the applicable standards and fully document all relevant information. For security and verification purposes, all legal transactions are subject to the dual control principle, whereby the signing authority is differentiated according to the relevance of the legal transaction.

Insider trading

Employees are prohibited from using non-public information that they obtain in the course of their work for BEGO to gain financial or business advantages for themselves or third parties.

Money laundering

BEGO takes all necessary measures to prevent money laundering within its sphere of influence.

Data protection

We collect, process and use personal data only to the extent permitted by the relevant laws and company guidelines. Documents containing personal data about employees, applicants, customers, suppliers or other persons are treated confidentially, stored carefully and only disclosed to authorized persons.

COMPLIANCE WITH THE CODE OF CONDUCT

BEGO will implement the principles set out in this Code of Conduct in all business units and subsidiaries worldwide. Irrespective of this, BEGO and its employees are bound by the laws of the countries in which we operate. More specific country-specific regulations may be added to individual aspects of this Code of Conduct.

Obligation to comply

All managing directors, managers and employees of BEGO are committed to complying with the Code of Conduct.
Managers have a special responsibility for communicating and implementing these guidelines.
All BEGO employees are required to report violations of laws and internal guidelines to the Compliance Officer.

Consequences

In the event of a violation of laws or internal guidelines, employees must expect appropriate consequences up to and including disciplinary measures under labor law. Such violations may also have consequences under criminal and liability law. BEGO will take appropriate measures in the event of violations in order to avoid future violations.

Whistleblower protection

Employees who report violations of this Code of Conduct or other legal or internal requirements will be protected by BEGO to the extent permitted by law. BEGO undertakes to treat reports discreetly and, in particular, to protect the identity of the reporting party and not to put them at an unjustified disadvantage.
BEGO will set up appropriate reporting offices to which whistleblowers can turn for legal protection.

Where can I get help/information?

Further information can be found at:www.bego.com/compliance .

If you have any uncertainties or questions, you should contact your responsible manager. In addition, you always have the option of contacting the BEGO Compliance Officer directly. Contact can also be made anonymously or confidentially.

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