

Code of Conduct

Version 1.0

PREAMBLE

KRÜSS is a leading international manufacturer of scientific instruments and analytical solutions committed to complying with all applicable laws, regulations, and internal company policies, and to conducting its business with integrity, responsibility, and professionalism (“Compliance”). This commitment forms the foundation of our daily actions and contributes to the long-term success and sustainability of our company.

To reinforce these principles, KRÜSS has established a Code of Conduct that underscores the importance of ethical behavior and integrity for the continued stability and growth of the company.

The Code of Conduct defines clear expectations regarding compliance at KRÜSS worldwide and serves as a guide in uncertain situations. It is binding for all persons working at KRÜSS – including members of the Executive Board, managers, and employees – and applies to all activities in every market in which KRÜSS operates. The Code of Conduct is an integral part of the corporate culture at KRÜSS, and every individual shares responsibility for adhering to it.

KRÜSS strives to always present itself as a competent, reliable, and trustworthy partner to customers, employees, business partners, and suppliers. Only through responsible and consistent action can we achieve our long-term corporate goal: to deliver innovative, high-quality scientific solutions and create sustainable value for our customers worldwide.

Hamburg, June 2026



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1 SCOPE

This Code of Conduct applies to all KRÜSS employees and managers worldwide – regardless of their area of responsibility, position, or location. It outlines the principles that guide daily conduct within the company.

All employees share equal responsibility for adhering to and actively supporting these rules. Our collective behavior shapes how KRÜSS is perceived externally and how we collaborate in our daily work. The Code of Conduct provides clear guidance, makes it easier to handle challenging situations, and fosters a respectful and reliable work environment.

Managers at KRÜSS are also responsible for implementing and maintaining effective compliance measures within their respective areas of responsibility. This includes establishing appropriate organizational structures and processes, as well as monitoring compliance with applicable requirements. Providing appropriate training and support to employees is also an essential part of our managers' responsibilities.

Compliance with this Code is mandatory. If employees or managers have questions or concerns, they should actively seek dialogue – so that together we can ensure our actions are always in line with our KRÜSS values.

2 RESPECTFUL INTERACTION, DIVERSITY, WORKING CONDITIONS

KRÜSS is committed to fair and safe working conditions for all employees. This includes treating one another with respect, characterized by appreciation, psychological safety, and professional conduct, so that all employees can express their opinions, ask questions, admit mistakes, and take risks without fear of negative consequences.

Any form of discrimination or unequal treatment – whether based on origin, gender, religion, ideology, age, disability, sexual orientation, or other personal characteristics – will not be tolerated. Diversity, equity, and inclusion (DEI) are promoted to create a work environment in which all employees can contribute and further develop their skills.

We maintain a zero-tolerance policy toward any form of discriminatory behavior or remarks, insults, personal attacks, bullying, harassment, or other forms of demeaning behavior. Employees and managers alike are required to take such situations seriously, address them openly, and take appropriate steps to ensure a safe and respectful work environment for everyone.

We actively encourage feedback and criticism, which must always be offered respectfully and constructively. We value collaborative partnerships among all divisions, departments, and teams at KRÜSS.

KRÜSS supports a healthy work-life balance and views it as a key component of long-term performance and satisfaction, which strikes a reasonable balance between the needs of the company and those of its employees. This includes managing workloads responsibly and enabling the reconciliation of professional and personal obligations.

3 OCCUPATIONAL SAFETY AND HEALTH

The safety and health of all employees are KRÜSS's top priority. Every workplace should be designed to minimize risks and ensure compliance with both legal and internal safety regulations at all times. This includes all employees working attentively, following safety instructions, and reliably using required protective equipment.

Accidents, near-misses, and unsafe situations must be reported immediately to the respective supervisors and safety officers so that appropriate measures can be taken.

However, occupational safety encompasses not only technical protection but also the ergonomic design of workstations and the promotion of physical and mental health. Breaks and rest periods are important components of a healthy work culture.

4 QUALITY

KRÜSS, as well as our products and services, stands for the highest quality in the field of interfacial analysis, as well as for reliable and meticulous work processes in all areas of the company. As an ISO 9001-certified organization, our central commitment is to consistently adhere to established standards and to continuously improve them.

All staff members help to ensure that processes are stable, transparent and efficient, and that results meet the defined quality requirements.

Quality is achieved through prudent action, structured processes, and a willingness to actively drive improvements. This includes identifying deviations early on, addressing them openly, and resolving them in a solution-oriented manner. Decisions should be based on reliable data and facts to create the best possible foundation for sustainable and responsible action.

5 ACCOUNTABILITY

Accountability means taking responsibility for one's own actions and decisions. This encompasses both the careful execution of assigned tasks and the duty to transparently disclose potential risks or errors.

The dual-control principle supports this commitment by strengthening the quality of decisions and increasing safety within work processes. It also helps distribute responsibility across multiple individuals.

All employees and managers share collective and individual responsibility for fostering a work culture that makes quality a matter of course and ensures responsible conduct throughout the company.

Transactions on behalf of KRÜSS may only be carried out by authorized persons in accordance with applicable internal guidelines and approval procedures.

6 STRATEGIC GOALS

Our actions are characterized by a clear pursuit of business success and a consistent focus on KRÜSS's strategic goals. Everyone bears responsibility for contributing to the company's sustainable growth and competitiveness through dedicated, efficient, and goal-oriented work.

In doing so, we combine business acumen with integrity and a shared understanding of KRÜSS's long-term development.

7 CUSTOMER FOCUS

KRÜSS consistently aligns its products and services to create the greatest possible benefit for customers. Decisions, developments, and measurement services are guided by their needs, expectations, and requirements. The goal is to provide reliable, effective, and sustainable solutions that offer clear added value and strengthen long-term partnerships.

In doing so, cost-effectiveness and compliance with all legal requirements are always considered binding framework conditions. Customer focus therefore means not only delivering the best possible results but also acting responsibly and in compliance with regulations. All employees are encouraged to carry out customer-related tasks carefully, communicate openly, and respond professionally to concerns or challenges.

Customer focus is a central component of KRÜSS's corporate culture and shapes daily operations across all areas. Combined with economic prudence and consistent compliance, it forms the foundation for sustainable success and trusting customer relationships.

8 COMPLIANCE WITH LAWS AND REGULATIONS

KRÜSS is committed to consistent compliance with all applicable laws, regulatory requirements, and binding standards. This includes national and international legal frameworks as well as internal guidelines, company agreements, and established processes. All employees and managers are required to be familiar with these requirements, apply them, and seek clarification in a timely manner in case of uncertainty.

This includes, in particular, compliance with antitrust and competition law, the prohibition of child labor and forced labor, the protection of human rights throughout the entire value chain in accordance with the United Nations Universal Declaration of Human Rights, and compliance with all regulations regarding product safety and product liability.

Equally binding are provisions regarding labor law, data protection, export control law, as well as all relevant European Union requirements and applicable third-country regulations.

KRÜSS views compliance with all laws and regulations as an essential component of reliable, responsible, and sustainable corporate governance. Every contribution to compliance strengthens the company’s integrity and protects employees, customers, and business partners alike.

9 PROHIBITION OF CORRUPTION AND BRIBERY

KRÜSS consistently rejects **corruption, bribery**, and any form **of improper influence**. It is strictly prohibited to influence decisions through gifts, personal benefits, payments, or other forms of consideration. This prohibition applies both in dealings with external business partners and within the company.

Only appropriate, transparent gifts with a clearly business-related purpose are permitted – for example, a business meal as part of a meeting. Such gifts must always be made with discretion, be documented in a traceable manner, and comply with all tax and internal guidelines.

Responsible handling of **conflicts of interest** is a central component of the company's integrity. Conflicts of interest arise when personal, family, or financial interests influence professional decision-making or could give the impression of doing so. These situations must be disclosed and handled transparently to ensure a proper and objective assessment.

The **prohibition on corruption and bribery** serves to protect the company, its employees, and its business partners. Consistent compliance and proactive action ensure that business decisions are based exclusively on objective criteria and that KRÜSS's integrity is maintained.

Employees and managers may not accept or offer any personal benefits that could give the appearance of influencing business decisions. Permissible gifts or invitations must always comply with applicable guidelines, be appropriate, and must not create any obligations. In case of uncertainty, the responsible department (Finance & Controlling) must always be consulted.

Secondary employment or activities that conflict with KRÜSS's business interests are prohibited. Any other secondary employment requires prior approval in accordance with applicable company guidelines.

10 COMPETITION LAW

KRÜSS complies with all applicable competition and antitrust laws. Agreements or concerted practices that restrict fair competition are prohibited. In particular, employees must not participate in discussions or agreements with competitors regarding prices, market sharing, customers, territories, production volumes, or the coordination of bids.

The exchange of confidential or competition-related information with competitors is also prohibited. This includes, among other things, pricing information, margins, terms and conditions, business strategies, and development plans.

11 INTEGRITY IN ACCOUNTING AND REPORTING

KRÜSS is committed to accurate, complete, and transparent accounting and reporting.

All financial and non-financial records, information, and documents must be maintained accurately and in accordance with applicable laws, regulations, and internal control mechanisms. Undisclosed assets, liabilities, or transactions outside the official accounting system are prohibited.

12 SUSTAINABILITY & ENVIRONMENTAL RESPONSIBILITY

KRÜSS is aware of its responsibility toward the environment, society, and future generations. Sustainability is an integral part of our corporate policy and shapes both our daily use of resources and our strategic decisions.

We handle raw materials, energy, company property, and consumables with care and frugality, and take care to reduce waste and emissions as much as possible. The proper handling of hazardous substances and their safe disposal are just as much a matter of course as the use of environmentally friendly technologies, provided they are economically viable and sensible.

All employees contribute to ensuring the careful use of resources and actively identify opportunities for improvement in the areas of environmental protection and sustainability.

13 RESPONSIBLE SOURCING OF MINERALS

KRÜSS is committed to responsible sourcing practices and avoids the use of minerals originating from conflict or high-risk areas.

We expect our suppliers to ensure appropriate transparency regarding the origin of such materials and to provide corresponding documentation.

14 COMMUNICATION, DATA PROTECTION, CONFIDENTIAL INFORMATION

14.1 Handling and Protection of Information and Data

The protection of confidential information is a central component of responsible conduct at KRÜSS. This applies to internal company information as well as personal data of employees, customers, and business partners, and the intellectual property of third parties.

Confidential and protected information may only be used for legitimate business purposes and may only be disclosed internally to employees who need this information to perform their work. Disclosure to external parties is permitted only with appropriate authorization and in compliance with appropriate confidentiality obligations or other protective measures.

All employees handle sensitive data with care, store it securely, do not disclose it to unauthorized persons, and use it exclusively for permitted and traceable purposes. A vigilant and responsible approach is particularly necessary when dealing with digital systems, emails, passwords, and documents.

The requirements of the General Data Protection Regulation (GDPR) and other legal provisions are strictly adhered to. In cases of uncertainty, consultation is always required to avoid risks and ensure the protection of confidential data at all times.

14.2 Public Image and Communication

All employees represent KRÜSS—whether in face-to-face conversations, on the phone, in written communication, or at public events such as trade shows. Our demeanor is characterized by friendliness, professionalism, and respect.

Official statements on behalf of the company are made only by authorized persons to ensure that information is accurate, coordinated, and complete. Internal information may not be disclosed externally without express authorization from and without the consent of the respective manager.

Internal communication should be open, clear, and constructive, while external communication is conducted carefully and responsibly. In this way, we ensure that KRÜSS is perceived as reliable, competent, and trustworthy at all times.

14.3 Social Media Policy

Using social media requires a special sense of responsibility. Employees are, of course, free to express their personal opinions there, but must take care not to publish any confidential information about the company or its customers. Furthermore, photos and videos from work areas, company premises, or of customer data may not be shared without the express approval of the respective manager.

The principles of respectful and objective conduct also apply in digital spaces. Anyone active on social media must clearly label personal statements as private opinions if they relate to the company.

In cases of uncertainty, it is important to consult with management before posting to protect KRÜSS and its employees.

15 WHISTLEBLOWING & REPORTING SYSTEMS

KRÜSS encourages all employees to openly address potential violations, risks, or misconduct. A transparent, constructive culture of accountability strengthens the company and protects everyone involved. Reports of rule violations can be submitted confidentially – and anonymously upon request – to supervisors, the Human Resources department, or via internal or external reporting systems.

All reports are carefully reviewed and treated confidentially. No one who reports concerns in good faith need fear negative consequences. Whistleblower protection is a central principle of our corporate culture and a prerequisite for identifying problems early and resolving them sustainably.

16 CONSEQUENCES OF VIOLATIONS

The rules and principles described in this Code of Conduct are binding. Violations of legal requirements, internal guidelines, or ethical principles can have significant consequences. Depending on the severity of the violation, they may result in disciplinary or labor law measures and, in serious cases, may also trigger civil or criminal consequences.

In such cases, KRÜSS acts transparently, fairly, and on the basis of objective facts. The goal is to ensure responsible conduct and to prevent harm to the company, customers, and employees. A conscious and thoughtful approach to this Code of contributes significantly to our shared integrity and long-term success.

17 DEALING WITH BUSINESS PARTNERS AND SUPPLIERS

KRÜSS values long-term partnerships with suppliers and business partners based on trust, fairness, transparency, innovation, and high quality standards.

Therefore, we expect our suppliers to conduct their business with integrity and responsibility, and to comply with all applicable laws, regulations, recognized industry standards, and contractual obligations. This includes, in particular, working conditions, occupational safety and health protection, non-discrimination, environmental protection, anti-corruption, and fair competition.

We also expect suppliers to take appropriate measures to prevent corruption, violations of antitrust laws, and other illegal practices.

KRÜSS also expects its suppliers to support responsible procurement processes and, where applicable, to avoid the use of minerals from conflict or high-risk areas. These requirements must be communicated to subcontractors and other business partners within the supply chain and must be complied with by them.

In the event of serious or repeated violations of these requirements, KRÜSS reserves the right to take appropriate measures, including terminating the business relationship, if no remedial action is taken within a reasonable period of time.