



Code of Conduct

for Business Partner of MOTOREX-BUCHER GROUP AG

The MOTOREX-BUCHER GROUP AG (MBG) is committed to modern social values and wishes to support them to the full extent. The Code of Conduct provides clarity for employees and business partners (suppliers, service providers, sponsoring partners, consultants, agencies, distributors, customers, etc.) with regard to ethical, legal, social and environmental aspects of cooperation. Naturally, particular emphasis is placed on suppliers. The rules also apply in difficult situations. The terms used in these regulations apply to both genders.

1. Principles of sustainable procurement MOTOREX

We have complex and global supply chains. They make it difficult to ensure the protection of the environment and society throughout the entire supply chain.

MOTOREX procures sustainably and considers environmental and social aspects in addition to quality, performance and price when selecting suppliers for goods and services.

2. Human Rights

At MBG, we support and respect the safeguarding of international human rights. We uphold the protection of freedom of association and condemn all forms of forced labour. We advocate the abolition of child labour and all forms of discrimination.

MBG lives and supports a corporate culture in which people can feel comfortable and develop professionally without discrimination, regardless of origin or nationality, skin colour, religion, gender or sexual orientation. MBG expects the same behaviour from all its business partners.

3. Protection of nature and environment, safety

The MBG requires its business partners to minimise harmful effects on the environment as far as possible and to use natural resources sparingly. Aspects such as climate protection, environmental compatibility, biodiversity and climate change should play a significant role in their decisions. Environmental certification, e.g. in accordance with ISO standard 14001, should be sought.

MBG also requires that the products and services are suitable for the intended use and are safe with regard to human health and the environment. Every information and certification required for the safe handling and use of its products must be provided.

All Business Partners shall take a precautionary approach to environmental issues. All business partners shall take initiatives to promote the development and diffusion of environmentally friendly technologies and innovations.



4. Integrity

4.1. Compliance with laws

Business partners are expected to comply with applicable laws, regulations and standards in every country in which they operate. Environmental protection, labour law, competition, anti-corruption, money laundering, taxes and accounting standards are of particular importance.

4.2. Prevention of conflicts of interest

Business partners and their employees are obliged to keep private interests separate from those of the company. Conflicts of interest arise when private interests conflict with the interests of the company.

Conflicts of interest can be, for example

- Using one's own position to the advantage of oneself, family members or close private acquaintances or demanding such advantages.
- Contracts and business relationships with relatives or close acquaintances (including informal ones).
- Employees of business partners work as freelance consultants for other business partners such as suppliers, customers or competitors of MBG without disclosure or are involved in such a company.

4.3. Prevention of corruption and bribery

The procurement of MBG's products and services is subject to general price and performance competition. Any decision to work with a business partner should be made on the basis of quality, service and price considerations.

It is strictly forbidden for business partners to offer or grant cash payments and/or benefits of monetary value, either directly or indirectly, to MBG employees and their families and friends in order to influence such decisions or to achieve other benefits.

In the event that such influence becomes apparent, MBG reserves the right to terminate the business relationship directly and immediately. Should such benefits be demanded by employees of MBG, the Business Partner is requested to inform the management of MBG.

Exceptions to this rule are:

- Promotional gifts of low value and gifts for special occasions, which are provided in official form by the company.
- Invitations to meals and events, insofar as these are prompted by a business appointment or can be accommodated as part of a business meeting and take place within a framework that can be described as acceptable and correct. Business invitations of this kind must be reported to the superior of the person invited.

As a general rule, a benefit must always be legal, appropriate, proportionate and transparent and must not conflict with MBG's Code of Conduct or that of the business partner.

4.4. Prevention of anti-competitive behaviour and cartel agreements

Business is conducted by MBG in compliance with and in recognition of the laws governing fair and free competition and antitrust regulations. MBG does not enter into agreements regarding prices, market shares, territory and/or customer allocations, boycotts or price maintenance, not even informally.

4.5. Compliance with embargo and trade control regulations

National and international laws and embargoes that may restrict or prohibit business activities (import/export of goods, technology or services, capital transactions) must be complied with in the case of international activities. Business partners proactively ensure the appropriate transparency and make sure that MBG has immediate access to the relevant information and any necessary official authorisations and permits.



5. Dealing with confidential information

5.1. Confidentiality

It is the duty of the Business Partner to protect business and trade secrets from access by unauthorised persons. If the cooperation between the business partner and MBG requires the exchange of particularly sensitive information, a separate non-disclosure agreement must be signed.

Sensitive data must also only be made accessible within the business partner's organisation to persons who need it for their work. The confidentiality obligation continues to apply after the end of a collaboration.

5.2. Data safety

The Business Partners and MBG shall comply with the applicable data protection laws (DSG), in particular with regard to the storage, processing or disclosure of personal data.

6. Evaluation and verification of business partners

At MBG, we are committed to a responsible supply chain process that focuses on two main challenges:

- MBG requires all business partners to comply with our defined sustainability standards. The focus is particularly on suppliers.
- MBG strives for targeted cooperation with strategic business partners in order to continuously improve sustainability standards in its value chain, for example through knowledge transfer and ongoing training with regard to process optimisation, resource efficiency and environmental and social standards. The focus here is also on suppliers.
- Suppliers are scrutinised to ensure sustainability-oriented management of the supply chain. A supplier self-assessment was designed for this purpose. The questionnaire to be completed by suppliers serves to assess the supplier's sustainability with regard to quality management, occupational safety, health protection, environmental protection, energy, corporate social responsibility and supply chain management. We endeavour to carry out an annual supplier assessment for strategically relevant products and services in order to discuss potential areas for improvement with suppliers.

Langenthal, July 1st, 2024

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