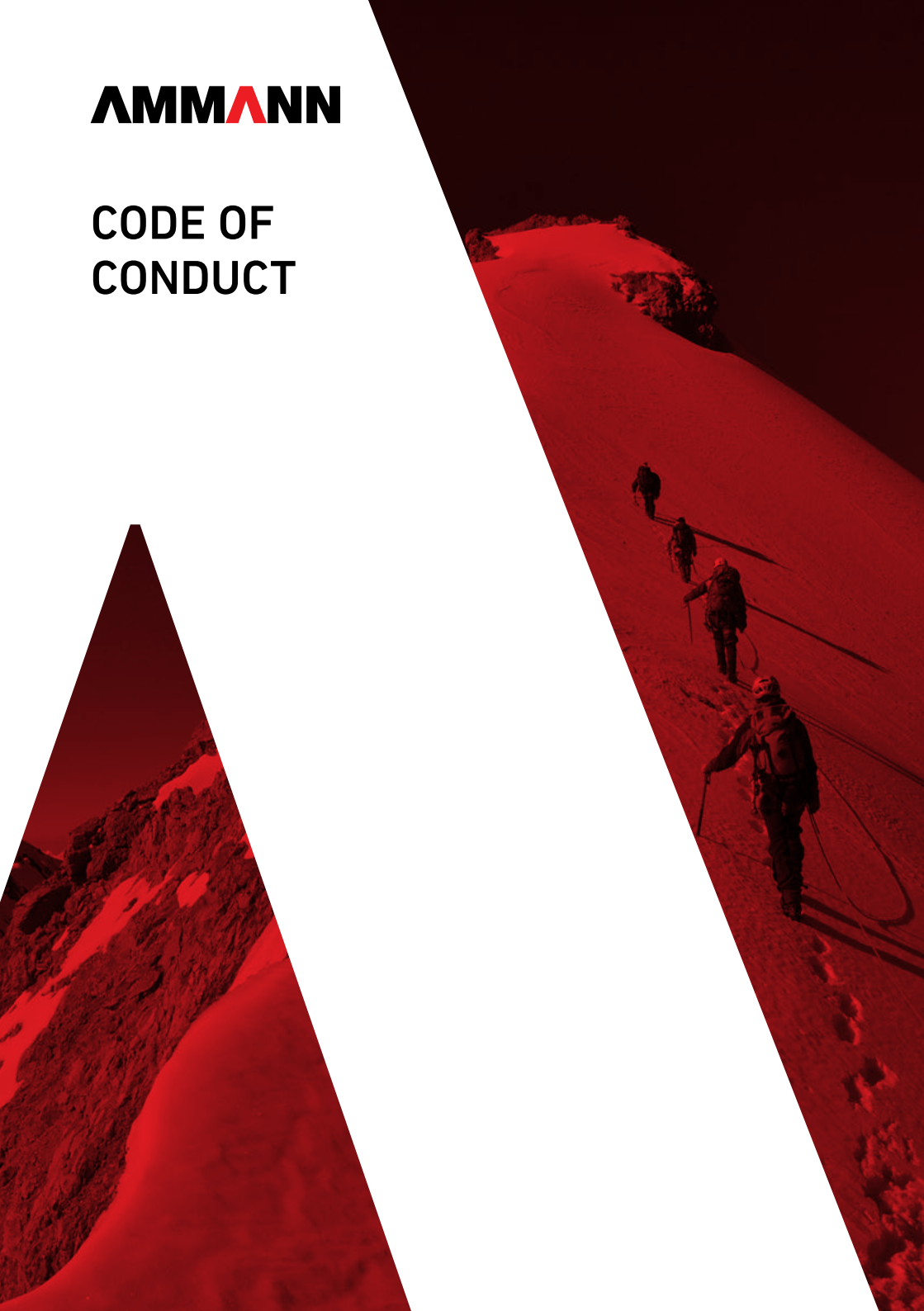


AMMANN

**CODE OF
CONDUCT**





FOR THE INTEGRITY OF OUR GROUP AND THE PROTECTION OF OUR EMPLOYEES

Hans-Christian Schneider
CEO

“Our Code of Conduct defines the ethical principles that underpin our business practices. It is through these principles that we want to act and be perceived as a responsible company in a challenging environment. They serve our employees as a basis on which to provide a sustainable and trustworthy performance. The Code of Conduct is an important mainstay of our corporate development and encourages correct and appropriate behavior in every business situation.

Following the Code of Conduct safeguards the sustainable success of our company. Respect for the dignity of each individual and for our environment is prerequisite for acting and operating with economic far-sightedness. My employees and I stand for and live by these basic principles.”

The Members of the Board of Directors of the Ammann Group issue the following Code of Conduct for all domestic and foreign member companies of the Group:

OUR OBJECTIVE

Throughout their business and personal relations with customers, suppliers, contract partners, competitors, authorities, colleagues, line managers/employers and investors, the employees of all the companies of the Ammann Group shall embrace high ethical standards.

OUR PRINCIPLES

1. WE RESPECT THE HUMAN RIGHTS
2. WE COMPLY WITH THE LAWS AND THE REGULATIONS.
3. WE DO NOT ACCEPT OR PASS ON UNLAWFUL ADVANTAGES.
4. WE RESPECT THE RIGHTS AND THE DIGNITY OF THIRD PARTIES.
5. WE ALWAYS TREAT SENSITIVE INFORMATION AS CONFIDENTIAL.
6. WE INFORM THE RESPONSIBLE LINE MANAGER OF UNUSUAL BUSINESS PRACTICES OF CONTRACT PARTNERS OR COMPETITORS.
7. WE GIVE OUR COMPANY OUR FULL COMMITMENT AND LOYALTY.
8. WE PREPARE BUSINESS DOCUMENTS CONSCIENTIOUSLY; WE TAKE DUE AND PROPER CARE OF THEM AND TREAT THEM CONFIDENTIALLY.
9. WE STRIVE FOR ENVIRONMENTAL PROTECTION.
10. WE ALL CONTRIBUTE ACTIVELY TO ENSURING COMPLIANCE WITH THIS CODE OF CONDUCT.

We expect all employees to embrace these principles in a spirit of personal responsibility and count on their active involvement in ensuring compliance.

The following explanatory notes shall facilitate compliance with the Code of Conduct in employees' daily work activities.

**PRINCIPLE 1:
WE RESPECT THE HUMAN RIGHTS.**

We acknowledge the responsibility to respect the internationally recognized human rights. We seek to avoid complicity in human rights abuses. We do not tolerate any kind of forced and child labor within our business activities and partnerships.

We observe the employment regulations, in particular in respect of occupational health and safety and working times. Any consumption of alcohol and drugs at work is prohibited.

Personal integrity at the workplace shall be ensured: we will not tolerate racial, language, gender, age or any other kind of discrimination, sexual harassment, violence or discrimination of minorities.

Regardless of gender, Ammann pays wages in line with the market and thus recognizes performance.

**PRINCIPLE 2:
WE COMPLY WITH THE LAWS AND
THE REGULATIONS.**

Compliance with laws and regulations is a fundamental principle of the business philosophy of the Ammann Group. It is an important element of our risk policy (Legal Compliance).

Laws differ from country to country, and are subject to change. The principles defined here shall nevertheless remain valid and applicable.

It is not possible to list in the following all areas of law that are of relevance in our daily business activities. However, particular attention shall be paid to these aspects:

Product safety: The safety of the products we manufacture and supply, and of the services we provide, is defined and ensured by the specific industrial standards and regulations (in Europe: CE Conformity). Moreover, our products meet the requirements of environmental and health protection.

Competition: The Ammann Group upholds the principles of free enterprise and competition.

Competition law differs from country to country. Regardless of such differences we will not enter into agreements regarding costs and sales prices, the sharing of production quotas, markets and customers. We will not coordinate our bids with those of the competitors. Moreover, we will not accept bribes or other advantages from, or offer bribes or other advantages to, third parties or employees of existing or potential customers in the public or private sector.



**PRINCIPLE 3:
WE DO NOT ACCEPT OR PASS ON
UNLAWFUL ADVANTAGES.**

The high ethical standards embraced by the Ammann Group demand that our employees do not accept unlawful advantages, neither for themselves nor for others.

When offered invitations and gifts from suppliers, competitors or customers we must therefore ensure that acceptance will not inhibit our independence or our freedom of action, and that acceptance will not be at odds with the principles of fairness. If that should be the case, we must refuse such invitations or gifts, amicably yet firmly. One-off gifts or gifts of souvenir nature or symbolic value may be accepted, as may presents for special occasions that do not exceed the customary scope. In these situations we count on the common sense of our employees.

We do not grant advantages to customers or other third parties if such advantages exceed the scope customary in business.

**PRINCIPLE 4:
WE RESPECT THE RIGHTS AND THE
DIGNITY OF THIRD PARTIES.**

Respect for the rights and dignity of others – whether customers, colleagues, suppliers, competitors or authorities – is one of our basic ethical values.

The customs and practices in other countries shall be respected, as shall the social mores of foreign business partners and customers.

**PRINCIPLE 5:
WE ALWAYS TREAT SENSITIVE DATA
AND INFORMATION AS CONFIDENTIAL.**

We consider any kind of person-related data, business and operating secrets (whether ours or those of third parties), financial data and information that is of confidential nature as sensitive information.

We shall only disclose such information to third parties when authorized in advance to do so and only if the recipient is equally bound to maintain confidentiality.

We are cooperative and transparent when dealing with the authorities.

**PRINCIPLE 6:
WE INFORM THE LINE MANAGER OF
UNUSUAL BUSINESS PRACTICES
OF CONTRACT PARTNERS OR
COMPETITORS.**

If in the course of our business activities we are confronted with unusual practices of competitors, contract partners, authorities or co-workers, we shall inform our line manager, Legal Services and/or the managing director of the Ammann Group member company concerned.

**PRINCIPLE 7:
WE GIVE OUR COMPANY OUR FULL
COMMITMENT AND LOYALTY.**

As employees of the Ammann Group we fulfill our legal duty of loyalty towards our employer. We do not participate personally and actively in any business that competes directly and/or indirectly with Ammann.

If members of an employee's family should work for a company that maintains direct business relations with Ammann, or if there is a potential for conflicts of interest, the relevant line manager shall be informed.

The acceptance and performance of a business-related assignment for a third party, or the acceptance of a compensated secondary job, requires the express prior consent of the employee's line manager.


**PRINCIPLE 8:
WE PREPARE BUSINESS DOCUMENTS
CONSCIENTIOUSLY; WE TAKE DUE AND
PROPER CARE OF THEM AND TREAT
THEM CONFIDENTIALLY.**

As a general rule in this context, we store business documents as required by the legal regulations and in accordance with customary business practices. This applies in particular to how and for how long the documents are stored.

We do not prepare documents carelessly, and we make sure they are unambiguous. Deliberate falsification of documents is prohibited.

All commercial, financial and technical documents including electronically stored data are business secrets. We treat them confidentially. Such information may only be communicated to third parties if indispensably required for the business at hand.

We preserve the intellectual property of the Ammann Group (patents, brands, trademarks and the like) and safeguard it against infringement. Needless to say, we also respect the intellectual property of other firms and business establishments.

A photograph of two men shaking hands. The man on the left is wearing a light blue button-down shirt and a dark belt with 'ARRELL' written on it. The man on the right is wearing a dark polo shirt and a watch. They are both smiling and looking at each other. The background is slightly blurred, showing what appears to be an outdoor industrial or construction site.

▮▮ THE SUCCESS OF OUR COMPANIES IS FOUNDED ON A GLOBAL, ETHICAL UNDERSTANDING AND RESPONSIBLE ENTREPRENEURIAL ACTION. THE PRINCIPLES DERIVED THEREFROM, THE RESPONSIBILITY OF EACH EMPLOYEE TO IMPLEMENT THEM, THE CONVICTION THAT ABIDING BY MORAL VALUES IS WORTHWHILE IN THE LONG TERM FORM THE FOUNDATIONS OF THE INTEGRITY OF OUR COMPANY. ▮▮

Hans-Christian Schneider
CEO



**PRINCIPLE 9:
WE STRIVE FOR ENVIRONMENTAL
PROTECTION.**

We are an environmentally conscious company committed to the careful and considerate use of energy and natural resources. We make a contribution to minimizing the consumption of energy, water and chemicals of all types, as well as to reducing emissions. We strive to continually improve the environmental performance of our products and services and ensure a careful and compliant procurement of raw materials. We train and raise awareness among our employees, and also encourage our customers and suppliers to behave in an environmentally responsible manner. We endeavor to ensure sustainability by creating a balance between economic, environmental and social aspects.

**PRINCIPLE 10:
WE ALL CONTRIBUTE ACTIVELY TO
ENSURING COMPLIANCE WITH THIS
CODE OF CONDUCT.**

Every employee receives a copy of this Code of Conduct. Managers are required to integrate the Code of Conduct into their employee training courses, and shall ensure compliance with its principles.

Generally speaking, employees will not be disadvantaged as a consequence of their compliance with the Code of Conduct. Should this situation nevertheless arise, the disadvantaged employee can count on the support of the Ammann Group.

Employees are required not only to comply with the Code of Conduct in their individual spheres of activity, but also to encourage their colleagues to do so.

If employees should become aware of infringements of the Code of Conduct they shall report them to the line manager or, if appropriate, directly to the CEO. Infringement can also be reported to codeofconduct@ammann.com.

Employees reporting such infringements shall not be disadvantaged in any way as a consequence of such whistleblowing. Within the scope of personal integrity protection the Ammann Group undertakes to make sure that the individual whistleblower does not suffer any negative consequences.

We are convinced that the relationship between Group management and employees must be built on trust. If we should nevertheless become aware of infringements of the Code of Conduct, the responsible parties will suffer the appropriate penalties.

This policy was approved and put into force by the board of directors on January 2023.

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