

# Code of Conduct “CoC” of PIERER Mobility Group

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## **I. Principles, application and compliance with the CoC**

With this CoC, we promote responsible behaviour. This guides us, the employees, managers and board members of the globally active PIERER Mobility Group through the day-to-day work and business, and protects our reputation as a renowned company and our ability to generate sustainable value for our stakeholders.

Adherence to the rule of law, honesty, ethical conduct, reliability, respect and trust form the foundation and the universal basis for good collaboration and of stable business relationships.

Whilst taking these values into account, the PIERER Mobility Group complies in each case with the applicable national and international laws, regulations and guidelines and therefore also expects its business partners, suppliers, customers and advisors to comply with, respect and strictly adhere to these laws at all times.

Each country and each society has its own social, religious and cultural norms and values. The PIERER Mobility Group fully recognizes and respects these.

The present CoC describes principles and regulations according to which the PIERER Mobility Group conducts its commercial activity. It is binding for all employees, managers and board

members as well as for business partners, suppliers, customers and advisors of the PIERER Mobility Group and is addressed to both men and women to the same extent.

This CoC forms the basis of the instructions, policies and procedures of the PIERER Mobility Group. Ignorance of this CoC is no excuse for any violations.

## **II. Compliance regulations in detail**

### **A. Human rights, respect and integrity, diversity, fair working conditions**

#### 1.

The PIERER Mobility Group does not condone any human rights violation. It ensures respect for human rights in the conduct of its business and does not accept discriminatory behaviour towards employees, business partners, suppliers, customers and advisors in any way.

It promotes cooperation based on fairness, trust and respect. It creates a working environment characterised by mutual trust and well-being for everyone, where each individual is treated with dignity and respect and people from a wide range of cultural backgrounds and personalities are valued. As an international group, the PIERER Mobility Group values diversity expressed in the origins, culture, language and ideas of its employees. The corporate culture is based on welcoming, respecting and valuing all colleagues; creating an environment where everyone has the opportunity to succeed.

It respects the personal dignity and privacy of each employee. All people regardless of their age, gender, race, religion, any disability, sexual orientation and origin are respected.

#### 2.

The PIERER Mobility Group prohibits discrimination, mobbing and harassment, in particular sexual harassment in any form, such as inappropriate overtures, degrading comments, jokes, offensive talk, lewd gestures, or the display of suchlike images in the business offices and/or production facilities of the PIERER Mobility Group. Such behavior can be regarded as harassment, even if it was not intended as such. When such incidents occur, colleagues encourage each other to raise such cases and report them anonymously and confidentially through various company channels.

Reference is made to the provisions of the Diversity and Anti-Discrimination Policy of PIERER Mobility Group, which can be viewed via the link [https://www.pierermobility.com/wp-content/uploads/2022/11/Diversity-and-Anti-Discrimination-Policy\\_2022\\_PIERER-Mobility-AG.pdf](https://www.pierermobility.com/wp-content/uploads/2022/11/Diversity-and-Anti-Discrimination-Policy_2022_PIERER-Mobility-AG.pdf).

#### 3.

The PIERER Mobility Group complies with all existing regulations under labor law. This also includes the provisions of labour law applicable in Austria (with regulations on working hours, minimum wages, works agreements, works council, freedom of assembly, etc.). Reference is made to the " Explanations on the implementation of the provisions of the core labour standards of the International Labour Organisation (ILO) in Austria and within the PIERER Mobility Group", which can be accessed on the Internet under the link <https://www.pierermobility.com/wp->

[content/uploads/2022/11/Explanations-on-core-labor-standards\\_2022\\_PIERER-Mobility-AG.pdf](#).

Furthermore, the PIERER Mobility Group is committed to compliance with the requirements of the convention of the International Labour Organisation (ILO C138) which provides for a minimum age for the employment of children. Accordingly, the employment of children under the age of 13 is certainly not tolerated by the PIERER Mobility Group. The full legal text of the ILO (C138) can be viewed at [https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100\\_ilo\\_code:C138](https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ilo_code:C138).

#### 4.

The PIERER Mobility Group, its business partners, suppliers, customers and advisors reject any knowing use of forced or compulsory labor, as well as any form of modern slavery and human trafficking. Bonded labor or involuntary prison labor are not used. Employment relationships are based on voluntariness and can be terminated by employees at their own will and with reasonable notice.

Reference is made to the Declaration on modern slavery and human trafficking of PIERER Mobility Group, which can be viewed via the link [https://www.pierermobility.com/wp-content/uploads/2022/11/Declaration-on-modern-slavery-and-human-trafficking\\_2022\\_PIERER-Mobility-AG.pdf](https://www.pierermobility.com/wp-content/uploads/2022/11/Declaration-on-modern-slavery-and-human-trafficking_2022_PIERER-Mobility-AG.pdf).

### **B. Sustainability**

The PIERER Mobility Group is committed to long-term thinking in its actions and to creating sustainable catalogues of measures for its business partners, suppliers, customers and advisors. It contributes to a fair and healthier society; accordingly, it is committed to promoting environmental protection, conserving natural resources and supporting international efforts to protect the climate. The PIERER Mobility Group therefore endeavours to act in an environmentally friendly manner in the manufacture of products and not to enter into or carry out transactions or projects that pose a noticeable threat to the environment. Its environmental policy, which is available on the Internet under the link [https://www.pierermobility.com/wp-content/uploads/2022/09/Environmental-policy-and-targets\\_KTM-AG\\_2022\\_website.pdf](https://www.pierermobility.com/wp-content/uploads/2022/09/Environmental-policy-and-targets_KTM-AG_2022_website.pdf), forms the framework for environmentally friendly action in its group of companies. The responsible use of natural resources is a strategic corporate goal.

### **C. Fair competition, prohibition of cartels**

Fair competition is the measure of all things for an internationally active company. The PIERER Mobility Group is therefore committed to complying with the laws, rules and regulations on competition, in particular antitrust law, in all its markets and follows the obligation to create a level playing field. Every business activity is conducted in a fair, ethical and transparent manner and the PIERER Mobility Group always acts fairly, respectfully and honestly towards all market participants.

## **D. Corruption, money laundering, financing of terrorism, export controls, taxes (tax strategy, tax compliance, tax guidelines)**

### 1.

The PIERER Mobility Group adheres fully to the respective national and international provisions relating to the fight against corruption (e.g. UNCAC, U.S. Foreign Corrupt Practices Act, UK Bribery Act, OECD Guidelines for multinational enterprises) and therefore clearly rejects all forms of bribery and corruption. It undertakes to do everything possible to combat money laundering, corruption and terrorist financing. This includes compliance with global sanctions in accordance with the relevant legal authorities and instructions. It also shares responsibility for detecting, preventing and reporting such crimes. No form of corruption or bribery is tolerated.

The entire group of companies with all its employees, managers and members of governing bodies accept no gifts, invitations, hospitality or other benefits or favors from business partners, suppliers, customers and advisors. The only exceptions are those which remain within the limits of what is socially customary and appropriate and whose acceptance and value cannot reasonably be expected to influence our operational decisions or actions.

The acceptance of cash is not permitted in any case.

In situations where, due to custom and practice typical of the country, it might be interpreted as impolite or insulting to refuse a gift, an invitation or hospitality, then in agreement with the direct superior, the relevant contact point for compliance issues must be contacted.

Gifts, invitations, hospitality or other benefits or favors must not be actively demanded.

Gifts, invitations, hospitality or other benefits or favors relating to the authorities, administrative bodies, the courts, experts, public servants and such like must always be cleared and agreed beforehand with the relevant contact point for handling compliance issues.

### 2.

The PIERER Mobility Group enters into commercial transactions only with reliable business partners, suppliers, customers and advisors; with funds exclusively originating from legitimate sources.

It clearly rejects all forms of money laundering and financing of terrorism.

### 3.

The PIERER Mobility Group strictly adheres to international regulations for the prevention of violation of the export control law (Dual Use regulation, EAR, ITAR). It also respects in particular embargoes relating to countries, assets or individuals. Therefore, also its business partners, suppliers, customers and advisors are instructed to strictly adhere to international export control law.

## 4.

Tax strategy of the PIERER Mobility Group

The tax policy of the PIERER Mobility Group ensures that taxes and duties are always declared and paid in the prescribed amount and on time. Furthermore, the responsible employees with a tax function are committed to behaving in a legally compliant manner with regard to the Group's tax obligations. The Group strives to contribute to the economic and social function of the countries concerned through impeccable conduct.

Compliance with legal requirements (tax compliance)

The department responsible for tax agendas strives to deal with the tax authorities in a cooperative, objective and transparent manner. External tax advisors with expertise in specialised areas are involved in order to comply with legal requirements and thus fulfil the tax function within the Group.

The PIERER Mobility Group companies pay payroll taxes (such as income tax) and capital gains tax to the relevant tax authorities. The tax burden is borne by the recipients of these payments.

The Group is a taxpayer of direct (income tax, corporate income tax, etc.) and indirect taxes (VAT, mineral oil tax, etc.). The group companies of the PIERER Mobility Group form, as far as possible, a group with Pierer Konzerngesellschaft mbH, Wels, for the purposes of corporate income tax and a fiscal unit with Pierer Industrie AG, Wels, for the purposes of turnover tax. Corresponding group and tax allocation agreements exist, which regulate the details. The overall tax burden within the Group is based on the countries and tax rates in which the Group or its business partners operate.

International tax guidelines

Furthermore, the group companies of the PIERER Mobility Group support the OECD principles regarding the planned reduction of tax bases and the cross-border shifting of profits by multinational corporations (Base Erosion and Profit Shifting, abbreviated as "BEPS").

The Group companies are only domiciled in countries that contribute to the business activities of the PIERER Mobility Group. The Group does not operate in any countries that are considered to be so-called "tax havens".

The OECD guidelines and national laws and regulations of the EU are used to determine transfer prices within the group. The transfer pricing concept always provides for compliance with the arm's length principle.

Furthermore, an internal group guideline ensures compliance with the required documentation regarding the transfer pricing policy. According to the respective requirements, documentation is prepared as a local file and a master file. The disclosure of county-by-country reporting is made annually by the ultimate parent entity to the tax authorities of the country of residence (in our case, Austria) as of 31 December of the previous year.

### **E. Stakeholder Relationships**

The PIERER Mobility Group wants to build long-lasting business relationships with its stakeholders, as defined in the Sustainability Report, and to serve them well and satisfactorily in the long term. For this reason, it wants to actively protect its stakeholders from all kinds of vulnerability and thus honestly gain their trust.

On the one hand, it achieves this through personal, timely and honest communication; on the other hand, it ensures that its services and products meet the highest requirements in terms of safety, health, environmental protection and quality, and additionally comply with the respective legal requirements.

Certified management systems, among others, form the basis for the coordination, monitoring and documentation of its processes (quality management system according to ISO 9001:2015, environmental management system according to ISO 14001:2015).

Its goal is to strike a balance between sustainable performance and risk-taking; this requires consistent behaviour and good risk management. In this way, the expectations of the stakeholders are met, the capital and reputation are protected, and the annual result is improved.

### **F. Conflict of interests, handling of company property and of business and trade secrets, data protection, prohibition of insider trading, political activities.**

#### 1.

The activity of the individual is solely focused on the interests of the PIERER Mobility Group. It is focused on avoiding any type of conflict of interests which may impact negatively on the company. The PIERER Mobility Group avoids situations in which personal or economic interests (may) conflict with the interests of the company by discussing such situations promptly. The PIERER Mobility Group does not create conflicts of interest that could harm its business partners, suppliers, customers or consultants.

The PIERER Mobility Group is opposed to its commercial activities being influenced by personal relationships or interests. Operational decisions are therefore only taken on a sound basis, with comprehensive know-how and in accordance with the principle of objectivity.

#### 2.

PIERER Mobility Group's property as well as that of its business partners, suppliers, customers and advisors is handled responsibly, appropriately and with the utmost care. This includes both tangible objects and intangible assets, such as business-related information, trade secrets, know-how and industrial property rights.

#### 3.

The PIERER Mobility Group treats operational information of all types, which is accessible to it or made accessible to it by whatever means and which is not already public knowledge, confidentially and does not pass this on to unauthorized third parties. It is committed to protecting this information and using it ethically.

4.

The PIERER Mobility Group is committed to complying fully with data protection which is why personal data relating to individuals or legal entities is only used in accordance with the respective national and international statutory provisions.

5.

The PIERER Mobility Group handles insider information responsibly and in accordance with legal requirements. It does not pass it on to third parties and complies with the legal requirements regarding trading in securities. Therefore, all employees, business partners, suppliers, customers and advisors are also prohibited from misusing insider information and from insider trading itself. In doing so, it naturally complies with the respective laws, rules and regulations as well as internal guidelines.

6.

Party political activities on the premises, with funds or in the name of the PIERER Mobility AG Group are generally prohibited. This means that not only may the PIERER Mobility Group not engage in party-political activities, but third parties are also prohibited from engaging in activities related to a political party on the premises or with the funds of the PIERER Mobility Group.

Donations and sponsorships may only be granted by the PIERER Mobility Group within the framework of the respective applicable legal systems.

The PIERER Mobility Group is expressly prohibited from supporting political parties, candidates, office holders and other support for religious and other ethical purposes. The exchange with official representatives of a state and its countries and municipalities by authorised persons on the part of the PIERER Mobility Group, which is necessary for the management of the company, is not affected by this.

### **III. Final provisions**

1.

The implementation and fulfillment with the regulations described above is ensured by providing each employee with a copy of this CoC when they begin work and also by means of face-to-face training and e-learning programs conducted on an ongoing basis. Board members and managers in particular must fulfill their unique exemplary role and are responsible for communicating, implementing and enforcing these guidelines.

The PIERER Mobility Group undertakes to review this CoC regularly and to communicate any changes. This ensures that all PIERER Mobility Group principles and standards are included and comply with current legislation. Fundamental developments for our business partners, suppliers, customers and advisors shall also be reflected in this CoC.



## 2.

Breaches of this CoC may result in significant commercial disadvantage for the PIERER Mobility Group (criminal prosecution, penalties and loss of orders etc.). Should it obtain knowledge of these breaches, then sanctions shall be applied accordingly (dismissal, criminal prosecution, liability under civil law etc.).

## 3.

Each employee is able to report a breach or suspected breach of this CoC. Whistleblowers shall not be disadvantaged as a result of information provided to the best of their knowledge and belief. Whistleblowers should contact their direct superior in the first instance who shall provide them with the relevant assistance. If this option is out of the question, then information may be sent at any time to the relevant contact point for compliance issues ([compliance@pierermobility.com](mailto:compliance@pierermobility.com)) or be addressed to the anonymous whistleblower system ("Whistleblower System"). Reference is made to the Declaration on Modern Slavery and Human Trafficking of the PIERER Mobility Group, which is available on the internet at the link [https://www.pierermobility.com/wp-content/uploads/2022/11/Declaration-on-modern-slavery-and-human-trafficking\\_2022\\_PIERER-Mobility-AG.pdf](https://www.pierermobility.com/wp-content/uploads/2022/11/Declaration-on-modern-slavery-and-human-trafficking_2022_PIERER-Mobility-AG.pdf).

## 4.

Questions and feedback regarding this CoC can be sent to [compliance@pierermobility.com](mailto:compliance@pierermobility.com).

Wels, October 21, 2022

Executive Board  
PIERER Mobility AG