

CODE OF CONDUCT FOR BUSINESS PARTNERS

As a global organization, The Protech Group collaborates with customers and suppliers worldwide. These business partners pay close attention to how we conduct our business. A strong reputation is not only important for The Protech Group; it is essential to our continued success.

We have established an internal Code of Conduct that provides guidance for our coworkers. In the same spirit, we have adopted a set of standards to guide the ethical behaviour of our Business Partners.

This **Code of Conduct for Business Partners** (“Code”) applies to all Business Partners, including their coworkers, agents, suppliers, and any others acting on their behalf worldwide (“Business Partners”). It sets out our minimum expectations for ethical behaviour. Adhering to this Code helps to protect and enhance the reputation of both our Business Partners and The Protech Group, while contributing to the long-term value delivered to customers and stakeholders through The Protech Group’s mission and values.

We expect all Business Partners to adopt this Code or to apply their own code of conduct, provided it meets the minimum standards outlined below. Ultimately, it is essential that The Protech Group and its Business Partners act responsibly and ethically in all markets where we operate.

OPERATE WITH INTEGRITY

The Protech Group always conducts business with integrity, and we expect our Business Partners to do the same. Business Partners must not engage in personal activities or public statements intended to harm the business interests or reputation of The Protech Group.

They must not offer, promise, provide (including facilitation payments), request, or accept bribes or any other improper advantage, including excessive gifts or entertainment, to obtain, maintain, or secure business.

Business Partners must record all business transactions accurately, prudently, and transparently, in accordance with applicable accounting standards and recognized best practices.

TREATING PEOPLE RESPECTFULLY AND ETHICALLY

Business Partners should recruit, select, and promote coworkers solely on the basis of their qualifications and skills. Employment-related decisions must comply with anti-discrimination laws in the relevant jurisdictions, including but not limited to matters involving race, gender, age, disability, national origin, religion, sexual orientation, and marital status. All coworkers must be treated with dignity and respect.

The Protech Group requires Business Partners to uphold all internationally recognized human rights wherever they operate. We will not tolerate the use of child labor, forced or compulsory labor, human trafficking, slavery, or any practices that violate human dignity and respect—whether within Business Partners’ operations or their supply chains.

PRIORITIZE HEALTH, SAFETY, AND SECURITY

Business Partners must be committed to conducting all activities in a manner that achieves the highest practicable standards of health and safety. They should ensure that coworkers, physical assets, information, and reputation are protected from potential security threats, including cyber threats.

BE CONSCIOUS OF OUR PLANET

Business Partners must take all reasonably possible measures to minimize any negative environmental impacts resulting from their activities, products or services. They must ensure they meet, or even exceed, the environmental standards in force in their jurisdiction.

ACT IN COMPLIANCE

At a minimum, Business Partners must comply with all laws and regulations in the countries where they carry out their activities.

The Protech Group expects this Code—or the code of its business partners to respect our minimum standards—to serve as a governing framework guiding their internal policies. Business Partners must ensure that employees feel encouraged and empowered to promptly report any suspected or actual breaches of their code of conduct to management.