Code of Conduct

Dear employees, customers, partners and interested parties of ONEJOON GmbH,

As a leading technology company in plant engineering and construction and a responsible, strong employer and business partner, we – ONEJOON GmbH (hereinafter referred to as ONEJOON) – realise innovative and resource-saving plants and services for our customers.

Our business success is based on the values of our corporate mission statement, which is complemented by this Code of Conduct and our Code of Conduct for our suppliers and subcontractors. These values guide us in our business activities every day. As a company, sustainability, behaviour with integrity, fairness and compliance with the law are very important to us. We are constantly working on implementation and improvement.

Accordingly, we expect all employees of ONEJOON GmbH, including management, executives and all other employees (abbreviated as “we” in the following text) and our trading partners, to behave ethically and with integrity and to comply with all applicable laws and regulations.

Specifically, we adhere to the following principles and commit our potential trading partners accordingly:

Compliance with Laws

We are committed to complying with all applicable national and international laws and to behaving ethically.

Integrity in Business Transactions

We undertake to prohibit, refrain from and not tolerate any form of corruption, extortion, embezzlement and insider trading. In particular, we do not take or offer bribes or other illegal payments – especially to public officials – nor do we directly or indirectly extend or accept invitations, gifts, benefits or gratuities outside the scope permitted by law. Furthermore, we do not accept gifts or other benefits for personal advantage or from persons close to us, such as their relatives and friends.

Fair Competition

We undertake to observe the rules of fair competition and to comply with the applicable antitrust laws. We will not tolerate attempts to obtain competitively sensitive information through industrial espionage, data theft or bribery.

Anti-Money Laundering and Prevention of Terrorist Financing

We undertake to comply with the applicable regulations against money laundering. Money laundering refers to the concealment of funds from illegal activities such as terrorism, drug trafficking or the infiltration of money from illegal activities into the legal financial and economic circuit in order to give them the appearance of legality and to conceal the actual origin or identity of the owner. We maintain business relationships only with business partners whose business activities are in compliance with applicable laws and regulations and whose financial resources are of legal origin.

Protection of Confidential Information and Data Protection

We undertake to protect confidential information in an appropriate manner and to use it only to the extent permitted and, in particular, not to disclose it to unauthorised third parties. We comply with the applicable national and international data protection regulations and also with the individual contractual confidentiality obligations. We take all necessary security precautions to protect our IT systems from internal and external misuse and threats.

Conflicts of Interest

We expect our employees to promptly inform us of any existing or potential conflicts of interest as soon as they arise or are identified. Conflicts of interest are situations where personal interests are or may be in conflict with the interests of ONEJOON or its affiliates. Private interests must

not influence the business activities of employees, suppliers, customers, competitors or those who otherwise have a business relationship with ONEJOON. Business decisions must be based exclusively on factual and objective considerations.

Trade Controls

We agree to comply with all applicable economic sanctions, export control and import laws and regulations when importing and/or exporting goods, services, hardware, software or technology, when making capital transactions and payments, and when trading with certain persons and countries.

Human Rights, Ethical Action and Social Responsibility

Respect for human rights and the protection of minorities is a special concern of ONEJOON. Every employee, customer and business partner has the right to be respected and treated with respect. We do not tolerate harassment, bullying and intimidation. We do not tolerate child labour and forced labour. This includes, in particular, work by children under the age of 15, slavery, debt bondage and all forms of forced labour, as well as work that endangers health, safety or morals. Furthermore, we condemn any form of discrimination, be it on the grounds of nationality or ethnical origin, gender or marital status, age, disability, religion or belief, sexual orientation or any other grounds. Equal opportunity must be ensured in all phases of the employment relationship.
We also keep the principles mentioned here in mind when selecting our employees, business and cooperation partners with a view to their employees – worldwide.

Working Hours and Remuneration

We undertake to provide remuneration and benefits in accordance with applicable laws and, in particular, to remunerate in accordance with the applicable statutory minimum wage or better. In addition, we comply with the respective applicable statutory or official working time regulations.

Freedom of Association and Collective Bargaining

We respect employees' right to freedom of association, including the right to form or join trade unions and to elect employee representatives. We support collective bargaining and facilitate access by employee representatives to the workforce.

Occupational Health and Safety

Occupational health and safety is a prerequisite for an economically operating company. The type and scope of work and health measures must be adapted to the risks. Therefore, responsibilities for occupational health and safety are defined at all levels. Every manager and every employee is responsible for complying with and implementing the established safety regulations to prevent occupational accidents and (occupational) diseases. All parties involved in the value creation process (workers and their representatives, contractors, subcontractors, etc.) are involved in occupational health and safety so that the applicable national and international health and safety regulations and standards are complied with.
We are constantly striving to improve our occupational health and safety results by promoting appropriate technologies and production processes.

Environmental Protection, Sustainability

We act sustainably and protect the environment in the development, production and distribution of products and services. We want our products and services to also make a positive contribution to environmental and climate protection for our customers. We ensure that all our processes and operating resources comply with the applicable statutory environmental protection regulations. We strive for responsible handling and careful use of natural resources such as water, energy, materials and land.

Conflict Minerals

We are committed to ensuring that no products containing metals whose source minerals or derivatives originate from a conflict region are supplied to ONEJOON, where such metals

contribute, directly or indirectly, to the financing or support of armed groups, to serious human rights violations, or to crimes under international criminal law, such as child labor or forced labor.

Prohibited and Restricted Substances

We undertake to comply with and implement the legislation applicable to the handling of prohibited or restricted substances.

Ensuring Compliance with the Supplier Code of Conduct in the Supply Chain

We ensure that the principles set out in our Supplier Code of Conduct are also adhered to in the supply chain, especially by subcontractors.

Safety and Freedom from Defects of Our Products and Services

By continuously improving our processes, we ensure the high quality and safety standard of our products and services. In this way, we also ensure that none of our products injure the health and safety of the people who come into contact with them. It is important to us to comply with all legal and technical rules and standards for product safety. We always take reports of danger, even of a minor nature, whether from other employees or external third parties, seriously and follow them up.

Creation of Notification Possibilities about Unlawful Behaviour

We have set up communication channels for our employees where possible unlawful conduct can be reported in confidence. We undertake to conduct investigations on the basis of such reports and, where necessary, to take action against unlawful conduct.

5/6/2026	June 5th, 2026
Stefan Schatz	ppa. René Neust
Datum	Datum
-Managing Director / CEO-	-Chief Operating Officer / COO-