CODE OF ETHICS AND BUSINESS CONDUCT

TRIBOTEC, spol. s r.o.

Principles of Ethical and Responsible Business Conduct

Version 1.0 | Effective from 1 January 2026
Approved by Company Management

Statement from Company Management

Our Company's long-term success is built on product quality, employee expertise, customer trust and fair relationships with our business partners.

We believe that economic success must go hand in hand with honest conduct, legal compliance, responsible treatment of employees and respect for the environment.

This Code sets out the values and principles that guide our daily work, business decisions and long-term development.

We expect all employees, regardless of their position, to follow these principles. We expect comparable standards of responsible conduct from our suppliers and business partners.

Management of TRIBOTEC, spol. s r.o.

1. Our Core Values

Our business is guided by six core values.

Integrity and Honesty — We act truthfully, transparently and in compliance with applicable laws. We honour our commitments and reject dishonest business practices.

Quality and Professionalism — We strive for high technical standards in our products and services. We support professional development and continuous process improvement.

Responsibility — We take responsibility for our decisions, work results and the impact of our business activities.

Respect and Cooperation — We foster a workplace based on trust, open communication and mutual respect.

Reliability — We fulfil our commitments to customers, employees and business partners.

Sustainability — We strive to use resources efficiently, minimise environmental impacts and conduct business responsibly over the long term.

2. Compliance with Laws and Regulations

We comply with the applicable laws of the Czech Republic, the European Union and other countries in which we operate.

In particular, we respect laws governing employment, occupational safety, environmental protection, competition, personal data, international trade and technical product safety.

No commercial objective or instruction from a superior authorises an employee to knowingly break the law.

When in doubt, employees must consult their supervisor or another designated responsible person.

3. Employees and Working Environment

We consider our employees fundamental to the Company's long-term success.

We provide fair and dignified working conditions and respect fundamental human and labour rights.

We apply equal opportunity principles in recruitment, remuneration, training and professional development.

We do not tolerate discrimination, bullying, sexual harassment, intimidation or any other degrading treatment.

We reject forced labour, human trafficking and unlawful child labour.

We respect employees' legal rights to representation and collective bargaining.

We expect all employees to act professionally, cooperate and treat colleagues with respect.

Managers must foster open communication, fair decision-making and constructive problem-solving.

4. Occupational Health and Safety

Employee safety takes precedence over production and financial targets.

The Company provides safe working conditions, assesses workplace risks and implements measures to prevent accidents and occupational illnesses.

Employees must follow safety rules, use prescribed protective equipment and report dangerous conditions without delay.

Deliberately bypassing safety devices, protective procedures or operating rules is prohibited.

Every employee may report an immediate threat to health or safety and follow established procedures for safely stopping work.

5. Product Quality and Manufacturing Responsibility

Product quality and safety are essential to customer trust.

We comply with established technical requirements, manufacturing procedures, inspection processes and contractual specifications.

We undertake to:

- Manufacture and supply products meeting agreed requirements and applicable regulations.
- Maintain appropriate quality control and production traceability.
- Record measurement, testing and inspection results truthfully.
- Address identified non-conformities and complaints promptly.
- Prevent defects and continuously improve production.

We do not tolerate falsified inspection records, concealment of known serious defects or knowingly supplying products that fail to meet mandatory safety requirements.

6. Relationships with Customers

We aim to build lasting relationships based on trust, quality and reliability.

We provide accurate information about product characteristics, technical specifications, delivery conditions and intended applications.

We honour contractual commitments and promptly communicate circumstances that may affect their fulfilment.

We handle complaints and feedback objectively and professionally, seeking appropriate solutions.

We respect customers' trade secrets, intellectual property and confidential information.

7. Relationships with Suppliers and Business Partners

We select suppliers and business partners using transparent, objective criteria.

We consider quality, price, reliability, technical competence, delivery capability and responsible business conduct.

We honour agreed commercial terms and seek fair, long-term cooperation.

We expect suppliers to respect fundamental human rights, labour standards, safety requirements, anti-corruption principles and environmental rules.

In the event of serious violations, we may seek proportionate corrective action or reconsider cooperation in accordance with contractual terms.

8. Prevention of Corruption and Conflicts of Interest

We reject all forms of corruption, bribery and improper influence over business decisions.

Employees must not directly or indirectly offer, request or accept bribes or other improper benefits.

Business gifts and hospitality are permitted only when reasonable, transparent and consistent with laws and internal rules.

Employees must avoid situations in which personal or financial interests could conflict with the Company's interests.

Potential conflicts of interest must be disclosed promptly to the relevant supervisor or Company Management.

9. Fair Competition and Business Integrity

We respect the rules of fair competition.

We do not participate in prohibited price-fixing, market-sharing, bid coordination or other anti-competitive practices.

We obtain information about competitors only through lawful and ethical means.

We conduct negotiations professionally and do not knowingly spread false or misleading information about competitors.

10. Information Protection and Intellectual Property

We protect the commercial, technical, manufacturing and financial information of the Company and its business partners.

We pay particular attention to production documentation, engineering designs, technologies, know-how and customer data.

Employees may use information only for authorised work purposes and disclose it only to authorised persons.

We comply with cybersecurity and personal data protection rules, including GDPR requirements.

We respect third-party patents, trademarks, copyrights and other intellectual property rights.

11. Protection of Company Assets

We use Company assets responsibly, economically and for their intended purposes.

We protect production equipment, tools, materials, financial resources, information systems and other entrusted assets against damage, loss or misuse.

Company resources must not be used for unauthorised personal gain.

We keep accurate, complete accounting, production and operating records in accordance with applicable rules.

12. Environmental Protection

We strive to minimise the environmental impact of manufacturing and other activities.

We comply with environmental laws and requirements applicable to our operations and products.

Our priorities include:

- Efficient use of energy, water and raw materials.
- Preventing waste and supporting recycling.
- Safe handling of chemicals and hazardous waste.
- Reducing emissions and other manufacturing impacts.
- Continuously improving environmental performance.

We also consider long-term environmental impacts in investment and technology decisions.

13. International Trade and Responsible Business

In international cooperation, we comply with applicable trade laws, customs rules, sanctions and export-control requirements.

Within our capabilities and in proportion to our activities, we take responsible supply-chain management principles into account.

We support transparency in business relationships and reject cooperation based on illegal or seriously unethical practices.

14. Communication and Company Reputation

We communicate with the public, customers and business partners truthfully, professionally and respectfully.

Only authorised persons may make public statements on behalf of the Company.

We protect the Company's reputation while respecting employees' legally protected rights to express opinions, report concerns and exercise their rights.

15. Reporting Violations of Ethical Rules

We foster an environment in which employees and others can openly report suspected unethical or unlawful conduct.

Suspected violations of this Code may be reported to a supervisor, Company Management or through the designated reporting channel.

Contact for ethics reports: Robert Alexa, CEO, robert.alexa@tribotec.cz

The Company will ensure that reports are assessed appropriately, confidentially and impartially.

We do not tolerate retaliation against persons who report possible misconduct in good faith.

Reports covered by whistleblower protection legislation are received and handled through the appropriate reporting system in accordance with legal requirements.

16. Responsibility for Compliance

Every employee is responsible for complying with this Code within the scope of their duties.

Managers have a particular responsibility to promote ethical principles and create conditions supporting compliance.

Company Management ensures that employees are familiar with this Code, that it is accessible and that its effectiveness is reviewed regularly.

Violations are assessed objectively and proportionately. Employment-related or other measures are taken only in accordance with applicable law.

17. Final Provisions

This Code establishes the core values and principles of responsible business conduct of TRIBOTEC, spol. s r.o. and its subsidiaries.

It is binding on employees and Company Management. For business partners, it expresses the standards the Company promotes and expects; any contractual obligations of partners are governed by the relevant agreements.

The Code is publicly available and may be provided to customers, suppliers and other stakeholders.

Company Management reviews and updates it as necessary.

Brno, 6th January, 2026

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Michal Vasicek
CEO / Managing Director
TRIBOTEC, spol. s r.o.