

Code of Conduct of the Kjellberg Group

– valid from March 9, 2026 –

The group of companies, including the Kjellberg Foundation since 1997, looks back as a long-established enterprise on a one-hundred-year history in Lower Lusatia and has, for decades, been one of the leading companies in the world for cutting plants, welding technology and welding electrodes. We shape the future of material processing with leading and sustainable solutions. The Kjellberg Foundation offers, in this respect, a framework for promoting the Group's goals. We are aware that this success of our enterprise is based on our common values and the sense of responsibility and personal commitment of each individual employee. To ensure that this remains so in future, we are issuing ourselves with this Code of Conduct as a uniform point of reference for our daily actions.

Our mission

We develop, produce and deliver products and technologies for cutting, welding and altering. We devise unique solutions with innovation, know-how and experience, thus making the complicated simple. With our products and technologies, we support industry and trade in enabling and sustainably improving infrastructure, mobility and living. We are aware of our responsibility towards our customers, partners, employees and the region. In order to also survive in the market in future, we are receptive to new ideas and support necessary change processes.

Quality

We enable the highest quality standards to be met and values to be enhanced in order to develop competitive advantages. This is only possible if we consistently place the highest demands on the quality of our work. This is secured by quality management mechanisms and ensured by diligent compliance with the technical standards. We act reliably, transparently and professionally. These qualities are prerequisites and the driving force for our ability to offer secure employment to our employees.

Abidance with the law

Within the Kjellberg Group, compliance with German, European and – where we act internationally – international law and with internal company rules is the basis for the sustainable and legally sound development of the enterprise and therefore enjoys high priority. In particular, there is no corruption or anti-competitive collusion at our enterprise. We adhere to technical and quality-assuring stipulations and rules relating to safety at work.

Confidentiality

In the course of our business activity, we often come into contact with sensitive information regarding our business partners and suppliers. At the same time, customers grant us diverse insights into their business operations. The trust placed in our discretion is a valuable asset to us. Therefore, we attach particular importance to the protection of personal data and confidential information.

Personnel development

We place the health of our employees before the pursuit of profits. Beyond safety at work, we care about continually further developing and improving the work environment of our employees. We actively further develop ourselves and others, utilising experiences and successes. We stand for progress in self-determination in a free and democratic society.

Respectful interaction with employees, team spirit

Long-term collaboration on the basis of mutual trust is the basis for our interaction. We are honest in our dealings with each other and mutually exchange our knowledge and experiences. We interact with each other in a fair and respectful manner. We openly and respectfully discuss criticism and potential for improvement in order to continually improve. We expect the dignity, privacy and personality rights of each individual to be respected in the work environment. We do not allow any kind of discrimination on the basis of ethnic origin, religion, age, disability, sexual identity or gender. Violence, intimidation, sexual harassment, bullying, chicanery or abuse are not tolerated.

Fair interaction with customers, partners and competitors

In order to remain competitive over the long term, we listen to feedback from our customers and partners and align ourselves with their goals, because this is the only way we can overcome the challenges of the future. We are open and fair in our interactions with our customers and partners. We make decisions on the basis of comparable and transparent criteria. We make promises we can keep. We show appreciation and understanding. We are convinced that a market environment that is marked by fairness and integrity and is free of corruption, conflicts of interest and collusion is in the interest of all market participants and the social community. We focus therefore on creating and ensuring equal conditions for our customers competing with each other. In this respect, we also take individual concerns into account and support each other. We likewise demand integrity and abidance with the law from our business partners and place our suppliers under an obligation to respect human rights in our supply chains.

Sustainability

We reduce the ecological footprint of our companies. We develop long-lasting products and resource-sparing technologies. We avoid waste. We invest in the development of our employees and in enhancing the long-term value of our companies. In doing so, we keep an eye on the economic aspects.

Verhaltensgrundsätze

The Code of Conduct supports ethical conduct within the Group. It is intended to promote personal integrity and each individual's sense of responsibility.

The Code of Conduct and the internal rules of conduct that are subordinate to it apply equally to all company members regardless of their position and affiliation with the enterprise.

Executive boards and all other managerial staff know the applicable provisions, explain them to the employees within their sphere of responsibility and periodically make sure that the applicable rules are known and are also observed.

Executive boards and all other managerial staff know their task of being a role model, i.e. of leading by example at all times.

Our commitment to abidance with the rules also includes rigorously reacting to any breaches of the law or the rules. Serious breaches that materially or immaterially harm the company or violate laws that are enforced by penalty are punishable with consequences under labour law, up to and including dismissal.

In situations where uncertainty arises regarding whether certain conduct is compliant, we ask all company members to verify this by taking a look at the compliance manual or by consulting the managerial staff or the executive board. The officer responsible for compliance is also available for this.

All employees are encouraged to always inform supervisors, managerial staff or executive directors of any perceived breaches of the law or the rules and risks. We shall earnestly and respectfully handle reports of compliance breaches, including those made by external third parties. Nobody should experience disadvantages as a result of making a report to the best of their knowledge and belief. Our compliance officer is available for the confidential reporting of a compliance incident.

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