

Supplier Code of Conduct

July 2026

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1. Preamble

LinTec is a successful medium-sized company with a corporate history spanning more than 50 years. The key to peak performance, profitable growth, and success lies - not least - in our corporate culture. Reputation and integrity - that means how we are perceived and how we behave - are crucial building blocks for our success. This also applies to how we interact with our business partners, whom we treat fairly and correctly, and from whom we in turn expect to act with integrity.

This Supplier Code of Conduct describes the requirements and principles for cooperation with LinTec's suppliers. LinTec expects of its suppliers to abide by law and order and the principles of this Supplier Code of Conduct in their activities. The supplier should work towards compliance from its own suppliers and subcontractors to also abide by the principles of this Supplier Code or comparable principles.

LinTec reserves the right to make appropriate or necessary adjustments. In these cases, LinTec expects its suppliers to accept and comply with such adjustments.

2. Law and Order

Compliance with law and order is a top priority for LinTec. The supplier is obliged to comply with all applicable laws, rules, and legal regulations in the countries in which it operates.

3. Principles for business activities

3.1. Corruption

Corruption is prohibited by international conventions and national laws. The supplier therefore refrains from any form of corrupt behavior and avoids even the mere appearance thereof. Benefits that could impair the ability to make objective and fair decisions within the business relationship with LinTec shall neither be offered, requested, nor accepted, whether directly or through third parties.

3.2. Antitrust and Competition Law

The supplier is unreservedly committed to the principles of the market economy and fair competition. He complies with the applicable laws that protect and promote competition. This includes particularly antitrust and trade laws, as well as the corresponding laws governing price formation, competition law, and consumer protection.

3.3. Customs and Foreign Trade Law

The supplier complies with all relevant export control and customs regulations. These include, among other things, national and international trade control laws as well as country-specific embargoes.

3.4. Intellectual Property

Applicable regulations regarding the protection of intellectual property are respected and complied with. These include, among other things, patents, copyrights, and trademarks.

3.5. Money laundering

The supplier abides by applicable laws regarding the prevention of money laundering and takes all necessary measures to prevent money laundering.

3.6. Conflict of Interest

LinTec expects the supplier's employees not to base their business decisions on private interests or personal considerations. Decisions must be transparent and based on appropriate considerations.

4. Principles at the workplace

4.1. Fair working conditions

The supplier must comply with the applicable wage and working time regulations. This includes particularly regulations regarding the minimum wage and overtime. The supplier ensures a living wage, taking local living conditions into account. He respects the applicable law regarding his employees' freedom of association.

4.2. Discrimination

The supplier treats its employees fairly and with respect. It creates a work environment free from discrimination, abuse, and harassment. Disadvantageous treatment of employees based on (perceived) membership of a specific group or minority is prevented.

4.3. Occupational safety and health protection

The supplier must protect the health and safety of its employees. Possible risks are minimized through appropriate precautionary measures. LinTec expects of the supplier to establish and implement an appropriate occupational safety management system.

5. Principles for handling information

5.1. Information Security

LinTec expects confidential information to be adequately protected by the supplier. Confidential information is defined as all business information belonging to LinTec, its customers, or its suppliers that is not publicly known.

5.2. Data protection

The supplier abides by applicable laws regarding the handling of personal data.

5.3. Trade secrets

All confidential information transmitted by LinTec to the supplier must be kept secret at all times and must not be used for any purpose other than the original business purpose.

6. Principles for social and ecological responsibility

6.1. Environmental protection

The supplier promotes environmental protection and the responsible use of natural resources. It abides by applicable environmental laws and regulations.

6.2. Human rights

The supplier is committed to complying with the United Nations International Bill of Human Rights and recognizes the core labor standards of the International Labour Organization (ILO). It ensures that the provision of services does not involve illegal child labor, forced labor, or human trafficking.

6.3. Conflict minerals

The supplier is aware of the legal regulations regarding conflict minerals and ensures compliance with them. He must take precautions to avoid the procurement and use of raw materials obtained illegally or unethically.

7. Compliance with the Supplier Code of Conduct

The supplier is committed to complying with the principles of this Supplier Code of Conduct. It informs its employees about its contents and the resulting obligations.

Stricter regulations than those set out in this Supplier Code of Conduct may apply to specific supplier groups and in individual countries, business areas, or markets. In such cases, the stricter regulations must be adhered to without exception.

In the event of deviations from the Supplier Code of Conduct, LinTec reserves the right to review the business relationship with the supplier and take appropriate measures. This may lead to the immediate termination of the business relationship and the assertion of claims for damages.

Where there are legitimate grounds (for example, if fine or criminal proceedings are initiated against the supplier), LinTec also reserves the right to conduct an on-site inspection during mutually agreed business hours. In compliance with applicable laws, the supplier must provide information regarding the matter in question.

The supplier is encouraged to report violations of the stated principles and requirements that could have an impact on LinTec.

For this purpose, please use the following E-Mail address: info@lintec-aulendorf.com

Thank you very much for supporting a socially and environmentally responsible supply chain!

LinTec – Supplier Code of Conduct Supplier's Declaration

1. We have received the Supplier Code of Conduct from LinTec (as of July 2026).
2. We agree that the substantive law of the Federal Republic of Germany applies to this declaration.
3. We grant LinTec the rights described in Section 7.

Please select one of the two following options by ticking the appropriate box:

In addition to our obligations under supply contracts with LinTec,

☐ we hereby commit to complying with the requirements and principles of this Supplier Code of Conduct,

or

☐ we confirm that we comply with these requirements and principles within our company through the application of our own equivalent code of conduct, which we attach to this declaration.

If neither of the two options has been selected, we commit to Option 1.

Name and address of the company

Name and position (in block letters)

Place, date

Signature, company stamp

This declaration must be signed by duly authorized representatives of the company in the number required for valid representation.