



CODE OF CONDUCT

BUSINESS PARTNERS OF ECO STOR

We at ECO STOR GmbH are a dynamic company with a mission to actively shape the energy transition. Compliance with legal and ethical standards is a matter of course for us. Our actions are based on, among other things, the Ten Principles of the United Nations (UN) Global Compact, the UN Guiding Principles on Business and Human Rights, the Universal Declaration of Human Rights and the conventions of the International Labor Organization (ILO). Accordingly, we expect the same from our business partners.

The following principles specify this expectation and form the basis for a successful and trusting cooperation.

SCOPE

“Business Partner” means natural and legal persons – including their affiliated entities – which supply products or renders services to ECO STOR GmbH or any of its subsidiaries (jointly and each individually hereafter “ECO STOR”), for example suppliers, consultants, agents, distributors, brokers or other intermediaries for goods and/or services.

The Business Partner shall respect and comply with the standards of this Code of Conduct which forms an essential part of the business relationship between the Business Partner and ECO STOR.

All Business Partners shall endeavor to ensure to pass on the essential content of the Code to their business partners in their contracts, insofar as the contractual relationship with them (also) concerns ECO STOR.

COMPLIANCE WITH LAW

Business Partners are obliged to comply with all applicable laws, rules and regulations in the countries they are operating or conducting business.

HUMAN RIGHTS

Internationally recognized human rights shall be observed and protected in a sustainable manner through business activities. In particular, child labor and forced labor, as well as any form of modern slavery and human trafficking, will not be tolerated. This also means we expect our business partners and their employees to treat every individual with dignity, fairness and respect in their daily interactions.

ANTI-HARASSMENT AND DISCRIMINATION

Business Partners shall not treat employees differently on account of their genders, cultures, religions, nationality, races, origins and sexual orientation. Discrimination of any kind will not be tolerated.

ENVIRONMENTAL PROTECTION AND SUSTAINABILITY

Our goal is to contribute to a sustainable energy supply for tomorrow. ECO STOR therefore attaches great importance to protecting the environment and using natural resources prudently. Applicable environmental protection laws and regulations must be strictly observed by the Business Partner. The efficient use of energy, water, and raw materials, the use of renewable resources, and the minimization of environmental and health damage in accordance with internationally accepted environmental standards must be ensured. Waste should be avoided as far as possible and disposed of in an environmentally friendly manner. We expect our business partners to implement processes for establishing a circular economy with regard to their products and to comply with applicable laws and regulations.

CONFLICT MINERALS

Every Business Partner must take appropriate measures to avoid the use of raw materials that directly or indirectly contribute to human rights violations, corruption, funding of armed groups or similar adverse effects.

LOCAL COMMUNITIES

ECO STOR expects its Business Partner to have appropriate policies and programs to maintain good relationships with local communities, stakeholders and indigenous communities.

OCCUPATIONAL HEALTH AND SAFETY

Protecting the health and safety of employees is a high priority for ECO STOR. Business Partners must always comply with applicable occupational health and safety and fire protection laws. Occupational health and safety measures must not entail any costs for employees.

WORKING CONDITIONS

Fair working conditions must be guaranteed by the Business Partners in accordance with the applicable laws and the ILO conventions. This includes fair remuneration, compliance with working hours and social benefits that at least meet the applicable legal requirements. Employees must be paid a wage that is appropriate for their work, which includes at least the minimum wage established under applicable law. This must be paid directly, in full and on time.

NO CORRUPTION AND UNFAIR COMPETITION

Acts of unfair competition, any acts of bribery or corruption are not tolerated. Business relationships and all business decisions are taken purely objectively and free from anti-competitive practices.

PRODUCT SAFETY & PRODUCT INTEGRITY

Every Business Partner shall comply with all applicable legal requirements for product safety and product integrity, the handling of hazardous substances, materials and waste. Products shall not contain any program routines or technical devices designed to evade legal or regulatory requirements.

MONEY LAUNDERING

Business Partners comply with applicable law on money laundering prevention. Reporting obligations must be complied with.

EXPORT CONTROL & SANCTIONS

Business Partners must adhere to applicable EU, German, Swiss and UK export control regulations, sanctions and embargoes as well as to other applicable international sanctions laws (if not resulting into a violation of applicable anti-boycott laws) regarding persons, goods, services and information.

CONFLICTS OF INTEREST

Business Partners shall disclose conflicts of interest that have or might be perceived to have an impact on the business relationship with ECO STOR.

CYBERSECURITY

Business Partners have a Cybersecurity Policy in place to ensure the optimal protection to our systems and information and those from others we receive. They have appropriate organizational technical measures in place to support the prevention of cyber-attacks. These measures are required to monitor and report data of attempts to install improvements and map potential risks.

Business Partners shall have detailed incident reporting and management plans in place to respond promptly to cyber security attacks. They have adequate business continuity and disaster recovery plans in place designed in accordance with industry standards to maintain continuity of services to a reasonable degree after the occurrence of an event that results in an interruption or suspension of services.

DATA PROTECTION AND CONFIDENTIALITY

Business Partner will work with sensitive data and confidential information. This must be protected from unlawful access and unauthorized processing in accordance with the applicable data protection and trade secret regulations.

ADHERENCE

ECO STOR reserves the right to verify compliance with these principles in an appropriate manner. Business Partners are obliged to actively support any necessary checks. Requests and inquiries must be answered in a timely manner and in accordance with applicable data protection laws.

In case of any violations of this Code, ECO STOR reserves the right to take appropriate steps to protect its rights. These may include, for example, requesting remedial action, reviewing these remedial measures, excluding the Business Partner from new orders or, ultimately, terminating the contract.

ACKNOWLEDGED BY

Name of the Company

Date

Name

Name

Function

Function

Signature

Signature