



Code of Conduct

1. Preamble

Our Code of Conduct is intended to be a guideline for the entire company ReEnCo – Renewable Energy Consulting & Solutions AG and therefore applies equally to each of us. Specifically, it is addressed to the top management, the executives and all our employees and suppliers. On the one hand, it represents the demand we place on ourselves to live up to the values and principles listed therein, and at the same time it signals to the outside world responsible behaviour towards our business partners, customers and employees.

1.1 Commitment of the management

We offer our services exclusively in the civilian sphere of economic life, and are happy to leave the military and the armaments industry to our competitors.

The company ReEnCo – Renewable Energy Consulting & Solutions AG considers it its duty to act in an economically, socially and environmentally conscious manner. The company strives to conduct its business competently and on an ethical and moral basis and to compete fairly in all markets in which it operates. This ReEnCo – Renewable Energy Consulting & Solutions AG includes compliance with applicable laws and acceptance of anti-trust prohibitions or

restrictions on competition. We want to avoid gaining undue advantages over customers, suppliers or competitors.

2. Respect and esteem

2.1 Recognition of human rights

We recognise the United Nations Universal Declaration of Human Rights and ensure that the company is not involved in human rights violations. It goes without saying that we reject inhumane behaviour.

2.2 No child labour and forced labour

We do not tolerate child labour, forced labour or other involuntary labour in accordance with International Labour Organisation (ILO) Conventions C 138 and C 182.

2.3 Compliance with the Minimum Wage Act

We undertake to comply with the respective national minimum wage law in its respective version.

2.4 Tolerance and equal opportunities

Our work is characterised by tolerance, respect and fairness. This means that at no time do we accept demeaning, condescending, insulting or otherwise disrespectful words and actions. Everyone is treated with respect and dignity. Based on the principle of equal opportunities and the General Equal Treatment Act (AGG), no one will be discriminated against or physically, psychologically, sexually or verbally harassed or abused with regard to their gender, race, religion, age, family background, skin colour or disability. We are a community of diverse individuals where everyone is accepted for who they are. This diversity is our strength, because everyone makes a unique contribution to the success of the company.

2.5 Trust and appreciation

For constructive and honest openness in the company, trust, appreciation and respect are prerequisites and central elements in dealing with each other. It is important that managers

exemplify our values and represent the company's development. They treat their employees with care to ensure their health by respecting their work-life balance.

2.6 Freedom of association and the right to collective bargaining

We respect the right of our employees to freedom of association and collective bargaining within the framework of applicable laws and ILO conventions.

3. Safe and good working conditions

3.1 Occupational safety and health protection at the workplace

ReEnCo – Renewable Energy Consulting & Solutions AG ensures occupational health and safety for its employees in compliance with the applicable laws and regulations. Our employees are given free access to drinking water and sanitary facilities. In addition, appropriate fire protection, lighting and ventilation are provided. If necessary, personal protective equipment is provided to workers free of charge. They are then trained in the correct use of the protective equipment and in general safety regulations.

3.2 Transparency of working time and remuneration

All contracts for the recruitment of new employees comply with the applicable laws. Employees shall be provided with employment contracts that specify working hours and remuneration. Working hours shall be in accordance with applicable laws. All remuneration shall be paid without delay and in accordance with the applicable laws. In addition to fixed salary components, monetary incentives, such as variable salary components, are offered to employees in appropriate operating divisions.

3.3 Reconciliation of professional and private life

We live the digital world and promote forward-looking working models. These include working independently in flexitime, the option to work from home and flexible models around parental leave. In particular, we focus on the compatibility of family and work. We support the work-life balance through individual part-time models, flexible scheduling of working hours, assignments at customers' premises as close to home as possible and special leave days.

4. Minimisation of environmental impact

4.1 Protection of the environment

We recognize that our business activities have an impact on the environment. We therefore ensure a responsible approach to the environment and work continuously and in a solution-oriented manner to reduce environmental pollution, increase energy efficiency and promote climate protection. To this end, we develop a specific environmental policy, implement it and observe all applicable laws and regulations for the protection of the environment within the scope of our business activities. Our principles are set out in our ReEnCo Environmental Policy and Sustainable Procurement Policy.

4.2 Handling hazardous substances

We maintain high health and safety standards in all activities and are well prepared for any emergencies so that appropriate action can be taken. When handling chemicals and other substances that are classified as hazardous if released into the environment, their safe handling, movement, storage, reuse or disposal is ensured.

4.3 Reduction of resource use, waste and emissions

Continuously improving the efficiency of resource use is an important part of operational management. Waste of any kind and any emissions to air, water or soil are minimised, labelled and monitored. We all ensure to protect natural resources wherever possible and to reduce environmental impacts through waste reduction and recycling. In addition to economic considerations, each individual also takes ecological and social criteria into account when working with customers, service providers and business partners.

5. applying high ethical and moral business standards

5.1 Transparent business relationships

We maintain a trusting and professional relationship with our customers and business partners, which does not tolerate any unfair benefits through corruption, bribery, fraud or extortion. We will neither offer nor accept gifts, payments or other advantages that could be suitable to induce a person to act against his or her duties. We also do not accept cash as a matter of principle. At ReEnCo – Renewable Energy Consulting & Solutions AG, we maintain a high level of business ethics, which is why we only seek business relationships that are mutually beneficial.

5.2 Avoidance of conflicts of interest

Our personal relationships and interests will never interfere with or even influence our business decisions and activities. To this end, we also avoid situations which alone could give the impression of such interference.

5.3 Donations

Our donations are made in consultation with ReEnCo management and are communicated transparently.

5.4 Fair competition

They act according to the principles of the social market economy and fair competition. This means that any market-relevant agreements with competition are prohibited. Furthermore, we have no interest in exerting political influence on parties or authorities. We expressly commit to following the legal rules on insider trading, money laundering activities and the protection of third-party and our own intellectual property

Implementation and enforcement

The company ReEnCo – Renewable Energy Consulting & Solutions AG is committed to making the necessary efforts to live up to the principles and values described in this Code of Conduct:

Place, date Board of Directors/

Management