



PREAMBLE

Dear employees of JoysonQuin,

For many years, the name JoysonQuin has been linked to valuable and innovative trim parts for vehicle interiors. Over this period of time, we have grown a lot, continued to successively expand our customer base and worked hard to acquire the reputation of a reliable and innovative partner for premium OEMs. The innovative strength of our employees¹ as well as our worldwide development and production sites make us a world-renowned automobile supplier. We also want to consolidate this position in the future and keep expanding it as well.

Our JoysonQuin Code of Conduct constitutes the ethical and legal compass for implementing our objectives and contains the fundamental rules for our conduct within the JoysonQuin Group and towards our business partners and the public. The management expects every employee, and especially executives, to strictly adhere to these rules.

Rutesheim, February 2024



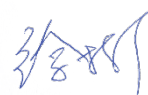
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For better comprehensibility, only the generic masculine is used in the following text. This means that all persons of female, male and diverse genders are addressed and included equally.

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1. Definition and Scope of Application

The term compliance stands for adherence to statutory provisions, current rules and guidelines as well as for the observance of and compliance with additional important ethical requirements set by JoysonQuin. At the same time, the Code of Conduct includes adherence to these rules and standards at the corporate level (Corporate Compliance).

This rule applies to all employees and organization members of the JoysonQuin Group, hereinafter named employees. As far as apart from this rule there are further local compliance rules within the area of responsibility of the respective subsidiaries, they take precedence over the Compliance Rule of the JoysonQuin Group.

In the Business Ethic Management area, the rules are based on the new 2011 edition of the OECD Guidelines for Multinational Enterprises, Part 1 VII Combating Bribery, Bribe Solicitation and Extortion.

2. Personal Conduct, Legality and Integrity Requirements

Every employee is required to:

- become informed about the laws and provisions that apply to his area of responsibility and about the internal guidelines released by JoysonQuin as well as observe the process descriptions, process and work instructions. In cases of doubt, the relevant technical department must be consulted,
- deal fairly, respectfully and in a trustworthy manner with all persons met when or in connection with performing jobs, without harassment and discriminating owing to ethnic origin, skin color, culture, religion, age, disabilities, sexual identity or orientation, world outlook and gender,
- respect and promote the reputation of JoysonQuin,
- avoid conflicts of interest between business and private matters,
- abstain from procuring unlawful benefits for themselves or others,
- comply with the occupational safety, environmental protection and data protection regulations,
- report compliance violations to the Compliance Officer without delay.

Furthermore, every supervisor is required to:

- judge employees only according to performance,
- secure compliance with the JoysonQuin Code of Conduct in his area of responsibility.

3. Social Responsibility, Equal Treatment

JoysonQuin assumes social responsibility and is obligated to respect internationally recognized human rights and social standards.

- JoysonQuin does not tolerate human rights violations, including human trafficking, forced labor and child labor, neither in our own business operations nor in our supply chains.
- JoysonQuin grants all employees a reasonable compensation in accordance with applicable laws and regulations. Working hours and time off are specified according to applicable laws and regulations. Working hours and time off shall be determined in accordance with applicable laws and regulations and statutory rest periods shall be observed. Overtime, night work or Sunday work may only be performed to the extent permitted by law. Overtime is handled in accordance with the provisions of the employment contract. We are also committed to continuously improving the working conditions of our employees to ensure a safe and healthy working environment.
- JoysonQuin would like to enable its employees to efficiently and successfully master their tasks in the operational working processes so they can face new challenges with motivation and self-confidence. Therefore, as part of staff development, employees are offered numerous opportunities for advancement and promotion.
Discrimination owing to ethnic origin, skin color, culture, religion, age, disabilities, sexual identity or orientation, world outlook and gender is strictly forbidden. Employees who are involved as employee representatives must not be disadvantaged either. This applies not only, but especially to dealing with colleagues, employees and business partners. We see diversity, equality and inclusion not only as morally right, but also as crucial to our growth and success. Ethical recruitment, hiring, promotion or dismissal of employees is a top priority for us.

4. Dealing with Business Partners and Third Parties

4.1 Prohibition of Bribery and Corruption

It is strictly prohibited to:

- offer, promise or grant domestic and foreign officials a personal benefit for carrying out an official act or abstaining from it,
- offer, promise or grant employees in domestic or foreign companies unlawful personal benefits,
- allow performing acts of bribery with the help of others, for example of relatives, friends, agents, consultants, planners and intermediaries,
- support unlawful acts of other persons.

4.2 Avoidance of Conflicts of Interest

Every employee is required to strongly separate private interests from the interests of JoysonQuin. Even the appearance of a conflict of interest must be avoided. Not allowed are, in particular:

- contracts awarded to related persons (for example, spouses, relatives, friends and private business partners),
- contracts awarded to companies or consulting firms in which related persons work,
- contracts awarded to companies or consulting firms in which related persons have a minimum share of 5%,
- sideline activities for competing companies,
- sideline activities for business partners.

Exceptions can only be authorized by management.

5. Combating Money Laundering

JoysonQuin collaborates only with reputable business partners who operate within the framework of statutory regulations. Every employee must observe the laws against money laundering and immediately report to the respective commercial manager/CFO the grounds for suspicion indicating money laundering.

6. Collaboration with Customers and Suppliers

JoysonQuin expects from employees, customers and suppliers:

- compliance with all current laws,
- refraining from corruption,
- respect of human rights,
- compliance with laws against child labor,
- compliance with the tax laws of the international commercial trade,
- in particular, compliance with export and import bans, and with embargo regulations,
- protection of the health and safety of all employees,
- compliance with the relevant occupational safety, environmental protection and data protection national laws and international standards,
- compliance with these matters, also in the own supply chain.

7. Conduct towards Competitors

JoysonQuin employees are required to:

- comply with competition law and antitrust law,
- not agreeing on prices, quantities and conditions with competitors,
- not making market sharing arrangements with competitors.

Competition law and antitrust law classifications of business behavior are usually not easy and can lead to different results from one country to another. In case of an uncertainty concerning this matter, every employee of JoysonQuin has the option to contact appropriate management.

8. Confidentiality, Information and Records

Handling company secrets or internal confidential/protected information requires complete outward secrecy. Passing on such information to a contractual, development or any other partner is permitted only after concluding a confidentiality agreement that binds and requires the partner to maintain secrecy.

Confidential information is especially, but not exclusively, understood to be all technical, commercial and other information that an employee of JoysonQuin intends to make available to a partner, whether it is written, oral, visual, in form of models, individual parts or in any other way.

All business dealings, transactions and other finance-relevant operations must be fully, correctly, comprehensibly and timely documented. As part of audits taking place on a regular basis, JoysonQuin has been instructed to report all business transactions completely so the respective course of events can be traced in the individual case.

9. Invitations, Gifts and other Personal Advantages

Invitations must serve a business purpose. In principle, employees may not require, accept a promise or accept personal benefits neither for themselves nor for persons close to them. Employees may only accept personal benefits (e.g. invitations to restaurants, sports events or gifts) if there is no impression that a service in return is expected. The benefit must lie within the framework of customary business practices and may not violate any law.

10. Donations

JoysonQuin makes monetary and in-kind donations for charitable and public purposes such as educational, scientific, artistic, cultural and social purposes.

Basically, donations must be approved by a management member.

11. Health, Environmental, Data and Company Assets Protection

11.1 Occupational Safety

We comply with the current occupational safety and health laws. In the interest of the health and safety of all employees and visitors, we work on a continuous improvement of working conditions. Every employee must comply with the current occupational safety laws, regulations and standards for each workplace.

11.2 Environmental Protection & Sustainability

We view environmental protection as an essential part of our social responsibility. Every employee is obligated to pay attention to environmental protection in his work area and required to comply with the environmental protection laws, regulations and standards. We commit ourselves to use raw materials as sparingly as possible and to reduce emissions and waste to a minimum. To prevent imminent environmental damage, the instructions of persons commissioned for environmental protection must be followed.

11.3 Data Protection

Personal data may only be collected, processed and used in accordance with current data protection laws. Company- and business-related data must be confidentially treated and may only be used within the area of responsibility.

All employees must comply with the current data protection guidelines of JoysonQuin.

11.4 Protection of Company Assets

Every supervisor must set up an organization in his area of responsibility that protects the company assets and working capital of JoysonQuin from loss and misuse.

The company assets/working capital may not be used for private purposes or illegal activities. Creating records, files, visual or audio documents or reproducing such records/files is allowed only if this is necessary by the professional activity. The purchase and sale of company assets must be transparent, comprehensible and economically viable as well as to take place at proper market conditions. Personal interests of individual employees may not influence the decisions regarding commercial transactions.

12. Violations against this Rule / Compliance Organization

12.1 Consequences of compliance violations

Compliance violations can have the following consequences for employees:

- Warning
- Warning letter
- Dismissal
- Third-party claims for damages
- Fine
- Prison sentence

Compliance violations can have the following consequences for JoysonQuin:

- Third-party claims for damages
- Costly court proceedings
- Fine
- Loss of orders
- Image loss

12.2 Compliance Responsibility

The person responsible for compliance for the respective JoysonQuin company is the Compliance Officer or the management.

12.3 Contact & Report of Compliance Violations

If you have concerns or questions:

- Talk to your supervisor or the responsible department.
- If clarification with the supervisor or responsible department is not possible or the concerns remain, you can contact the next higher management level.

If compliance violations become known to you, you are required to immediately inform the company by e-mailing to the compliance address compliance@joysonquin.com. In addition, a whistleblower system has been set up to receive anonymous reports. It can be accessed on the website. Status reports and questions are possible via a secure mailbox. Anonymity is preserved through encryption as long the input device used is not connected or logged in to the company network or Intranet.

12.4 Avoidance of Retaliatory Measures

JoysonQuin encourages its employees and other stakeholders to report all plausible concerns regarding legal and ethical issues. By promptly recognizing these problems, JoysonQuin is in the best position to act proactively, verify facts while they are still “fresh” and minimize any possible effects by addressing and solving problems. JoysonQuin does not tolerate retaliatory measures taken against persons whose honest intention is to report legal or ethical concerns in good faith. Efforts to discourage or prevent a person to report concerns and to take any retaliatory measures against this person are not tolerated, handled as a serious matter and punished with disciplinary measures that can lead all the way to the termination of the employment relationship.

Document history

Change history

Type of change	Processor	Revisions- Nr.	Datum
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