

Code of Conduct

Verhaltenskodex Code of Conduct Davranış Kuralları Kodex chování रियटर आचार संहिता Codice di
Kuralları Codice di condotta रियटर आचार संहिता Kodex chování Verhaltenskodex 行为守则 Code of Conduct Davranış Kuralla
í 行为守则 Davranış Kuralları Codice di condotta रियटर आचार संहिता Code of Conduct Kodex chov
为守则 रियटर आचार संहिता Kodex chování 行为守则 Code of Conduct Verhaltenskodex Davranış Kuralları Codice di cond
k Code of Conduct Davranış Kuralları Kodex chování रियटर आचार संहिता Codice di condotta 行为守
i condotta रियटर आचार संहिता Kodex chování 行为守则 Code of Conduct Verhaltenskodex Davranış Kuralları Codice di cond
行为守则 Code of Conduct Verhaltenskodex Davranış Kuralları Kodex chování Codice di condotta
uralları रियटर आचार संहिता Codice di condotta Kodex chování 行为守则 Code of Conduct Verhaltenskodex Davranış Kuralları
ex Codice di condotta 行为守则 Code of Conduct Davranış Kuralları रियटर आचार संहिता Kodex ch
टर आचार संहिता Kodex chování 行为守则 Code of Conduct Verhaltenskodex Davranış Kuralları Codice di condotta 行为守
守则 Code of Conduct Davranış Kuralları Kodex chování रियटर आचार संहिता Verhaltenskodex Codi
Verhaltenskodex रियटर आचार संहिता Codice di condotta Kodex chování Code of Conduct Davranış Kuralları Codice di condotta

1. INTRODUCTION TO THE RIETER CODE OF CONDUCT

Message from the Chairman of the Board of Directors

At Rieter, integrity, respect, and excellence are at the core of who we are and how we do business. As we continue to navigate in an increasingly complex world, it is more important than ever that we have a shared understanding of the values and principles that guide our actions.

As part of our commitment to maintaining the highest ethical and professional standards, we have implemented this revised Rieter Code of Conduct. The purpose of this Rieter Code of Conduct is to reflect the evolution of Rieter, our industry, and the world in which we operate. As we have grown, so have the expectations of our customers, our partners, the regulators, and the communities. The way we conduct ourselves defines our reputation and shapes the trust they place in us.



This Rieter Code of Conduct serves as a compass to help us navigate business situations with confidence and integrity. We operate globally, and with that comes a wide range of legal and cultural environments. While we recognize and respect local customs and laws, this Rieter Code of Conduct establishes the baseline for ethical conduct at Rieter worldwide. In situations where local regulations impose stricter requirements, we must always comply with the higher standard.

This Rieter Code of Conduct applies to all who represent Rieter, such as directors, officers, employees, and business partners working for or on behalf of Rieter. Each of them has an essential role in bringing this Rieter Code of Conduct to life.

You must familiarize yourself with this Rieter Code of Conduct, apply its principles consistently in your day-to-day work, proactively seek advice when faced with uncertainty, and report actual or suspected misconduct. Our leaders have an added responsibility to personify ethical behavior and foster an open and transparent work environment where everyone feels comfortable about speaking up and asking questions.

Thank you for your dedication and commitment to living up by the principles set out in this Rieter Code of Conduct. This is more than just a document; it is a reflection of the company we are today and the company we aspire to be tomorrow.

Thomas Oetterli
Chairman of the Board of Directors

2. BUSINESS ETHICS

2.1 Communications

Our communications are open and transparent, and provide the basis for constructive collaboration. The goal is to strengthen trust and promote mutual understanding.

2.2 Conflicts of Interest

We prioritize Rieter's interests; we use its property and information solely for legitimate business purposes and avoid situations in which our private interests conflict or could come into conflict with the interests of Rieter. Our decisions on behalf of Rieter remain independent and free from personal influence. We promptly disclose any personal or professional interests that could be perceived as conflicting, might create an improper appearance, or affect our judgment in fulfilling our responsibilities on behalf of Rieter.

2.3 Competition and Anti-trust

We compete fairly, transparently, and independently, adhering to applicable laws that safeguard fair competition. Such laws prohibit agreements that restrict competition, whether between competitors or across different levels of the supply chain. They may also impose restrictions on the commercial conduct of companies with a dominant market position. Additionally, we ensure compliance by seeking required regulatory approval for specific mergers, acquisitions, and collaboration agreements.

2.4 Employment Practices

Rieter is an equal opportunity employer committed to diversity, inclusion, and fair treatment. We base employment decisions on qualifications and business needs, offer competitive compensation, and support continuous development through training and career growth. We respect employees' rights to organize and engage in constructive dialogue, and expect all staff to act with integrity, protect confidentiality, and uphold our reputation.

2.5 Trade Compliance

We are committed to complying with all applicable international laws and regulations, economic sanctions and customs requirements. We ensure that all import and export activities, including services are conducted in full accordance with global trade laws. This includes the proper and complete preparation of import and export documentation, as well as the accurate classification and origin determination of goods. We are responsible for ensuring the correct calculation of import duties, and other applicable taxes and charges, and other applicable charges. We ensure that our products, services and technologies are not transferred, exported or disclosed in violation of these laws. By adhering to these requirements, we protect our business and uphold our obligations under international trade and customs regulations.

2.6 Environment, Health and Safety

At Rieter, we are committed to protecting the environment and prioritize the health and safety of our employees, contractors, customers, and the communities in which we operate. We conduct our operations in line with applicable environmental, health and safety laws, regulations, and recognized international standards. This includes the efficient use of resources, minimizing environmental impact, and the responsible disposal of waste. As part of our commitment to sustainable development, we actively pursue

innovative, eco-friendly technologies and processes. Our goal is zero injuries and work-related illnesses. All employees and third-party staff must strictly adhere to all applicable health and safety regulations at their respective workplaces.

2.7 Human Rights

Rieter promotes an organizational culture that supports human rights and seeks to avoid complicity in human rights abuses. We support the principles contained within the International Bill of Human Rights, the United Nations' Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, the International Labour Organization (ILO) Core Conventions on Labour Standards, and other applicable laws and principles. We require our suppliers, contractors and other business partners to abide by similar standards in those areas where human rights issues come into play, such as working hours and conditions, discrimination and equality, child labor, fair wages, compulsory or forced labor and modern slavery.

2.8 Anti-corruption and Fraud

We do not tolerate any form of corruption, bribery, or fraudulent conduct. We do not directly or indirectly promise, offer or give, nor do we solicit, request or accept, anything of value to or from a public official or private party for any unlawful or improper purpose or for facilitating a routine government service or action.

2.9 Data Protection and Privacy

We are committed to safeguarding all information assets and technology systems against unauthorized access, misuse, or loss. We comply with applicable data protection, cybersecurity, and IT laws to ensure the confidentiality, integrity, and availability of company and customer information.

We acknowledge the importance of protecting personal data to strengthen individual rights. Rieter collects, uses, stores, handles, transfers and discloses personal data in accordance with applicable laws and expects suppliers and business partners to do the same.

2.10 AI Ethics

As we integrate Artificial Intelligence into our operations, we are equally dedicated to upholding AI ethics by promoting transparency, fairness, and accountability in all AI-driven solutions. We strive to prevent bias, protect privacy, and ensure responsible AI use in line with legal and ethical standards. All employees must follow internal IT security policies and AI governance frameworks.

2.11 Inside Information and Insider Trading

At Rieter, we do not use material non-public information about Rieter or any other company for improper personal financial gain or advantage. Such information may include but is not limited to projections of future earnings or losses, pricing, proposals, changes in personnel, business acquisitions or divestments, unannounced awards to suppliers, unpublished information about new products or services or any other non-public information that, if disclosed, might influence a person's decision to buy, sell or hold company securities. We also do not communicate information of this nature to anyone who is not entitled to be aware of it.

2.12 Intellectual Property

The innovation power of our organization offers us a substantial competitive advantage, and we foster an open environment of innovation in research, development, application, and creation. The safeguarding of our intellectual property is, therefore, crucial. We handle confidential information with care and refrain from forwarding it to any unauthorized person either inside or outside our organization. Likewise, we respect the intellectual property rights of others.

2.13 Confidentiality

We protect our confidential information, and follow our internal rules on the proper use, disclosure, safekeeping, marking and handling of such information. We are committed to respecting confidential information of others and expect the same in return.

2.14 Product Quality and Safety

We are committed to delivering products and services that satisfy the requirements of quality, performance and machinery safety and fulfill the applicable international standards. We continuously optimize our products and services in these respects through technology innovation and improvements in our full value chain.

2.15 Business Partners

Working with Suppliers

We only work with suppliers that share our commitment to integrity and have agreed to meet the requirements set out in our Business Partner Code of Conduct. We follow Rieter's procurement standards and procedures in qualifying, engaging and managing suppliers. We are committed to a transparent and competitive sourcing process and to dealing fairly and responsibly with our suppliers. We ask our suppliers to develop sustainable practices that reduce environmental impact, ensure ethical sourcing, and comply with relevant environmental and social standards.

Working with Customers

We are dedicated to building and maintaining strong, trust-based relationships with our customers by acting with integrity, professionalism, and respect in every interaction. We strive to understand and meet their needs by delivering quality products and services. Customer feedback is valued and used to drive continuous improvement in our products and services.

Investors

We are committed to transparent, accurate, and timely communication with our investors. We ensure that all disclosures comply with legal and regulatory requirements. We safeguard confidential information and avoid selective disclosure, maintaining the trust of our shareholders through fair and responsible investor relations practices.

2.16 Monitoring and Whistleblowing

Compliance with the Rieter Code of Conduct is mandatory for all employees, regardless of role or location. Violations of the Rieter Code of Conduct will not be tolerated and may result in disciplinary actions, up to and including termination of employment.

Ensuring compliance with our Rieter Code of Conduct is a shared responsibility. Managers at all levels are accountable for implementing the Rieter Code of Conduct within their teams and promoting a culture of ethical behavior. Our Internal Audit function conducts independent reviews and reports directly to the Board of Directors to ensure continuous monitoring and adherence.

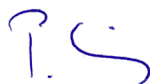
We strongly encourage employees to report any suspected or known violations of the Rieter Code of Conduct via the whistleblowing hotline. Whistleblowers are protected. No employee who reports in good faith will face retaliation, discrimination, or sanctions. All reports will be treated in confidence, and identities will only be disclosed if legally required for an investigation or court proceeding.

If you are unsure about how to proceed, contact your manager or a member of the Compliance department.

Rieter Holding Ltd.



Thomas Oetterli
Chairman of the Board of Directors



Patrick Houweling
Group General Counsel

Rieter Holding Ltd.
Klosterstrasse 20
CH-8406 Winterthur
Phone +41 52 208 71 71

www.rieter.com

3597-v5 en 2610