

Corporate principles / Code of conduct

DMS stands for quality. Our company's success is based on the fact that we live common values and strive for consistent goals. The corporate principles clarify these values and goals and instil them in the company. They describe the demands and standards of our actions and our mutual dealings. They are binding at all times for all those working in the company.

1. Objectives and scope of application

We want satisfied customers, employees, owners and society alike. We develop and shape our business activities in a long-term, sustainable and successful manner. We are convinced that reliability, credibility, responsibility, fairness and legality are essential building blocks of our success.

Our Code of Conduct contains the most important rules and principles of conduct that apply to all DMS employees. Together with our value-based corporate culture, the Code of Conduct provides an excellent foundation for building the trust that is so important to our business success.

2. Our values

We only promise what we can keep, see commitments as obligations and respect the law. We think long-term and actively shape the framework conditions of our company. As a company, we must and want to take responsibility for our common value system and bring it to life.

We are proud of our employees. We see integrity, loyalty, critical thinking and open, honest communication, both internally and externally, as a basic prerequisite for innovation, quality and satisfied customers.

We see technology as a means to make buildings more economical and better and to be able to achieve socio-politically desired efficiency and sustainability goals.

Our understanding of sustainability is based on the values of the company - responsible, excellent, innovative sustainability. We see sustainable development as a means to achieve profitable and long-term growth. Internally, we strive for a balance along the dimensions of people, environment and profit.

The DMS value system is an essential part of our corporate culture.

- **Future and profit orientation**, for the security of our future.
- **Excellent quality**, as basis for satisfied customers.
- **Responsibility and sustainability**, for the good of society and the environment.
- **Initiative and consistency**, in the pursuit of our goals.
- **Openness and trust**, for good and successful cooperation.
- **Fairness** as the basis for long-term success.
- **Reliability, credibility, legality** - we act in accordance with the law.
- **Diversity** - we value and promote diversity as a source of our success.

Our values express the attitude with which we conduct our business and guide our dealings with business partners, employees and society.

3. Our employees

Our employees are special in many respects: they are particularly reliable, particularly critical but above all particularly motivated and interested in designing meaningful and high-quality solutions for our customers' requirements. Our employees are important to us – so important that we gave them a stake in our company more than 20 years ago. We demand a lot from them because we also demand a lot from ourselves – in the interest of our customers.

a) Diversity and equal opportunities

Diverse encounters have always enriched us. That is why we firmly believe that our company becomes better when different people confidently contribute to it. The cooperation of younger and older people, women and men, people of many nationalities as well as different personal and professional skills make our team strong. We promote this diversity to help foster inventiveness and create an environment that meets the needs of all people.

b) Safety and health

The well-being of our employees is very important to us. Therefore, we devote all the necessary attention and energy to ensuring the safety of our employees and maintaining their health and motivation.

We design our work systems to be safe and employee-oriented. We not only want the highest quality for our products and services but also for the design of workplaces. We design our workplaces with the same claim regarding safety and ergonomics.

We want to detect work-related health risks and illnesses at an early stage through preventive occupational health care. The health of each individual is our top priority.

Our managers behave in an exemplary fashion. Our employees contribute to the creation of good and safe working conditions, observe safety rules and do not endanger themselves or others.

c) Qualification and development

Our competitiveness and innovative strength are based on first-class and highly motivated employees. For this reason, we have traditionally placed a high priority on continuous and self-responsible qualification and further development.

4. Our business partners - customers, subcontractors, suppliers

We also attach great importance to responsible, sustainable and aware behaviour in our cooperation with our business partners. Our business success depends on reliable suppliers and subcontractors. Therefore, we strive for long-term and mutually successful business relationships. Good and reliable business practices are of paramount importance to us.

Our relationships with our suppliers, subcontractors and other business partners are guided by the following principles:

- Suppliers, subcontractors and other business partners are all treated equally, without discrimination and in complete compliance with applicable laws and regulations.
- We do not tolerate bribery or other illegal activities in our relationships with suppliers, subcontractors and other business partners.
- All employees are required to ensure that our company cannot be misused for money laundering or other illegal purposes.
- DMS does not tolerate child or forced labour of any kind.
- We expect our suppliers, subcontractors and other business partners to comply with internationally recognised human rights and working conditions, social responsibility and impeccable ethical behaviour.

Business information is treated confidentially as part of our most important assets. DMS employees are prohibited from disclosing confidential business, financial, personnel or technology information, plans or data to unauthorised persons.

a) Competition and Antitrust Law

DMS supports free and fair competition between companies. We compete with our market competitors in a professional and honest manner. We comply with the rules of fair competition within the framework of the law. We note that, in particular, territorial or customer divisions, agreements or exchanges of information on prices, supply relationships and their conditions as well as on bidding behaviour are inadmissible among competitors.

b) Corruption

We do not tolerate any form of corruption. Corrupt behaviour by employees or business partners is punishable by law and leads to competitive distortion as well as financial and reputational damage for DMS.

5. Environmental protection

For DMS, sustainability means securing the long-term success of the company while at the same time, protecting the natural resources of present and future generations. We continuously strive to improve the effectiveness and efficiency of the processes we have defined and are aware of our responsibility for the economic, ecological and social effects of our actions.

6. Data protection

We keep confidential information secret and handle sensitive data responsibly.

In all business processes, we ensure the protection of privacy, the protection of personal data and the security of all business information in compliance with legal requirements. When it comes to the technical and organisational protection of data, especially the protection against unauthorised access and loss, we adhere to an appropriate standard that significantly takes into consideration the state of the art and the respective risk.

In addition to the management, the data protection officer (j.koegel@priolan.de) is primarily available to us as a contact for questions regarding the proper handling of data.

7. Donations and sponsoring

We make donations for education, culture and social causes in the spirit of civic engagement. The rules for awarding such donations are decided exclusively by the management. When awarding donations, we observe the principle of altruistic action and clearly differentiate these from sponsoring.

8. Implementation

The contact person for Compliance at DMS AG, Mr Jörg Hössl, will be happy to answer any questions in connection with this Code of Conduct. Concerns of any kind will be treated strictly confidentially and with the necessary care.