

LIFTEC SK CODE OF ETHICS

MESSAGE FROM THE CEO

LIFTEC SK has its roots in the 1990s and since then its name has been a symbol of reliability, tradition and responsibility. Our task is to protect this heritage and further build the company's good name.

The success of the company depends on its people - shareholders, management and employees, who must act in accordance with rules, laws and ethics. These principles form the basis of our credibility.

The Code of Ethics is a set of moral principles of the **LIFTEC Group** that define our corporate culture and working environment. It helps us achieve our goals and is a pillar of success. It contains principles that we follow internally and externally.

It is a framework for honest, transparent and lawful action towards employees, customers, business partners and the public. It is a compass in decision-making and a criterion for the moral behaviour of each employee.

We want to act responsibly, ethically and legally with integrity. By adhering to our values, we strengthen the trust, respect and good name of **LIFTEC SK**.

In Trenčín, March 2026

Štefan Baláž, Dipl. Ing., LL.M., MBA
CEO LIFTEC SK, s.r.o.

WHO IS THE CODE OF ETHICS INTENDED FOR?

The Code of Ethics applies wherever we conduct business and is binding on everyone who works at LIFTEC SK, is a member of the company bodies and on everyone who otherwise represents the LIFTEC SK or acts on its behalf.

We also require compliance with the rules of the Code of Ethics from our business partners, consultants, advisors, suppliers and their subcontractors, as well as organizations of which we are members. Therefore, we tolerate only behaviour that is in accordance with our rules and this Code of Ethics. It is the duty of each of us to familiarize ourselves with the Code of Ethics and demand its application. Above all, we expect that senior employees will fully comply with the principles set out in this Code of Ethics and will be a role model for all employees.

COMPANY VISION AND VALUES

We believe that a correctly labelled product can protect health and lives.

Proper automation makes smarter use of human capabilities and improves the environment in which we live.

Purpose: We provide solutions, deliver technologies and services that we all can rely on.

Mission: We operate comprehensively and innovatively. We are constantly working to improve our offer. We reform the boundaries of the industry, we are rebels, and we bring modern solutions.

Our customers are happy to reach out to us, they trust us. They receive the full comfort of solutions.

With one contact with us, they are relieved and can focus on their primary production goals. We fight against "cheap" solutions. We help all business partners grow. We implement our motto in practice and believe that THE DIFFERENCE IS IN THE APPROACH.

Vision: We want to be the number one choice in product marking and control, production automation and turnkey deliveries of purpose-built equipment.

Values: We are a reliable partner, we fulfil agreements; we pay taxes and our obligations on time; we are hardworking, strict, we value fairness.

ETHICAL PRINCIPLES

GENERAL PRINCIPLES AND COMPLIANCE WITH STANDARDS

We comply with all legal standards and ethical principles:

- We comply with external and internal legislation, national and international; among others, we adhere to the International Bill of Human Rights and the UN Guiding Principles on Business and Human Rights.
- We respect the ethical rules and codes of business partners, and we also expect the same from them in relation to our ethical rules.
- We refuse to tolerate fraudulent conduct, corruption, violations of market competition rules, including when communicating with authorities and public officials.
- We base our decisions on integrity and refuse to accept or provide gifts and personal benefits.

BUSINESS PARTNERS

- We treat all our customers and suppliers with respect, dignity, transparency and honesty.
- We pay attention to the highest possible qualification and professionalism in our approach to customers; we look for solutions that meet their needs.
- Through our actions, we ensure fair competition and comply with applicable antitrust and competition laws.
- We require our suppliers to comply with contractual obligations, legal and ethical rules.
- We have concluded business cooperation only with those partners who have and care about a good reputation.

SHAREHOLDERS

- Shareholders strive for the sustainability of LIFTEC SK's growth and development by living our values, fulfilling our mission, and inspiring and innovative visions.

EMPLOYEES

- We create a stimulating, positive, safe and inspiring working environment for our employees.
- We strive for a relationship based on mutual respect, trust and esteem.
- We care about the personal and professional development of our employees, providing them with all the opportunities and facilities for this.
- We reject any discrimination on the grounds of gender, marital status and family status, sexual orientation, race, skin colour, language, age, adverse health condition or disability, genetic characteristics, faith, religion, political or other opinion, trade union activity, national or social origin, membership of a nationality or ethnic group, property or other status.
- We create a positive environment for the free expression of each employee's own opinion without the risk of intimidation or sanctions.
- We do not tolerate any psychological and physical violence, sexual harassment, abuse, humiliation, bullying or dishonour.
- We support cooperation and respect between colleagues within and between departments, within the company and within the LIFTEC group.
- We comply with applicable regulations on health and safety at work, fire protection and health protection. We provide the necessary protective equipment depending on the safety risk.
- We require and ensure consistent compliance with ethical rules, standards and principles by all employees, regardless of their job title.
- We ensure equal working conditions and fair remuneration.
- Employees protect the property and intellectual property of LIFTEC SK and use it responsibly.
- We strictly respect legal regulations in the field of employment, especially in connection with the principle of prohibition of illegal employment and in connection with social security of employees. We comply with legal and contractual conditions relating to working and

rest time and fulfil our obligations to pay wages and provide benefits. Working conditions with candidates are negotiated truthfully, clearly and intelligibly.

PROTECTION OF PROVIDED INFORMATION AND KNOW-HOW

- We provide objective and truthful information to all interested parties, but at the same time we protect the information against its misuse.
- We present clear, unbiased and unquestionable information.
- We do not use misleading information announcements and tactics; we protect internal information and prevent its leakage and misuse to obtain unauthorized advantages.
- We take care to protect information that we consider confidential. We consider confidential information to include our production processes, internal standards and legislation, supply chains, innovations, strategic plans, business conditions and prices, financial statements and information that is not publicly available.
- We do not disclose confidential information to the public or on private social media, even after the end of cooperation.
- We do not leave confidential information freely available to persons who are not authorized to access this information.
- We protect our confidential information as well as the confidential information of our customers and business partners from destruction, loss, disclosure or theft.
- We respect the intellectual property rights of others and use it only with the consent of third parties.
- We process personal data only for the necessary period, to the necessary extent and for a specific purpose, of which the data subjects are informed in accordance with the legislation. We adopt and innovate organizational and security measures to protect the personal data entrusted to us.

SOCIAL RESPONSIBILITY

- We ensure the support of socially beneficial activities in the areas of culture, education, sports and healthcare.
- We support those who need our help in times of need.

PROTECTION OF GOOD NAME

- The principles contained in this Code are a comprehensive expression of our values, define an ethical framework and contain principles of ethical conduct, which are intended to cultivate, support and consistently shape the environment and culture of LIFTEC SK. In this way, they support, care for and expand the reputation of the company, its products and services and its employees. Good name is a fundamental intangible asset and the basis of our success.
- External communication regarding the activities of LIFTEC SK is ensured only by employees and third parties authorized by the company management.

PRODUCT REQUIREMENTS AND RISKS

- Compliance with product and safety requirements is our priority. We consider all relevant laws and regulations, as well as the state of science and technology. We are familiar with the regulations that apply to our area of responsibility and ensure that our knowledge is up to date.
- We openly address potential risks in the performance of our business activities and product production, we identify, evaluate and manage risks.
- Senior employees ensure processes for the timely detection of potential risks and regularly monitor them.

ENVIRONMENT

- We contribute to the protection and preservation of the environment for our future generations. In our business activities, we strive for a balance between economic and environmental interests.
- We minimize and separate waste, minimize resource consumption.
- We comply with the rules when working with waste, especially hazardous waste.

WE ARE IN CONTACT

If you find or suspect that someone is violating our Code of Ethics, internal regulations or laws, please let us know. Prevention is important to us. Violations will be investigated, and the identity of the whistleblower will remain confidential unless otherwise agreed with the whistleblower. The complaint can also be sent anonymously. Complaints can be submitted in person or by email to echo@liftec.sk or by post to our postal address with the word "ECHO" on the envelope.