

CODE OF CONDUCT

INTEGRITY

FAIRNESS

COLLABORATION

If we want to achieve something great tomorrow, we must defend the right values today. The Code of Conduct of ml&s Suisse S.A. explains how we can do what is right every day by acting with integrity, fairness, and collaboration. This means that every person working at Interprox SA – ml&s Suisse S.A.* must comply with applicable laws and shared rules. These rules are stated in the Code of Conduct in a transparent and easily understandable manner.

Regardless of where they are located or in which country they operate, the Code of Conduct applies to members of the Board of Directors, shareholders, executive management, employees, partners, suppliers, customers, and all individuals working with or for us. For customers, suppliers, and subcontractors, an additional provision supplements this Code of Conduct.

The Code of Conduct has been translated into German and English for our partners. However, the French version remains the reference version.

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* For ease of reading, the term “ml&s” is used exclusively throughout the text.



Managing Relationships with Our Customers

Our customers are at the heart of our activities. We create attractive added value for them and enable the industrialisation of innovations. We support our customers in every possible way to reach common goals more quickly, more efficiently, and appropriately. We treat our customers, our partners, our shareholders, and our employees with trust, fairness, and respect. We are committed to fulfilling every obligation we undertake.

We promote transparent, mutual communication and collaboration in order to establish a constructive and positive relationship.

Managing Relationships Among Colleagues

We behave with respect in our daily interactions and are committed to creating an appropriate and fair environment for everyone. Interpersonal skills are at the core of the competencies required within the company and must be demonstrated by all in order to foster team spirit and collaboration, enabling us to work together towards a common goal. We do not tolerate any form of degrading, intimidating, or hostile behaviour. We strengthen and support the individuality of every employee.

Our decisions regarding recruitment, promotion, evaluation, compensation, and termination are made exclusively on the basis of talent, performance, and achievement.



Diversity Management

As a company operating worldwide, we value the diverse skills, ideas, and talents of all our employees, as well as their different cultural backgrounds, and we use this diversity as a source of inspiration for the company's development and growth. We believe that diversity and an inclusive working environment are essential to fostering innovative energy and maintaining our competitiveness.

We uphold equal opportunities and equal treatment and do not tolerate any form of discrimination or harassment, particularly on the basis of age, physical disability, origin, skin colour, gender, political views, religion, or sexual orientation.

Integrity in Business Practices

We achieve our success through our own innovative drive. We believe that our customer focus, combined with our attractive services and innovative electronic solutions, makes us competitive and able to stand strong in the market against any competitor. To achieve this, we place great importance on integrity and fairness and expect the same from our business partners. We are committed to complying with all laws and regulations in the countries where we operate. We do not tolerate any form of corruption. Employees who violate these rules risk prosecution for corruption offences. Even promising or requesting unfair advantages can lead to legal action.

Purchasing with Integrity, Compliance with Laws and Ethical Values

All employees involved in purchasing, as well as buyers, commit to purchasing with integrity and fairness, and in compliance with Swiss and international laws (including, in particular, CMRT – Conflict Minerals Reporting Template – and RoHS – Restriction of Hazardous Substances), while also considering ecological criteria. They adhere to ml&s processes and procedures. ml&s prioritises suppliers who share our ethical values, are committed to responsible business practices, and comply with the Supplier Code of Conduct. Purchasing decisions are based on fair and objective criteria, avoiding any unjustified preference for a supplier. Buyers commit to upholding the highest ethical standards in all professional interactions, with a strong focus on preventing conflicts of interest. They also commit to proactively reporting any potential conflicts of interest.

Compliance with Legal Requirements

Management ensures that all legal regulations within their area of responsibility are complied with at the organisational level. Employees are responsible for their own actions. In case of doubt, they must consult their supervisors or the legal department to avoid any harm.

Financial and Tax Integrity

We ensure that our financial reports are accurate, appropriate, and complete. We retain and store relevant records and documents in electronic or printed form in accordance with legal requirements as well as prescribed policies and procedures.

Furthermore, as a company and employer, ml&s is committed to complying with all applicable tax laws and regulations in the countries in which we operate. This includes compliance with international agreements and tax guidelines (such as OECD directives).

Compliance with Trade and Customs Regulations

We comply with applicable national and international trade sanctions, customs regulations, and indirect tax legislation, even when VAT, customs, and excise laws are complex and subject to frequent changes.

We ensure compliance with all applicable regulations through effective import and export controls and internal monitoring systems.

Prevention of Market Abuse

With regard to transactions on financial markets, we comply with all applicable requirements set by financial supervisory authorities. We do not enter into illegal market agreements, engage in any form of market manipulation, commit insider trading, or apply any other unfair business practices.

Prevention of Money Laundering

ml&s takes all appropriate and feasible measures to prevent any form of money laundering and the financing of criminal activities.

Conflicts of Interest

If ml&s employees engage in industrial, financial, or commercial activities outside their employment, such activities must not conflict with their professional duties or responsibilities.

The following requirements apply in particular:

- Not to carry out secondary employment that affects the time required for contractual duties or that conflicts with the competitive interests of ml&s.
- Not to hold financial interests in companies that may be affected by the professional decisions of employees or of ml&s.
- Management must be informed in advance – or without delay upon becoming aware – if contracts are to be awarded to family members, life partners, or other close associates of an employee. This also applies to transactions with companies in which relatives hold direct or indirect interests.
- Direct hierarchical relationships between children, parents, spouses, or life partners must be avoided.
- It is prohibited to assume corporate responsibility roles with customers, business partners, or competitors.

Gifts, Tickets and Invitations

We give and accept gifts, tickets, and invitations transparently and exclusively for legitimate business purposes. Any gifts or benefits offered by business partners must be forwarded to the HR department so they can be fairly distributed and made available to all employees at the Delémont site.

Everyone must comply with all applicable anti-corruption regulations and must neither engage in nor tolerate any form of corruption. No one may offer or accept unlawful advantages or other improper incentives. Suppliers are under no obligation to offer ml&s employees gifts or any other personal benefit arising from their business relationship.

Use of Company Assets and Fraud Prevention

Company assets and facilities, business documents, and ml&s working equipment may not be used for private purposes or provided to third parties.

To prevent fraudulent activities, we apply the four-eyes principle as well as other control measures.

Management promotes a culture of openness and transparency to facilitate the detection of such activities.

Everyone uses company materials and premises respectfully, ensuring cleanliness and contributing to a positive corporate image by maintaining an excellent working environment. Everyone takes energy consumption into account in their daily actions, applying good practices (such as switching off unused equipment, turning off lights, closing windows, etc.).

Risk Management

We assume full responsibility for all risks we take that align with ml&s’s risk strategy. When managers delegate the responsibility for effective risk control to employees, they remain accountable. This also applies to the appropriate supervision of teams or third-party suppliers and to their conduct.

Protection of Information and Personal Data

Confidential information and documents – particularly those relating to customers, partners, or employees of ml&s – must be appropriately protected against access by third parties as well as by unauthorised employees. Personal data may only be collected, processed, or used when necessary and when supported by a corresponding legal basis or by the consent of the data subject. The use of the data must be transparent to the individual. Their rights of access, rectification, objection, blocking, and erasure, where applicable, must be safeguarded.

With regard to technical protection against unauthorised access to data and information, an adequate security standard corresponding to the state of the art must be ensured. ml&s has issued a more detailed policy on information security and data protection, to which explicit reference is made.

We cooperate with all competent public authorities and supervisory bodies.



Intellectual Property and Confidentiality

Information about ml&s and our expertise, as well as new and innovative ideas, are key elements of our competitiveness and profitability. For this reason, we protect intellectual property against access by unauthorised third parties. Conversely, ml&s is committed to using third-party intellectual property – including patents, copyrights, and trademarks – only after obtaining the corresponding usage rights.

Confidential information concerning past, current, or future business transactions or internal matters must not be disclosed, directly or indirectly, to third parties without the authorisation of Management. If information is not publicly released, it must be treated as confidential.

Employees are responsible for decisions they make regarding the disclosure of information, as well as for any resulting consequences. The loss or theft of company information must be reported immediately.



Labour Standards and Respect for Human Rights

As an employer, we provide our employees with a pleasant and professional working environment as well as fair compensation. Employment is freely chosen, and the employment relationship is governed by the national laws and practices of the respective country. Employees are strictly prohibited from working under the influence of alcohol, drugs, or any substance regulated under narcotics legislation.

ml&s respects the fundamental human rights of every individual and relies on its employees to play an important role in protecting these rights and social standards. We respect the International Labour Organization (ILO) standards regarding child labour and forced labour, which we do not tolerate under any circumstances.

Occupational Health and Safety

In all its activities, ml&s places the protection of human life first – both physical and psychological, taking into account psychosocial risks. We are committed to promoting and maintaining health and ensuring the best possible conditions for health and safety in the workplace. This enables us to create safe and healthy working environments. We take technical, organisational, and behavioural measures to prevent our employees and partners from becoming victims of accidents, injuries, or occupational diseases.

Security

We implement appropriate security measures to protect our facilities and administrative buildings. All employees must avoid security risks, remain vigilant, and immediately report any unauthorised access or other security incidents.

Company Resources and Their Protection

ml&s's tangible and intangible resources may only be used responsibly, efficiently, and exclusively for legitimate business purposes. All employees are responsible for complying with the corresponding procedures to protect IT systems, in accordance with internal policies and procedures.

Product Liability

ml&s strives to prevent risks to people and the environment, as well as loss of value or damage caused by its products and services. We comply with all applicable legal and regulatory product labelling requirements and carry out strict quality controls. It is highly unlikely that products overseen by ml&s pose risks. However, should this occur, we will immediately eliminate the hazard. In emergency situations, we respond quickly and effectively.

Environmental Protection

Sustainable development is our responsibility. To minimise the environmental impact of our business activities, we ensure the efficient use of materials, plan for energy efficiency, and reduce and recycle waste. Where possible, we use renewable energy from internal and external sources. In their daily work, our employees strive to protect natural resources. In addition to economic considerations, ecological and social criteria are also taken into account when selecting suppliers, promotional materials, and other external services.

We are aware that this is only a first step and that many more must follow. But it is the path we want to take together.

External Relations



Relations with Society

At all our sites, in all regions and in all countries, we strive to be a good neighbour. Therefore, we act not only in the interest of the company but also in the interest of society. This includes an open and transparent dialogue with the communities in which we operate, as well as with other representatives of civil society who have a legitimate interest in our activities.

Relations with Public Administration

When it comes to invitations and gifts to government employees, the rules applicable to them regarding gifts and invitations must always be respected. Providing benefits to government employees may lead to prosecution for the acceptance or granting of advantages due to their official position. It is not necessary for the performance of their official duties to have been improperly influenced.

Any person entrusted with the performance of public tasks may be considered a government official — not only civil servants or public-sector employees.

Monitoring of the Code of Conduct

Guidance for Decision-Making

Even the best policies and procedures cannot cover every complex situation or ethical dilemma. Therefore, in their daily work, our employees are guided by the following principles when deciding whether specific actions are appropriate:

- We rely on good judgement and follow our company's values in everything we do.
- We align all our actions with legal and regulatory requirements as well as with internal rules and regulations.
- We design safe work processes and eliminate risks to people and/or the environment.
- We protect the reputation of ml&s, ensuring that all our actions are taken in the best interest of the company.
- We do not assume roles involving corporate responsibility with customers, business partners, or competitors.

Monitoring of the Code of Conduct

Responsibilities and Violations

ml&s promotes a culture of transparency. Concerns may be raised while preserving confidentiality, and no one should fear negative consequences for doing so. If a violation of our Code or of applicable laws or regulations becomes known, employees are encouraged to report it immediately. Reporting generally takes place within the local organisation. If reporting locally is not appropriate or effective, please contact Management as described in the next section **“Reporting Suspicious Activities.”** Violations of the Code of Conduct are taken seriously and may result in disciplinary measures.

Reporting Suspicious Activities

Suspected compliance violations must be reported immediately at the location where they occurred. As a rule, management and supervisors are the primary points of contact. If there is suspicion of violations but it is not possible to discuss or address the matter with a member of management, or in cases of serious misconduct such as fraud, corruption, antitrust violations, or other criminal acts requiring objective and structured investigation, we ask that you report directly to our external trusted person, who will take the necessary steps. The contact details of the trusted person are displayed in several areas of the company, including at the entrance to the HR office.

Investigation Procedure

The Legal Department is responsible for the independent and impartial investigation of all reported issues. It also decides whether internal or external investigators should be involved. All issues and concerns must be investigated promptly. The anonymity of the reporting person will be preserved if requested.

No adverse action of any kind will be tolerated against individuals who report a violation in good faith or who participate in an investigation, even if the concerns prove to be unfounded. In addition, any undue influence or pressure on persons involved in the investigation will not be tolerated under any circumstances.