

FERRUM GROUP CODE OF CONDUCT

WE ARE FERRUMIANS

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Dear Ferrumians,

Our company has a long-standing history and tradition. Our customers and business partners have trusted us and our services for over 100 years. But what is our core essence? It is us, the people.

We are "Ferrumians". This means: We are a team of passionate experts who stand up for one another and always keep the customer in focus.

At Ferrum, we do not simply build machines. We create solutions that set standards worldwide. When a can is seamed in the food or beverage industry, it is very often thanks to our can seamer and thanks to Swiss precision, which we have been perfecting for generations.

But our expertise extends even further: Ferrum has been a leading global manufacturer of industrial centrifuges for solid-liquid separation since 1935. Our numerous customers from a wide variety of industries confirm the quality and diversity of our centrifuges for dynamic separation processes. We offer centrifuge technology that convinces everyone. Anyone looking to buy a centrifuge cannot bypass our extensive product range.

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FERRUM VALUES

+ Premium + Swissness:

Exclusive top quality, safe, reliable, lasting value, tradition-conscious, durable

+ Customer Proximity + Strong Partnerships:

Trust + Respect, flexibility, fast response time, tailor-made solutions, partners at eye level, long-term business relationships

+ Expertise + Learning Ability:

Continual training, agile + lean, self-reflective, imaginative and open to new ideas

+ A Community of Entrepreneurs + Ferrumians:

Family business, independent, long-term horizon, short decision paths, performance-oriented

+ Passion + Endurance:

Highly motivated and competent employees, high quality awareness, target-oriented actions and decisions, strengthening teamwork within the Ferrum Group

are the foundation of our success. For this foundation to support us, we need a shared understanding of how we act. This Code of Conduct is not a rigid catalog of rules. It is our compass. It helps us make the right decisions in our dynamic day-to-day business and preserve Ferrum as what it is:

A place where quality, trust, and humanity count.

SCOPE OF APPLICATION

The Ferrum AG Code of Conduct applies to all employees of the Ferrum Group worldwide. Local supplements to this Code of Conduct are permitted, but they must not fall below the minimum standards established herein. Mandatory applicable law remains reserved.

1. FERRUM IN THE WORLD

OUR SOCIAL RESPONSIBILITY

As a technology leader in the seamer and pusher centrifuge business, we bear a responsibility that extends far beyond our location. We want to be proud of how we generate our success.

HUMAN RIGHTS: DIGNITY IS NON-NEGOTIABLE

Regardless of where we operate in the world, we respect the dignity of every single human being. Forced labor or child labor has no place in our value chain. We look closely, not away. We expect this of ourselves just as we do of our partners worldwide.

EQUAL OPPORTUNITY: DIVERSITY AS A STRENGTH

We seek and promote experts. What counts is talent, attitude, and the willingness to perform — not gender, origin, age, or religion. Discrimination is sand in the gears, which we do not tolerate. We treat each other with respect and create an environment in which everyone feels safe and valued.

PRODUCT CONFORMITY AND SAFETY: PREMIUM OBLIGES

Our customers trust that they are in "the best hands" with us. For us, "Premium + Swissness" means no compromises on safety. Our machines must be safe for everyone who operates them. We strictly adhere to all legal requirements and standards, because quality is our trademark.

ENVIRONMENTAL PROTECTION: CONSERVING RESOURCES FOR TOMORROW

We think long-term. This is in our DNA as a family-owned company. That is why we develop resource-saving solutions and work as efficiently as possible in our own production. We want to minimize our ecological footprint so that future generations will also inherit a world worth living in.

2. TRUST AS CURRENCY

FERRUM AS A BUSINESS PARTNER

We meet our customers and suppliers as equals. Long-term relationships are more important to us than quick profit at any price.

CONFLICTS OF INTEREST: CARDS ON THE TABLE

It can happen that private interests and business duties intersect. This is human. What matters is how we handle it. Transparency is the key. Are you caught in a dilemma? Address it openly. Together, we will find a solution that preserves integrity.

INVITATIONS AND GIFTS: WITH A SENSE OF PROPORTION

We permit customary tokens of appreciation (e.g., meals, gifts under CHF 100.– or the equivalent in foreign subsidiaries, trade fair tickets), provided they are not linked to a business transaction. The ICC guidelines apply. We do not make cash contributions. We do not accept gifts or invitations if they would influence our behavior towards the giver or inviter. Furthermore, we do not make any such contributions in order to unlawfully influence the counterparty. Contributions are transparent; we do not make contributions to private addresses.

Use your internal "newspaper test."

Would you feel comfortable if your acceptance of the gift appeared in the newspaper tomorrow? If not, decline with thanks.

ANTI-CORRUPTION: PERFORMANCE INSTEAD OF BRIBERY

Here we draw a clear red line. We do not bribe, and we do not allow ourselves to be bribed. We do not pay any bribes (including "facilitation payments") and do not accept kickbacks (refunds into our "own pockets" or for third parties) for personal enrichment. Ferrum wins orders because we are technological leaders and offer the best service. Corruption destroys trust and fair competition — and is incompatible with our values of honesty and decency.

3. FAIRPLAY IN FINANCIAL AND LEGAL TRANSACTIONS

We are entrepreneurs. We act with agility and performance orientation, but always grounded in facts and the law.

MONEY LAUNDERING AND TERRORIST FINANCING

We carefully vet who we do business with. We want to know where funds come from and ensure that we are not misused for criminal purposes.

TAXES AND CUSTOMS DUTIES: OUR CONTRIBUTION

We pay our taxes and duties correctly and on time. We view this as part of our social responsibility as a Swiss company. We support the infrastructure that also makes us strong.

FAIR AND FREE COMPETITION

We respect fair competition and do not enter into anti-competitive agreements with competitors regarding prices, terms, territories, markets, volumes, customers, or other areas sensitive to competition law. We also do not exchange any such information with competitors. This also applies within the framework of trade or professional associations. We convince through innovation and our distinctive 24-hour service.

PROCUREMENT AND EXPORT CONTROL

Our network is global. This requires vigilance. We strictly adhere to export and customs regulations. No machine and no spare part leaves our premises if the paperwork is incorrect or if sanctions would be violated. In purchasing, too, we look for partners who share our ethical standards.

TRANSPARENCY

We continuously work to increase transparency in our value chain in order to identify and prevent risks such as human rights violations or environmental infractions at an early stage.

4. OUR HOME

RESPONSIBILITY IN THE WORKPLACE

Ferrum's success is based on your knowledge and your health. Let us take good care of them.

OCCUPATIONAL SAFETY AND HEALTH PROTECTION: COME HOME HEALTHY

Nothing is as important as your physical integrity. We want you to go home in the evening just as healthy as you arrived in the morning. Safety always takes precedence over speed.

Do you see a danger? Act. We look out for one another.

DATA PROTECTION: PRESERVING PRIVACY

Data is sensitive. We conscientiously protect the personal information of our employees and customers. For us, data protection is a sign of respect for the individual's privacy.

PROTECTION OF KNOWLEDGE AND INTELLECTUAL PROPERTY

Our expertise, our plans, our technological know-how — these are the heart of Ferrum. We are inventive and open to new things, but we protect our ideas from theft. We handle sensitive information with care so that our competitive advantage is maintained.

IT SECURITY: GUARDING THE DIGITAL GATE

In a networked world, IT security is vital for survival. A careless click can cause massive damage. Be vigilant, use our systems responsibly, and help protect our digital infrastructure.

ARTIFICIAL INTELLIGENCE: INTELLIGENT USE, HUMAN RESPONSIBILITY

We are inventive and open to new things. The use of artificial intelligence (AI) helps us to become even more efficient and innovative. AI is a tool, not a substitute for our Ferrum expertise. The responsibility for work results and decisions always remains with us humans.

We do not feed public AI systems with sensitive company data, trade secrets, or personal information of our customers.

We label AI-generated content where it is crucial for the safety or trust of our partners.

SOCIAL MEDIA: MESSAGES WITH TACT

We are proud of our work and are pleased when you share your enthusiasm for Ferrum. But keep in mind: On the internet, the boundaries between private and professional blur.

+ Private is private:

Formulate personal expressions of opinion in such a way that they are not misunderstood as an official Ferrum position.

+ Maintain confidentiality:

Images from production, design plans, or details about customer projects do not belong online unless they are officially approved and coordinated with the customer.

+ Digital respect:

We do not tolerate discrimination or disrespectful behavior online either. Our code of values also applies in the digital space.

+ Think first, then post:

Once on the net, always on the net. Act responsibly to protect our reputation and your own professionalism.

5. WE LISTEN

SUPPORT AND REPORTING SYSTEM

We foster a culture of short decision-making paths. Mistakes can happen — what is crucial is that we learn from them.

REPORTING SYSTEM: COURAGE IS APPRECIATED

Do you feel that something violates this Code or the law? Do not remain silent. Speak to your manager or the HR department. We protect anyone who reports grievances in good faith. At Ferrum, loyalty means averting harm from the company — and that includes openly addressing problems.

CONCLUSION: IT IS UP TO EACH OF US

This Code of Conduct is the foundation of our "Ferrumian Community." It ensures our independence and our long-term success. We invite you: Live these values.

Be proud of what we achieve and how we achieve it. Let us work together to ensure that Ferrum continues to stand for excellence, fairness, and a strong community in the future.

Thank you for your commitment and passion.