

A GENERAL

The Rheinmetall Group is committed to the principles of ethics, integrity and legal Compliance. In addition to the applicable law, a series of mandatory internal instructions and policies apply to all our corporate bodies and employees.¹

We also expect our business partners to act ethically, with integrity and in Compliance with the law. The following principles of conduct are therefore a minimum standard for the conduct of every business partner and therefore the basis for any business relationship. Any deviation from these principles of conduct will not be tolerated by the Rheinmetall Group!

B PRINCIPLES OF CONDUCT**1. Combating corruption**

Business partners actively and consistently counteract any criminal or unethical influence on decisions by Rheinmetall or other third parties and act consistently against bribery activities, conflicts of interest and nepotism in their own company.

2. Combating prohibited agreements

Business partners do not participate in illegal anti-competitive agreements, and they combat prohibited cartels. Business partners comply with applicable procurement law.

3. Preventing money laundering

Through suitable and appropriate measures, business partners actively work to prevent the smuggling of illegally acquired funds into the economic system.

4. Possessing relevant registrations, licences and permits

Business partners always possess the registrations, licenses and permits required for their delivery of performance or their activities according to state law or official requirements.

5. Ensuring privacy and information security

Business partners observe the relevant data protection regulations and, before conclusion, make adequate arrangements for protection of confidential business information.

6. Complying with tax and levy regulations

Business partners pay the taxes/levies incurred in connection with Rheinmetall in their country or third countries and document this accordingly.

7. Combating illegal employment, forced labour and undeclared work

Business partners comply with the relevant statutory regulations on employment of workers and effectively combat illegal employment, forced work and undeclared work in and within their own supply chain.

8. Complying with fundamental employee rights

Business partners pay attention to the health, safety and personality rights of their employees and are committed to the principles of respectful, fair and non-discriminatory conduct. They employ and reward their employees on the basis of fair and legally compliant contracts and comply with the international minimum working standards.

9. Respecting the environment

Business partners observe the relevant legal environmental standards and minimise environmental impact.

¹ See: https://www.rheinmetall.com/de/rheinmetall_ag/group/corporate_compliance/index.php

C DUTY OF CARE DURING THE BUSINESS RELATIONSHIP

1. Our business partners must report their own violations of this Business Partner Code of Conduct if they affect the business relationship with the Rheinmetall Group and provide any information about misconduct by Rheinmetall employees at Rheinmetall (“Reporting obligation”).
2. The following reporting channels exist for reporting Compliance violations:²
 - a) **Dr Buchert and Partners, Attorneys at Law (external ombudsman)**

Bleidenstrasse 1
60311 Frankfurt am Main
Tel: +49 69 710 33 330 or +49 6105 921 355 | Fax: +49 69 710 34 444
E-mail: dr-buchert@dr-buchert.de
Website: <https://www.ombudsperson-frankfurt.de/de/kontaktformular>
 - b) **Corporate Compliance (internal reporting)**

Rheinmetall-Platz 1
40476 Düsseldorf
Tel. +49 211 473-4233 | Fax. +49 211 473-4445
speakup@rheinmetall.com
3. In addition, business partners are obliged to actively investigate any suspected cases and to cooperate with Rheinmetall without reservation (“Investigation and cooperation obligation”).
4. If there is a reasonable suspicion that a business partner has violated this Business Partner Code of Conduct when working with Rheinmetall, or if a business partner does not adequately comply with this Reporting obligation and/or Investigation and cooperation obligation, Rheinmetall may terminate the business relationship with the affected business partner with immediate effect based on existing contractual or legal rights. In the case of a violation of this Business Partner Code of Conduct, Rheinmetall reserves the right to take further legal action, in particular by asserting claims for damages.
5. We expect our business partners to enforce and track Compliance with these or comparable minimum standards with their own business partners.
6. The Rheinmetall Group may appropriately update the Business Partner Code of Conduct from time to time and expect their business partners to accept such changes.

D CONFIRMATION

The business partner hereby confirms:

1. We have received the Business Partner Code of Conduct and hereby undertake to comply with the conduct requirements and duty of care obligations contained therein.
2. We agree that this declaration is subject to the substantive law of the Federal Republic of Germany (excluding the standards of private international law).

Place, date

Signature of authorised representative of the business partner

Company stamp

Name (in print), position

² If desired, information can be submitted anonymously.