

Stranger GmbH & Co KG

Bachfeldstraße 2  
5102 Anthering  
AUSTRIA

# Policy of Stranger GmbH & Co KG

on the subject

# CORPORATE ETHICS



**STRANGER**  
MASCHINENBAU



Der Stranger Weg.

Engineering | Automation | Robotics

# Policy on Corporate Ethics

## Preamble

Stranger GmbH & Co KG is committed to responsible business conduct, integrity and fair treatment of employees, customers, suppliers and partners.

As a company operating in the fields of mechanical engineering, automation and robotics, we are mindful of our role as a responsible market participant. Our business relationships are based on trust, transparency and long-term cooperation.

This Corporate Ethics Policy defines the fundamental principles guiding our daily conduct. It sets out minimum standards expected of all employees and business partners.

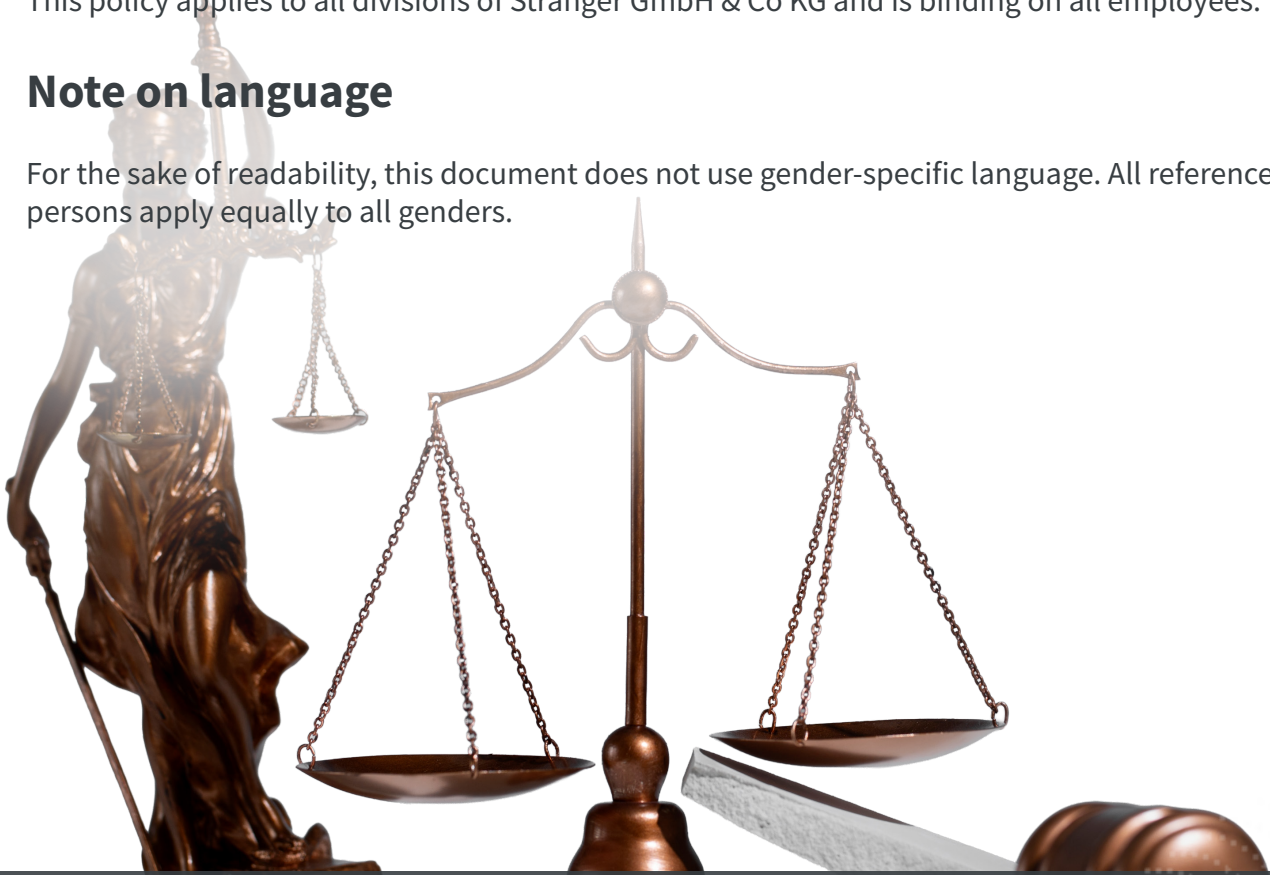
Should statutory provisions or other binding regulations impose stricter requirements, the higher standards shall always apply.

Compliance with these principles serves not only to ensure legal compliance but also to safeguard the long-term stability and credibility of our company.

This policy applies to all divisions of Stranger GmbH & Co KG and is binding on all employees.

## Note on language

For the sake of readability, this document does not use gender-specific language. All references to persons apply equally to all genders.



# Policy on Corporate Ethics

## Stranger GmbH & Co KG

Version: 1.1  
Effective Date: January 1, 2026  
Approved by: Management

## Revision History

### Version 1.0

First edition of the Corporate Ethics Policy.

### Version 1.1

Revision to align with the guidelines of the Stranger Sustainability and Compliance System and to better address the requirements of Supplier Sustainability Assessments.

## Integrity and the Prevention of Corruption

Stranger Maschinenbau maintains a clear zero-tolerance policy towards corruption, bribery and unfair business practices.

Corruption encompasses any form of the improper granting or acceptance of benefits with the aim of unduly influencing business decisions.

We reject both active and passive corruption, in particular:

- Accepting benefits or bribery
- Granting benefits or bribery
- Bribe payments or hidden commissions

Business decisions must always be based on factual and objective criteria.

Internal approval and control mechanisms are applied to ensure transparent and traceable processes.

## Handling of Gifts and Invitations

Employees must not accept any personal benefits that are likely to influence business decisions or even give the impression of such influence.

Gifts, invitations or other benefits may only be accepted or offered within the bounds of customary business practice.

Inappropriate benefits must be declined.

In case of doubt, the matter must be discussed with the line manager or senior management.

## Fair Competition

Stranger Maschinenbau is committed to fair, transparent and lawful competition.

We comply with all applicable antitrust and competition laws and do not engage in anti-competitive agreements or unfair business practices.

We aim to achieve our market position through technical expertise, quality, innovation and reliable cooperation.

## Data Protection and Confidential Information

The protection of personal data and confidential business information is a top priority for Stranger.

We treat all non-public information about our company and our business partners as confidential.

This includes:

- technical information
- project data
- business strategies
- confidential customer information

This information may only be used for its intended business purposes.

We comply with all applicable data protection laws and contractual confidentiality obligations.

## Disclosure of Information

Stranger is committed to transparent and truthful communication with customers, business partners, public authorities and the general public.

Company-related information, reports and documentation shall be prepared accurately, completely and in a comprehensible manner. The deliberate manipulation, falsification or incomplete presentation of information is not permitted.

All employees are obliged to contribute to the integrity and reliability of company information within the scope of their duties.

## Intellectual Property

Stranger respects and protects intellectual property.

In-house developments, technical solutions, design documents, software and confidential know-how represent important corporate assets and must be protected accordingly.

Employees are obliged to respect the intellectual property of the company, as well as that of customers, partners and suppliers, and to protect it from unauthorised use, disclosure or reproduction.

## Plagiarism

Stranger strictly rejects plagiarism and the unauthorised appropriation of others' intellectual property.

Technical documentation, concepts, software, texts or other content may only be used if the relevant rights of use exist or if lawful use is ensured.

All employees are obliged to respect the copyright and intellectual property rights of third parties.

## Export Controls and Economic Sanctions

Stranger complies with all applicable national and international regulations regarding export controls, embargoes and economic sanctions.

International business activities, deliveries of equipment or components, and technical services are conducted exclusively in accordance with the applicable legal provisions.

Employees are obliged to observe any export restrictions in international business dealings and, in case of doubt, to consult with senior management.

## Responsible use of Digital Technologies

Digital technologies, software and data are used responsibly within the company.

The use of software, data and AI systems is carried out in accordance with applicable laws, internal policies and the principles of data protection, information security and intellectual property.

Employees are obliged to use digital systems responsibly and to protect confidential information.

## Conflicts of Interest

Conflicts of interest may arise when employees' personal interests conflict with the interests of the company.

Employees are obliged to identify potential conflicts of interest at an early stage and to communicate them openly.

Should such a conflict arise, it must be reported to the relevant manager so that appropriate measures can be taken to resolve the conflict.

## Social and Environmental Responsibility

Stranger Maschinenbau is mindful of its social responsibility.

We support initiatives and measures that contribute to the positive development of our economic and social environment.

In doing so, we are guided by the principles of sustainable and responsible business practices.

## Awareness-raising and Training

Adherence to ethical principles requires a shared understanding within the company.

Stranger regularly informs and raises awareness among its employees on topics such as integrity, corruption prevention and responsible business conduct.

Training and information initiatives help employees to confidently assess ethical issues in their day-to-day work.

## Reporting of Breaches

All employees are encouraged to report any potential breaches of this policy or of applicable laws.

Stranger protects employees who provide such information in good faith.

Reports may be made confidentially to line managers or to senior management.

## Continuous Improvement

We regularly review our policies and measures and adapt them to new legal requirements, technological developments and operational experience.

Our goal is to continuously improve our performance and ensure long-term compliance and sustainability.

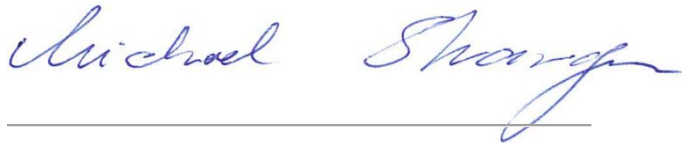
## Binding Nature

This policy applies to all departments of Stranger GmbH & Co KG as well as to all employees.

All employees are required to comply with the provisions of this policy and actively contribute to its implementation.

## Approval

Management  
Stranger GmbH & Co KG



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(Ing. Michael Stranger)