



Code of conduct

I. Preamble

All employees and management are bound to the regulations of this Code of Conduct. It sets out the values, principles and practices that determine TPE's entrepreneurial activities. The aim of company management is to adhere to ethical standards and to create a working environment that promotes integrity, respect and fair behavior. A strict business policy that adheres to the law and principles serves the long-term interests of the company. This Code of Conduct was approved by the CEO in collaboration with the authorized representative and the TPE factory management.

II. Compliance with laws and other regulations at home and abroad

In all business decisions and actions, TPE strives to comply with applicable laws and other relevant regulations at home and abroad. Integrity and honesty promote fair competition, including in relationships with our customers and suppliers.

III. Commitment of management

TPE sees itself as having a duty to act in an economically, socially and environmentally conscious manner. TPE therefore strives to conduct its business competently and ethically and to protect fair competition in all markets in which it operates by complying with applicable antitrust, competition and restraint of competition laws. Unfair advantages over customers, suppliers or competitors must be avoided.

IV. Conflicts of interest

TPE expects its employees to be loyal to the company. All employees must avoid situations in which their personal or financial interests conflict with those of TPE. It is therefore particularly prohibited to participate in competitors, suppliers or customers or to enter into business relationships with them in private if this could lead to a conflict of interest. The interests of the TPE must not be impaired by conflict situations. Such conflicts of interest can arise in many situations: No employee may accept advantages - in whatever form - that could reasonably be assumed to influence TPE's business decisions or transactions. Invitations must remain within the limits of customary business hospitality. Employees should not gain personal advantages, directly and/or indirectly, through access to confidential information due to their position in the TPE. All employees have a duty to promote the legitimate interests of TPE as much as possible. Any competitive situation with the company must be avoided. Any actual or potential conflict of interest must be reported and discussed with the relevant supervisors.



V. Prohibition of corruption

TPE is against corruption and bribery. Behaviors in which transactions are carried out using unfair means will not be tolerated. TPE employees may not offer, receive or accept any benefits from business partners that could lead to, or even give the impression of, an impairment of an objective and fair business decision.

VI. Insider rules

All TPE employees are obliged to comply with the insider rules of the Securities Trading Act, in particular the ban on insider trading. This particularly includes employees who have access to non-public information about TPE, its subsidiaries and/or affiliated companies or about a company with which TPE does business. Such inside information includes, for example, management plans, the introduction of new products or production methods, corporate transactions, sales and profitability of TPE, significant contracts or business relationships, financial information or significant legal disputes, among others. If an employee of TPE becomes aware of such information, a reasonable investor would consider important in an investment decision, this employee may not buy or sell TPE shares or disclose such inside information to other persons until the information becomes public knowledge. Using material non-public information may violate the law.

VII. Fair working conditions

All TPE employees must ensure a safe and healthy environment. Therefore, safety regulations and practices must be strictly adhered to. As a socially responsible employer, TPE considers its employees to be of great value. She demands great commitment from her employees and in return shares the business success with them. TPE's human resources policy helps to offer every employee the opportunity for professional and personal development. Open exchange of opinions, criticism and ideas are encouraged. The TPE condemns unlawful discrimination or harassment of any kind.

VIII. Dealing with internal knowledge

All TPE employees are obliged to ensure a quick and smooth exchange of information within the company. Information must be passed on correctly and completely to the affected areas, unless in exceptional cases, particularly due to confidentiality obligations, there are overriding interests. Relevant knowledge must not be unlawfully withheld, distorted or selectively passed on. Dishonest reporting within the company or to non-company organizations or individuals is strictly prohibited. All annual financial statements and annual reports, business documents and books of accounts of the TPE must accurately present business transactions and transactions and comply with legal requirements as well as the accounting principles and internal accounting procedures of the TPE.



IX. Dealing with assets

All TPE employees are responsible for the proper and careful handling of the company's property. Every employee is obliged to protect TPE's property against loss, damage, misuse, theft, embezzlement or destruction. Every employee has the obligation to immediately inform their superiors of any use of assets that conflicts with the above.

X. Confidentiality and data protection

Much of TPE's business information is confidential or legally protected, so there is an obligation to maintain secrecy. This does not apply if publication of the information has been approved by the TPE or is mandatory due to laws or regulations. The obligation of confidentiality applies in particular to intellectual property. This includes trade secrets, patents, trademarks and copyrights, but also business and marketing plans, designs, business documents, salary data and all other non-published financial data and reports. All personal information about employees, customers, business partners and suppliers as well as other third parties is used carefully in TPE and treated confidentially in full compliance with data protection laws. The utmost care must be taken to protect this information.

XI. Implementation and monitoring

The rules contained in this Code of Conduct form a core part of TPE's corporate culture. Uniform adherence to these principles is essential. Every employee is responsible for this. If an employee has any concerns or complaints about the matters set out in this Code of Conduct or is aware of any possible breach of the Code of Conduct contained herein, he or she should immediately bring this to the attention of his or her supervisor for clarification. This can also be done anonymously or in a confidential manner. If an employee is not satisfied with the clarification, they can submit the concern or complaint not only to their superior, but also to the legal or human resources department. The TPE does not permit retaliation for complaints made in good faith under this Code of Conduct.

XII. Responsibility

All TPE employees and management are bound by the rules of this code of conduct. Violations of this Code of Conduct lead to consequences. In serious cases, this can lead to termination of employment.