

Luxembourg / Siegen,
17 September 2025

To whom it may concern

Dear Sir or Madam,

TMT observes all mandatory statutory regulations applicable in the relevant jurisdictions. This includes, among other things, sanctions and embargo regulations. Like your company, TMT is committed to high ethical standards.

We consider the integrity of our employees and external partners to be a key prerequisite for economic and, in particular, sustainable success. To strengthen compliance, TMT has established a comprehensive compliance organization. Two key elements of this are the TMT Code of Conduct and the TMT Supplier Code of Conduct (see <https://tmt.com/en/company/>).

TMT employees receive regular training on the Code of Conduct and are obliged to comply with it. We take appropriate measures to ensure that our Code of Conduct is adhered to at all times. Since both parties have implemented their own Codes of Conduct based on internationally recognized standards and these are equivalent in content and intent, we propose to waive the contractual obligation to adhere to each other's codes. This helps avoid potential inconsistencies, such as overlapping or conflicting obligations.

To date, we have successfully relied on our own Code of Conduct, which reflects our values and company's identity. We would like to apply this approach with your company as well and kindly ask for your acknowledgment that both parties have established their own Codes of Conduct, making a contractual submission to the other party's code unnecessary.

Should you have any questions, comments, or concerns, please feel free to contact us at contact@tmt.com or via the TMT whistleblowing system: <https://whistleblower.gindat.de/portal/dangoanddienenthalgmbhandcokg/en>.

Thank you for your understanding.

Kind regards,



Lionel HAUSEMER
Managing Director



Andreas DANGO
Managing Director