

Code of Ethics

1. Foreword

As a family business operating primarily in the domestic market and internationally in the Original Equipment Manufacturer (OEM) sector, we develop and supply our customers with innovative, market-driven products, forward-looking solutions, and services. Our actions are consistently guided by ethical and environmental principles, the needs of our customers, and the requirements of the market. Quality, innovation, reliability, and sustainable customer satisfaction built on long-term trust are at the core of everything we do.

As a family business, we contribute through innovative products and solutions to the development of future-ready electrical building systems for both new construction and renovation projects, as well as to the connectivity of buildings. Through our expertise in electrical building systems, we actively help shape the future of both connected and conventionally constructed buildings and strengthen our position as one of the leading manufacturers in the industry.

Responsible conduct and mutual trust are integral to our corporate culture. The values and principles set out in this Code of Ethics provide guidance for our daily actions and form the foundation of our relationships with employees, customers, suppliers, business partners, and other stakeholders. Accordingly, this Code of Ethics applies not only to all employees but also serves as the basis for our cooperation with external business partners. We expect all parties to respect the values and principles set out herein and to take them into account in all aspects of our collaboration.

Executive Management bears a particular responsibility. It leads by example by upholding the values of this Code of Ethics, creates the conditions necessary for its effective implementation, and fosters a corporate culture in which integrity, ethical responsibility, and mutual respect are firmly embedded.

Only by living these principles together can we create the foundation for trusted partnerships, long-term customer satisfaction, and sustainable success.

Hägendorf, July 2026

Executive Management

This Code of Ethics was originally drafted in German and has been translated into English for information purposes. While every effort has been made to ensure the accuracy of the translation, discrepancies or translation errors may occur. In the event of any inconsistency or ambiguity, the German version shall prevail.

2. Principles of Social Conduct

Respect, trust, and appreciation define the way we work together and form the foundation of our social responsibility. In all our business activities, we are committed to fair and responsible working conditions and to respecting and upholding human rights.

As an employer, we create an environment that offers long-term prospects, supports the personal and professional development of our employees, and fosters a spirit of partnership and collaboration. We are convinced that our goals can only be achieved through teamwork. We therefore place great importance on open communication, flat organizational structures, a positive working environment, and a corporate culture in which commitment, enjoyment of work, and mutual support are actively encouraged. Furthermore, we consider it our responsibility to safeguard the health and safety of our employees in the workplace.

Equal opportunities, respect, and appreciation in our interactions with one another are fundamental principles that guide our actions. We do not tolerate any form of discrimination, unequal treatment, exclusion, or harassment. Regardless of gender, origin, nationality, religion, age, or any other personal characteristic, we treat every individual with equality and respect.

Respect for and protection of human rights, as well as compliance with internationally recognized labour standards, are fundamental principles for us. In particular, we do not tolerate any form of child labour, forced labour, human trafficking, or any other violation of fundamental labour rights. These expectations also apply to our business partners and suppliers. Compliance with all applicable legal requirements and internationally recognized labour standards is mandatory.

Any conduct that is inconsistent with these principles is unacceptable and must be reported immediately upon becoming aware of it (see Chapter 5).

3. Principles of Our Business Conduct

3.1 Compliance with Laws and Fair Competition

We comply with the laws and regulations of the countries in which we are established and operate. Furthermore, we adhere to guidelines and standards to which we have voluntarily committed ourselves. We also expect our suppliers to commit to responsible and legally compliant business conduct in accordance with recognized international standards, where these are relevant to their business activities.

Applicable legal requirements regarding conflict minerals are taken into account. We expect our suppliers to responsibly verify the origin of their products and raw materials throughout the supply chain and to apply the necessary due diligence in handling conflict minerals.

We reject any impairment of free and fair competition. This includes, in particular, agreements or exchanges of information with competitors that could distort, restrict, or impede competition.

3.2 Corruption and Improper Advantages

Our corporate policy and values are based on honesty, integrity, and quality. We therefore reject all forms of corruption. Our relationships with suppliers, customers, competitors, authorities, shareholders, employees, and other stakeholders are based on integrity, honesty, objectivity, and transparency.

Direct or indirect benefits provided to or received from third parties with the intention of obtaining an undue advantage or influencing business decisions are not accepted. Customary business gifts or invitations may only be offered or accepted if they are of limited value and appropriate in relation to the occasion and purpose, do not influence decisions, and do not create the appearance of improper influence. Cash or cash-equivalent benefits are not permitted.

Employees who become aware of potential cases of corruption are encouraged to contact their supervisor or the responsible internal department (see Chapter 5). The relevant circumstances will be reviewed, and the necessary measures will be taken as quickly as possible.

3.3 Conflicts of Interest, Political and Trade Union Activities

Conflicts between personal interests and the interests of the company shall be avoided. We are therefore committed to transparency and objectivity. Employees are required to refrain from engaging, directly or indirectly, in activities or making statements that could result in a conflict of interest with the company.

ZidaTech AG is politically and religiously neutral and therefore does not support or finance any political parties. The only exception is its membership in the organization Swiss Family Business. This platform for family-owned and family-managed companies represents the interests of family businesses as an interest group in dealings with political decision-makers, authorities, and the public (Swiss Family Business, 2026).

All employees are free to engage in political activities, provided that such activities take place in their private capacity and are not connected in any way with our company. Contacts with authorities, political decision-makers, or interest groups are conducted transparently, in compliance with applicable laws, and without improper influence. We respect the legally protected rights of our employees to organize, establish or join trade unions or employee representative bodies, and to represent their interests within the framework of applicable laws. Employees shall neither be disadvantaged nor favored due to lawful activities carried out within this framework.

3.4 Protection of Intellectual Property and Company Assets

The careful and responsible handling of the company's assets is of central importance to us. These include both tangible assets and intellectual property, such as knowledge, innovations, technical documentation, and confidential information. Intellectual property, including patents, know-how, trademarks, and other intangible assets, is protected and safeguarded against loss, unauthorized use, or disclosure. At the same time, we respect the intellectual property of our customers, suppliers, business partners, and other third parties and acknowledge their rights.

Accurate, transparent, and traceable documentation of all business transactions forms the foundation of our responsible conduct. This includes, in particular, proper accounting practices and the complete and accurate recording of invoices and supporting documents. Unauthorized financial

transactions outside official company channels are not accepted. Company assets may only be used in the interests of the company and must not be used for personal purposes or made available to unauthorized third parties.

3.6 Communication and Data Protection

Open, transparent, and honest communication with employees, suppliers, customers, and business partners forms the foundation of our actions. These principles also apply to our communication materials, with a focus on factually accurate and verifiable information. All employees are responsible for protecting the company's reputation and standing through their conduct and communication.

Confidential information and personal data are handled with care and a high degree of responsibility. They must neither be disclosed to unauthorized third parties nor shared within the company with individuals who are not authorized to access such information. When using artificial intelligence applications, confidentiality, data protection, and the responsible handling of information must be consistently ensured.

3.7 Responsibility in the Supply Chain

We expect our suppliers and business partners to adhere to comparable social, economic, and environmental standards and to consider the principles set out in this Code of Ethics in their business conduct.

They are expected to conduct their business activities responsibly, in compliance with applicable laws, and in accordance with relevant requirements, particularly in the areas of human rights, working conditions, the environment, and business integrity.

Compliance with these principles forms an essential basis for trusted and sustainable cooperation with our suppliers and business partners.

4. Environment and Sustainability

Responsible management of the environment and natural resources is an essential part of our corporate responsibility. Sustainable and environmentally conscious conduct shapes our business activities and guides us in our daily decisions.

We are committed to continuously reducing the negative environmental impacts of our activities, using resources responsibly, and promoting sustainable solutions. In doing so, we place particular emphasis on the quality, reliability, and durability of our products in order to create sustainable value for our customers and the environment. We also take these considerations into account when selecting our suppliers and business partners and expect them to handle the environment and resources responsibly.

Sustainability is an integral part of our corporate development. In this context, we place particular importance on long-term value creation. We stand for responsible value creation with a particular focus on Switzerland as an innovation and production location, as well as on the continuous advancement of our products, processes, and partnerships.

5. Reporting Violations of the Code of Ethics

Violations of this Code of Ethics, as well as applicable legal requirements, must be reported to Executive Management as soon as they become known. All reports will be treated confidentially and carefully reviewed. Individuals who report violations or potential misconduct in good faith must not suffer any disadvantage as a result.

6. Implementation and Shared Responsibility

The implementation of these principles is a shared responsibility of all employees, managers, customers, suppliers, and other business partners. It forms the foundation for trusted, sustainable, and successful cooperation.