



Code of Conduct of 3D.aero GmbH

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Our dealings are based on a code of conduct and business ethics set forth for all employees as well as management staff alike

PREFACE



Dear employees.

As founders and managing directors of 3D.aero GmbH it is of central importance to us that not only our company sets technological standards but also proves itself through responsible and integrity-driven behaviour. Our code of conduct forms the foundation for a respectful way of working together, fairness in business relations and adherence to legal as well as ethical standards.

We all share the responsibility to uphold and live by these principles in our daily work. They form the basis for our collective actions – in our interactions with one another, with our customers, partners and society. Adherence to these rules is self-evident to us and crucial in order to strengthen trust in our company and to secure our long-term success.

Sönke Bahr
Chief Executive Officer
(CEO)

**Dr. Tomas
Domaschke**
Administration Director

Michael Ernst
Sales & Marketing
Director

Tobias Flüh
Operations Director

HUMAN RIGHTS AND COLLABORATION



We reject discrimination.

We respect the personality and dignity of every human being. We reject discrimination. No one may be treated differently on the basis of gender, disability, ethnic origin, religion or ideology, age or sexual identity.

All employees are given equal opportunities and are deployed and promoted according to their skills, abilities and performance.

We offer compensation commensurate with performance

We offer our employees appropriate and performance-related remuneration. The remuneration principles correspond at least to the respective national legal standards and collective agreements.



ENVIRONMENTAL AND CLIMATE PROTECTION



We protect the environment.

At 3D.aero, we support environmentally and climate-conscious behavior on the part of our employees and expect them to behave responsibly. This applies in particular to the use and development of new products and manufacturing technologies that conserve natural resources, enable recycling, reduce pollution and preserve the natural environment.

ENVIRONMENTAL AND CLIMATE PROTECTION

We are all aware of our ecological responsibility. We comply with the applicable environmental protection regulations. With our products, we set standards in reducing fuel consumption, noise and pollutant emissions. The long service life of our products and the continuous improvement of our maintenance processes reduce the need for raw materials. We ensure that our operations are environmentally friendly and economize the use of materials and energy.



BUSINESS SECRETS



We protect our know-how.

For years, we have been developing high-tech solutions in the automation industry and thus we are actively shaping technological progress – in aviation and beyond. Our patents and trade secrets are important pillars of our success. This knowledge must be protected.

That's why we treat our company and trade secrets confidentially - both for the duration of the employment relationship and after its termination. We also treat information from our business partners as confidential.

DATA PRIVACY

We handle personal data confidentially.

The protection of privacy and informational self-determination is important to us. We handle personal data carefully and confidentially.

We collect, process and store this data only for legitimate, previously defined purposes. This applies to the data of employees, but also to the data of customers, suppliers, applicants and all people connected with 3D.aero.



INSIDER INFORMATION



We treat insider information as strictly confidential.

As a company within the MTU Aero Engines Group, we may have access to insider information. Insider information is non-published information about transactions within our company that may have an influence on the price of the MTU stock. The disclosure of such information is prohibited by law and may have **criminal consequences**. We therefore treat this information as strictly confidential and do not make any securities transactions on the basis of this information.

COMPANY PROPERTY

We protect 3D.aero's property.

We treat 3D.aero's property with care and use it only for official purposes. We protect it from loss, theft or misuse.

Leftover material, samples and waste, even if they appear worthless, are not taken out of the plant without prior approval.



CONFLICTS OF INTERESTS



We respect the interests of the MTU Aero Engines Group.

3D.aero is in favor of employees engaging in voluntary or political activities in their private lives. However, this can also give rise to situations in which employees' personal interests conflict with the obligations arising from their activities at 3D.aero. Such conflicts of interest may arise, for example, from private contacts or business dealings, from sideline activities or from private voluntary or political commitments.

CONFLICTS OF INTERESTS

We require prior written consent for regular sideline activities, as well as for political mandates and honorary offices if the legitimate interests of the MTU Aero Engines Group are affected.



COMPLIANCE



We do not bribe and we do not take bribes.

3D.aero does not tolerate immoral or corrupt practices, such as bribery or the granting of undue advantages.

Anyone who demands or accepts an advantage, for example in return for favoring a business partner or supplier, can be punished for corruption. The reverse is also true, of course. Anyone who promises or grants an advantage to a business partner of MTU in return for preferential treatment of our company may be liable to prosecution for bribery. This is particularly true when dealing with public authorities, public officials or politicians.

COMPLIANCE

The acceptance of benefits by 3D.aero employees is only permissible if the benefit is voluntary, socially appropriate and within the framework of the general rules of courtesy in the business relationship. An amount of € 50 serves as a guideline.

Inappropriate gifts, hospitality and other benefits given by employees to business partners or the acceptance of such benefits from business partners by employees are prohibited! We pursue a zero-tolerance policy in this area. The prohibition applies without restriction. It therefore does not matter to whom, in which part of the world or for what purpose such benefits are granted.



COMPLIANCE



We do not participate in anti-competitive agreements.

3D.aero acts as a fair business partner and is committed to equal and transparent competition. We therefore comply with the applicable trade laws and regulations on pricing, antitrust and competition law, and consumer protection.

These laws govern our company's dealings with competitors, suppliers, customers and business partners. They prohibit us from colluding, exchanging information or engaging in other activities that improperly impede free competition.

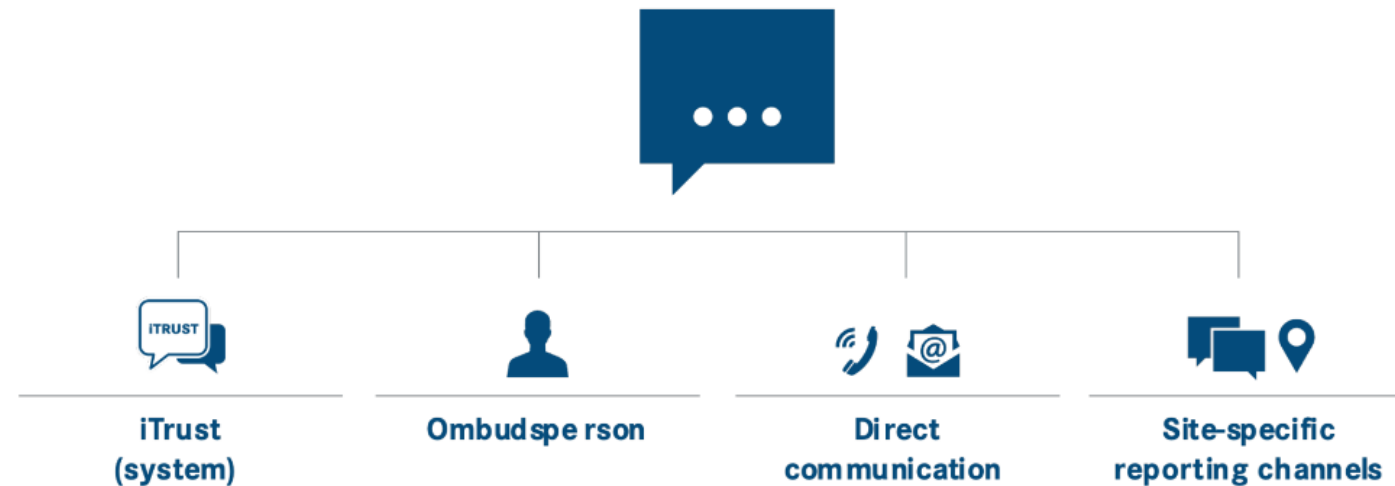
COMPLIANCE

We observe the regulations on customs and export control.

Customs and export control laws govern which products, services and technical data we may sell or provide, where, to whom and for what purpose. For example, in certain cases the supply of goods, the transfer of technologies or software, the provision of services or the payment of invoices may be prohibited without express official approval or prohibited without exception. All our business units as well as all employees must comply with these regulations.



Anything to report?



If you have any questions, are unsure about a situation, or would like to report any anomalies, please contact either your manager, your contact in Human Resources or the Compliance Officer of MTU Aero Engines AG personally.

These persons will support and advise you personally. Of course, all information will be treated confidentially.

If you wish to remain anonymous, you can use the iTrust whistleblower system to report possible violations of the Code of Conduct, possible unlawful behavior or improper business practices.

Proprietary Notice

This document contains proprietary information of the MTU Aero Engines AG group companies.

The document and its contents shall not be copied or disclosed to any third party or used for any purpose other than that for which it is provided, without the prior written agreement of MTU Aero Engines AG

If you have any questions, please do not hesitate to contact us.

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