

PERO AG

Corporate Values and Safety for a Sustainable Future

A comprehensive insight into our commitment to quality, safety, and environmental protection, as well as our corporate profile.

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INTRODUCTION

Pero AG is a German, medium-sized, family-owned public company with its headquarters in Königsbrunn, Bavaria.

Our core competence lies in manufacturing systems for cleaning parts for the metalworking industry. Our customers include suppliers to the automotive industry, manufacturers of watches, precision mechanical devices, fittings, stamped and drawn parts, as well as all other companies producing metal components. Our systems are manufactured at our facilities in Königsbrunn and Gotha.

We have sales and service subsidiaries in France, the USA, and Switzerland.

Our goal is to efficiently produce products for the field of parts cleaning and to provide our customers with cleaning systems featuring strong energy efficiency and high operational safety.

Additionally, we operate a competence center for the cleanliness of technical components at our headquarters in Königsbrunn. This center conducts daily cleaning trials with customer parts to achieve optimal levels of cleanliness. The results of these trials feed directly into the further development of our cleaning systems. The competence center also serves as a hub for research and development.

In the following, we would like to provide you with further insights into our company, our structures, and our commitment to quality, safety, and environmental protection.

Our Code of Conduct serves as a model document for an individual corporate commitment, reflecting our efforts in various areas in its present form:

- Promotion of fair and sustainable standards in the areas of working and social conditions, environmental commitment, and customer relations
- Maintenance of product and service quality at the highest process standards
- Continuous improvement of the performance of our production systems

The principles enshrined in the Code apply to Pero as a whole and are also required throughout our supply chains.

CODE OF CONDUCT

GENERAL

1. SCOPE

This Code of Conduct applies to all locations and business units of Pero AG. At the same time, Pero AG requires its suppliers, business partners, and customers to comply with the principles enshrined in this Code.

2. Implementation

All employees, managers, executive members, as well as all suppliers, business partners, and customers are individually responsible for adhering to and implementing the Code of Conduct. Managers and executive members must set an example for employees in implementing the Code of Conduct. Any company that agrees to the Code is responsible for communicating the associated requirements to all its employees and suppliers. Special attention is given to vulnerable groups (e.g., children and adolescents).

3. Law and Regulation

Pero AG complies with applicable laws and regulations in Germany and expects the same from its business partners.

HUMAN RIGHTS

Pero AG is committed to respecting and promoting internationally recognized human rights as outlined in the International Bill of Human Rights, the UN Guiding Principles on Business and Human Rights, and the core labor standards of the International Labor Organization (ILO). In particular, we support the following principles:

1. Forced Labor

All forms of forced labor, including prison labor and debt bondage, are prohibited.

2. Child Labor

Child labor is prohibited. The minimum age for employment is observed in accordance with applicable national regulations.

3. Diversity, Anti-Discrimination, and Equal Opportunity

Pero AG values the diversity of its workforce and is committed to creating a positive work environment. In recruitment, promotion, and all other personnel decisions, equal opportunity is upheld. Discrimination based on gender, ethnic or cultural origin, religion, political beliefs, nationality, membership in a labor organization, disability, age, or sexual orientation is expressly opposed.

4. Harassment

Employees are not subjected to physical punishment, bullying, or any form of physical, sexual, psychological, or verbal harassment or abuse.

5. Working Hours

Working hours comply with at least the respective national legal requirements or the minimum standards of the relevant national economic sectors.

6. Compensation

Compensation, including wages, overtime, and benefits, meets or exceeds the requirements set by applicable laws and regulations. Compensation for full-time employment must be sufficient to meet the basic needs of the employee.

7. Health and Safety

Employer provides safe and healthy working conditions that, at a minimum, meet applicable legal requirements to prevent accidents and injuries.

8. Civic Engagement

The company demonstrates civic responsibility by contributing positively to the communities in which it operates.

9. Integrity and Anti-Corruption

Pero AG conducts its actions based on universally accepted ethical values and principles, including integrity, fairness, respect for human dignity, openness, and non-discrimination regarding religion, beliefs, gender, and ethnicity. Pero AG rejects corruption and bribery in line with the corresponding UN Convention. It actively promotes transparency, ethical conduct, and responsible corporate governance and control.

ENVIRONMENTAL AWARENESS & CLIMATE PROTECTION

Pero emphasizes the importance of shaping the future through the harmonious integration of technological progress. We continuously evaluate our products and processes to ensure the sustainable use of resources and efficient energy utilization. Our goal is to minimize the impact of our operations and products on climate change and natural resources. We expect our partners to adopt this approach and ensure compliance with all applicable environmental laws and regulations.

1. Preservation of Water Resources

Pero implements measures to minimize water consumption and reduce wastewater generation. Preventive actions are also defined and pursued to minimize pollution of surface and groundwater.

2. Circular Economy & Effective Waste Management

Pero is committed to minimizing the environmental impact of our products and services throughout their lifecycle- from design and development to production, transportation, use, and recycling. We implement measures to reduce energy and resource consumption. Waste disposal is conducted through designated channels, and targeted steps are taken to minimize waste production through continuous improvements, the use of eco-friendly materials, reuse, and recycling.

3. Hazardous Substances

Pero defines and implements processes to ensure the precise identification, effective management, safe handling, proper disposal, and appropriate substitution of hazardous substances.

4. Conflict Materials

Pero and its partners are committed to identifying and replacing materials and products containing minerals from conflict-affected and high-risk areas. The use of such minerals is avoided. All suppliers are encouraged to verify the sources of these minerals and implement due diligence measures in their supply chains to ensure that conflict minerals are sourced exclusively from mines and smelters outside conflict-affected and high-risk areas or from facilities validated by independent third-party programs for responsible mineral sourcing.

5. Sustainability

Sustainability is a central maxim for Pero AG in every respect. We place the highest value on responsible and ethical behavior and business practices—aligning with the interests of our company, employees, customers, and suppliers. We actively address key issues such as climate and environmental protection, digitization, and globalization, which significantly influence the sustainable development of society and

the environment. We commit to the recognized principles of the UN Global Compact in the areas of human rights, labor standards, environmental protection, and anti-corruption. These principles are embedded in our Code of Conduct. High standards for climate and environmental protection are maintained at all Pero locations, including energy-efficient operations and responsible use of all natural resources. This applies to production areas as well as all other departments. Our developers and engineers continuously work to make our systems more energy-efficient and durable while conserving resources through innovative ideas. This makes our products particularly sustainable, supporting our customers in their sustainability efforts.

COMPANY PROFILE

SELF-DISCLOSURE

Company:	PERO AG	Address:	Hunnenstraße 18, 86343 Königsbrunn, Germany
Executive Board:	Horst Erbel Gerd Erbel	Contact Person:	Mr. Michael Ickert (Authorized Representative, Executive Management)
Website:	www.pero.ag	E-Mail:	pero.ickert@pero.ag

CONTACT PERSONS

	Name, First Name	Phone	Fax	E-Mail
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Service	Service Hotline	+49 (0) 8231 6011-819	+49 (0) 8231 6011-810	pero.service@pero.ag

LOCATIONS

	Location	Country	Employees
Headquarters - PERO AG	Königsbrunn	Germany	approx. 135
Branch Plant - PERO AG	Gotha	Germany	approx. 57
Subsidiary - PERO Corp.	Windsor	USA	approx. 5
Subsidiary - PERO France	Villebon-sur-Yvette	France	approx. 5
Affiliate - ZIMMERLI S.A.	Cortailod	Switzerland	approx. 18

DATA, FACTS & INFORMATION

To give you a better overview of Pero and our development, we have compiled some data, facts, and information for you.

1. Key Figures

Year	2020	2021	2022	2023
Revenue in million €	22,79	23,44	26,25	27,86
Equity in million €	13,8	13,8	14,1	14,6
Equity ratio	59 %	61 %	59 %	62 %
Employees at Pero AG (excluding trainees)	199	187	190	197

2. Workplace Accidents

Our statistics on workplace accidents over the past years and the resulting lost workdays:

Year	2020	2021	2022	2023
Workplace accidents reported to the employer's liability insurance association	6	3	8	4
Workdays lost as a result	134	104	167	19

*The figures exclude commuting accidents.

3. General Information on Occupational Safety, Health, and Environmental Protection, Including Subcontractors

Topic or Question	Answer	Remark
How many employees work at PERO?	approx. 188	
Is there a management system in place?		
a) ISO 9001:2015	yes	<ul style="list-style-type: none"> - All processes required for the Pero Quality Management System are documented in the Pero QM manual. The process documentation includes their sequence and interactions with one another. - All information and documents needed to execute and monitor the processes are provided. - To ensure effective execution and control of the processes, internal audits are conducted at least once a year. Identified deviations or improvement potentials are documented and addressed in the KVP database. <p>→ This ensures that the quality management system consistently meets the requirements of DIN EN ISO 9001 and allows for continuous improvement.</p>
b) ISO 14001:2015	yes	Goals and measures for environmental and occupational safety are firmly integrated into the processes of the management system.
Is quality assurance carried out?		
a) Goods	yes	<p>Before procuring a component, feasibility and quality suitability tests are conducted even before an offer is submitted.</p> <p>During the commissioning of a machine at Pero, purchased parts undergo functional testing.</p>
b) In-house manufactured products	yes	Test plans and instructions are utilized, and the test results are documented. Tasks are clearly defined in work plans and instructions and assigned to the respective workplaces.
For order processing, the following are required:		
a) Own employees	yes	

b) Subcontractors / contractors in accordance with the Temporary Employment Act (AÜG)	yes	Defined as Suppliers or Extended Workbench
Employees are regularly instructed according to UVV BGV A1.	yes	Conducted by an externally commissioned occupational safety specialist (SIFA): <ul style="list-style-type: none"> - Monthly safety inspections of the facility - Initial safety training for new employees at the time of joining the company - Annual occupational safety training for all existing employees - Regular safety-related training (e.g., safety officers, first aiders, etc.)
Are professional qualifications available for the desired activity to be performed (e.g., disposal certificate, TÜV certification, welder certification, WHG)?	yes	<ul style="list-style-type: none"> - Disposal certificates - WHG (Water Resources Act) - TÜV certification - HPO-certified welding facility → Documents are available for review if needed
Workplace facilities, equipment, vehicles, and tools are suitable and approved for the work areas and are regularly maintained and inspected for safety (e.g., for explosive areas).	yes	
Personal protective equipment is provided and used.	yes	
Is a risk assessment conducted to determine which occupational and environmental protection measures are necessary?	yes	
Do all employees have accident insurance and liability insurance provided by the company?	yes	→ Documents are available for review if needed
Is PERO insured with an employer's liability insurance association?	yes	BGHM - BG Holz und Metall, Membership number: 161 033 650