

CODE OF CONDUCT

Wietmarschen/Lohne, 09. September 2026

A black ink signature of Felix Schmidt, consisting of stylized, overlapping loops and a long horizontal stroke at the end.

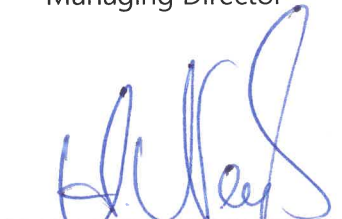
Felix Schmidt
Managing Director

A black ink signature of Dr. Oliver Zaudtke, featuring a series of fluid, interconnected loops.

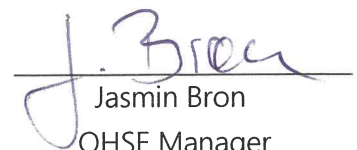
Dr. Oliver Zaudtke
Managing Director

A blue ink signature of Katrin Sur, written in a cursive style.

Katrin Sur
Head of ADM

A blue ink signature of Alissa Neuß, characterized by large, sweeping loops.

Alissa Neuß
Head of QHSE

A blue ink signature of Jasmin Bron, written in a cursive style.

Jasmin Bron
QHSE Manager

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1 INTRODUCTION

In a globalized and dynamic business environment, it is essential that our company is built upon a foundation of integrity, respect, and ethical conduct. Our Code of Conduct serves as a binding guide for all team members and provides clear directions for daily decision-making and actions. It helps us navigate moral and legal challenges and ensures that we always act responsibly as a company.

Every individual is responsible not only for knowing this Code but also for actively integrating it into their professional day-to-day activities. Violations may not only result in legal consequences but may also cause lasting damage to our company's reputation. Therefore, we expect all team members to actively contribute to a corporate culture characterized by fairness, openness, and compliance with the law.

2 WHAT WE STAND FOR

2.1 VISION

In our highly international business, we enjoy the privilege of experiencing the richness of diverse cultures and landscapes. We believe that human collaboration and the preservation of resources are essential values for future generations. That's why we actively foster a strong sense of togetherness and drive the creation of a sustainable future by protecting people and the planet.

2.2 MISSION

Since 1992, 3P Services has embraced the challenge: delivering cutting-edge solutions for pipeline inspections, whether for challenging or standard pipelines. Our sustainability-driven strategy drives us to develop innovative technologies and processes that equip operators with accurate and comprehensive data. We ensure the safe and reliable operation of pipeline infrastructure around the world, creating lasting value for both our clients and the planet.

People are the key to success. That's why we cultivate an open, trusting, and respectful dialogue—both within our company and with our stakeholders. Together, we deliver tailored services that not only meet but exceed expectations, because collaboration drives lasting impact.

3 OUR GUIDING PRINCIPLES

Our guiding principles form the foundation of our actions and provide orientation for decision-making and collaboration. They represent the values and objectives that define our company:

- **Service:** We listen, understand requirements, and create sustainable value through safe, reliable, and customer-focused solutions.
- **Safety:** We provide a safe working environment through clear standards, continuous learning, and responsible actions to protect people, the environment, and infrastructure.
- **Innovation:** We encourage creativity, learn from experience, and work together to develop forward-looking solutions.
- **Sustainability:** We think and act with a long-term perspective, use resources responsibly, and create sustainable value for customers, our company, and society.
- **Dialogue:** We promote open and respectful communication and develop solutions together through collaboration and constructive feedback.

- **Together:** We treat one another with respect, value diverse strengths and perspectives, and grow together through collaboration.
- **Connectivity:** We leverage knowledge, technology, and trust relationships to strengthen collaboration and create sustainable value.

A full description of our guiding principles can be found on SharePoint and on the information boards at our company site.

4 COMPLIANCE WITH LAWS AND REGULATIONS

We are committed to complying with all applicable laws and regulations in every country in which we operate. Our team members are responsible for familiarizing themselves with relevant legal requirements and adhering to them strictly. This applies to areas such as labor law, data protection, anti-corruption measures, environmental regulations, and competition and trade law.

WHAT WE EXPECT FROM YOU:

- Know and comply with all applicable laws and internal company policies.
- Stay informed about legal changes that may affect your work.
- Report violations or suspected violations without delay.

5 ANTI-CORRUPTION, GIFTS, HOSPITALITY AND INVITATIONS

We act honestly, transparently, and in compliance with applicable laws. Corruption, bribery, and any form of improper influence are contrary to our values and will not be tolerated. This applies regardless of local customs or cultural expectations.

Gifts, invitations, and hospitality may form part of a positive business relationship. However, they must never be used to influence business decisions or create an improper influence. Therefore, we ensure that any benefits provided or received are appropriate, transparent, and legally permissible.

WHAT WE EXPECT FROM YOU:

- Do not offer, request, or accept any benefit that could influence business decisions.
- Accept or provide gifts, invitations, or other benefits only if their value does not exceed €40 and they cannot influence, or appear to influence, a business decision.
- Do not accept or provide gifts or invitations during active tender processes, bidding procedures, or contract negotiations.
- Seek guidance from your manager or the department responsible whenever you are uncertain.
- Report suspected corruption, bribery, or other unethical business practices.

6 CONFLICTS OF INTEREST

A conflict of interest may arise when the personal, social, or financial activities of a team member impair their objectivity and loyalty. All business activities at 3P Services are conducted in an objective manner. Furthermore, we ensure transparency in business decisions and support individual decision-makers whenever a potential conflict of interest becomes apparent.

WHAT WE EXPECT FROM YOU:

- Act in the best interests of the company.
- Report potential conflicts of interest without delay.
- Avoid giving preferential treatment to friends or family members in business matters.
- Keep personal and business interests strictly separate.

7 EXTERNAL REPRESENTATION

As team members, we represent our company in public and make a significant contribution to its reputation. It is essential that we always conduct ourselves in a professional and respectful manner to maintain the good reputation of our company.

WHAT WE EXPECT FROM YOU:

- Always present yourself professionally and respectfully in public.
- Communicate clearly, courteously, and appropriately.
- Use company vehicles responsibly and keep them clean and well maintained.
- Maintain a neat and appropriate personal appearance.
- Speak publicly about the company in an objective, respectful, and responsible manner.
- Always act in the best interests of the company and promote a positive image.

8 CONDUCT TOWARDS TEAM MEMBERS, SUPPLIERS AND CUSTOMERS

Respect, inclusion, equal opportunity, and mutual appreciation shape our actions. We promote a working environment in which all people are treated fairly, valued, and included regardless of gender, age, skin color, culture, ethnic origin, sexual identity, disability, religion, or personal beliefs. We do not tolerate discrimination, harassment, bullying, or exclusion. Respectful and professional interaction with one another, as well as with customers, suppliers, and other business partners, is a matter of course for us.

WHAT WE EXPECT FROM YOU:

- Treat all people with respect, appreciation, and impartiality.
- Be open and respectful towards cultural, personal, and individual differences.
- Make decisions based on objective criteria and individual performance.
- Avoid discriminatory, offensive, or derogatory comments and behavior.
- Contribute to an inclusive work environment where everyone can participate and feel they belong.
- Report unequal treatment, discrimination, bullying, or harassment immediately.

9 HUMAN RIGHTS

Our company is fully committed to human rights and undertakes not only to respect them across all areas of business but also to actively promote them. This includes respecting the dignity of every individual, the right to fair working conditions, and protection against discrimination and exploitation. In doing so, we align ourselves with internationally recognized standards such as the United Nations Universal Declaration of Human Rights and the fundamental principles of the International Labor Organization (ILO).

WHAT WE EXPECT FROM YOU:

- Treat all people with respect, fairness, and appreciation.
- Contribute to a working environment that is free from discrimination, harassment, and disadvantages.
- Promote equal opportunities as well as open and respectful collaboration.
- Respect for the health, safety, and dignity of others.
- Raise concerns openly and report human rights violations or disrespectful behavior

10 CHILD LABOUR AND MODERN SLAVERY

We strictly reject all forms of child labor, forced labor, and modern slavery. Our company is committed to ensuring fair working conditions throughout the entire supply chain and to ensuring that no human rights violations occur.

WHAT WE EXPECT FROM YOU:

- Ensure that business partners adhere to the same high standards.
- Report any signs of child labor or forced labor immediately.
- Support measures aimed at ensuring fair working conditions.

11 FAIR COMPETITION AND ANTITRUST LAW

Our company is committed to fair and open competition. We respect antitrust laws and do not participate in anti-competitive agreements, price-fixing arrangements, or market manipulation.

WHAT WE EXPECT FROM YOU:

- Do not make agreements with competitors regarding prices, markets, customers, or products.
- Do not share confidential business information with competitors.
- Avoid actions that could restrict competition.
- Seek legal advice before engaging in discussions with competitors.
- Report on anti-competitive activities immediately.

12 DIALOGUE AND COOPERATION

We place great importance on open and constructive social dialogue. Our employee representative body (MAV) plays a central role in this regard. We promote a culture of mutual respect and cooperation and respect the freedom of assembly of our team members.

WHAT WE EXPECT FROM YOU:

- Actively contribute to an open and respectful dialogue.
- Support the efforts of employee representatives and participate in joint decision-making processes.
- Share relevant information openly and in a timely manner with your team members.
- Value different perspectives and contribute to a positive work environment.

13 DATA PROTECTION AND INFORMATION SECURITY

The protection of personal and company-related data is of the highest priority. All team members are required to safeguard confidential information and comply with applicable data protection laws.

WHAT WE EXPECT FROM YOU:

- Handle personal and confidential data responsibly.
- Store and transmit data only through secure systems.
- Do not share confidential information with unauthorized third parties.
- Use strong passwords and protect your access credentials.
- Report data breaches or security incidents immediately.
- Remain vigilant against phishing emails and follow the security guidelines.

14 OCCUPATIONAL HEALTH AND SAFETY

The safety and health of our team members are our highest priorities. For this reason, we provide safe and healthy working conditions that comply with applicable occupational health and safety legislation. We continuously work to reduce hazards by improving our work processes and working conditions. Regular training and instruction ensure that you remain informed about applicable laws, regulations, and internal health and safety requirements always.

WHAT WE EXPECT FROM YOU:

- Be aware of your responsibility for safety.
- Do not perform unsafe work.
- Alcohol and drugs are strictly prohibited in the workplace.
- Report unsafe working conditions and accidents immediately.
- Familiarize yourself with emergency procedures.
- Look for opportunities to make your work environment safer.

15 SUSTAINABILITY AND ENVIRONMENTAL PROTECTION

Sustainable environmental and climate protection are integral parts of our corporate responsibility. We are therefore committed to the responsible use of natural resources. Both in the development of new products and in the delivery of our services, we strive to minimize any impact on the environment and the climate.

As part of our business processes, we seek to balance economic performance, environmental stewardship, and social responsibility. In addition to using natural resources efficiently, we continuously optimize our work processes to further reduce resource and energy consumption and thereby effectively lower our greenhouse gas (GHG) emissions.

WHAT WE EXPECT FROM YOU:

- Use resources such as energy, water, and materials responsibly and efficiently.
- Avoid waste, separate waste properly, and promote recycling.
- Reduce paper consumption through digital solutions.
- Prefer sustainable modes of transportation whenever possible.
- Consider environmental aspects in procurement decisions and use sustainable products.
- Reduce energy consumption using efficient equipment and conscious behavior.
- Handle chemicals and environmentally hazardous substances with care.
- Actively contribute to the reduction of greenhouse gas (GHG) emissions.

16 FINAL PROVISIONS

This Code of Conduct applies to all team members and forms the foundation of our business conduct. Violations of this Code may result in disciplinary action, up to and including termination of employment and legal consequences. We expect all team members to internalize this Code and actively contribute to maintaining our ethical and legal standards.

Should you have any questions or uncertainties, the QHSE Department and the company management are available at any time to provide guidance and support.