

CODE OF CONDUCT

for Business Partners

Since 1925, the TTS Group has stood for innovative strength, outstanding quality and reliability, particularly with its core brands Festool, Tanos, Microcell and Cleantec. As a now globally active group, we feel committed to the values of a family business. In doing so, we think about the long-term and act in a responsible manner: we believe economic success must always be paired with social responsibility.

In addition to outstanding reliability, our understanding of our company and our corporate culture are shaped by transparency, integrity, and sustainability. These are the standards for our everyday actions and for how we interact with our business partners.

This Code of Conduct defines key basic principles for economical, socially responsible, and sustainable action. It defines our basic understanding of partnership and collaboration, and provides guidelines on compliance issues as well as environmental and social standards. We expect that our Business Partners, such as dealers, suppliers and consultants, will observe these standards and commit to uphold them.

COMPLIANCE WITH THE LAW

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Our Business Partners undertake to comply with the laws, legal and other regulations of the countries where they are doing business.

FREE COMPETITION

We expect our Business Partners to comply with the rules of free competition. They act fairly towards competitors, customers and suppliers. Our Business Partners ensure that their business activities conform to applicable antitrust and competition law. In particular they do not participate in any agreements that violate antitrust law, do not misuse their market position, and do not engage in any other unlawful actions.

CONFLICTS OF INTEREST AND FIGHTING CORRUPTION

As TTS Group we make our decisions exclusively on the basis of factual and professional considerations exclusively on the basis of objective, factual considerations. We do not allow our actions to be guided by personal or other interests in a prohibited manner. We expect our Business Partners to do the same.

Our Business Partners ensure compliance with the applicable anti-corruption laws, and undertake not to engage in or permit any actions that would be punishable due to corruption or fraud by their responsible personnel, or other third parties.

FOREIGN TRADE, MONEY LAUNDERING AND CONFLICT MATERIALS

When importing and exporting goods, and in all other international transactions, in particular in the form of technology transfers or monetary payments, we expect that our Business Partners comply with all applicable import and export control laws, in particular embargoes, sanctions and other regulations as well as the regulations of tax law and money laundering prevention.

We expect that all products delivered by our suppliers be free from conflict raw materials.

DATA PROTECTION AND PROTECTION OF TRADE SECRETS

Our Business Partners comply with all relevant data protection laws, and ensure that confidential information is kept secret and intellectual property is protected.

INTERACTIONS WITH EMPLOYEES

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Treating employees with esteem and respect is a significant part of our corporate philosophy. We actions are guided in particular by the United Nations Universal Declaration of Human rights, as well as the core labour standards of the International Labor Organization (ILO).

FIGHTING SLAVERY, FORCED LABOR AND HUMAN TRAFFICKING

We reject all forms of slavery, forced labor and human trafficking. Therefore, our Business Partners respect workers' rights to freely choose their employment and will comply with all laws, regulations and rules that prohibit slavery, forced labor and human trafficking in their own companies and in the supply chain.

HUMAN RIGHTS AND PROHIBITION AGAINST DISCRIMINATION

Our Business Partners undertake to create a fair and free working environment where the principles of equal opportunity and equal treatment are upheld. No employees are disadvantaged due to their age, physical or intellectual disability, ethnic origin, gender, culture, religion, sexual identity or any other characteristics.

OCCUPATIONAL SAFETY AND HEALTH PROTECTION, FAIR WORKING CONDITIONS, FREEDOM TO ASSEMBLE

Our Business Partners comply with national regulations on occupational safety and health protection, in particular ensuring that workplaces are designed in accordance with the law, and do not endanger employees.

Our Business Partners also undertake to observe the applicable working hours and vacation regulations.

Our Business Partners ensure that their employees are paid appropriately, and comply with applicable statutory regulations on the minimum wage and social benefits.

Our Business Partners only hire employees who meet the statutory minimum age for the respective employment, based on applicable national law.

Our Business Partners respect the rights of their employees to organize in trade unions and similar organizations.

SUSTAINABILITY AND ENVIRONMENT

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Our Business Partners undertake to comply with applicable environmental law regulations and standards.

Our Business Partners work to implement sustainable business practices and production processes, strive to minimize environmental impacts, and consistently improve their processes.

RELATIONSHIPS WITH THIRD PARTIES, SUPPLY CHAINS

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The principles outlined in this Code of Conduct play a significant role in the selection of our Business Partners and the ongoing business relationships with our Business Partners.

We expect our Business Partners to observe the basic principles set forth in this Code of Conduct when choosing their own business partners and to commit them in a similar manner.

COMPLIANCE WITH THIS CODE CONDUCT

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We reserve the right to review compliance with this Code Conduct by our Business Partners in a reasonable manner.

In case of violations of the regulations of this Code of Conduct, we reserve the right to request that our Business Partners carry out appropriate corrective measures, and to end the business relationship in very severe cases.