Machine translated from the Hungarian original. In case of any discrepancy, the Hungarian version prevails.

The senior management of Mediagnost Kft. strives to contribute through its activities to improving the well-being of society, thereby being a useful member of it. To this end, the company's management has set out in this document the operating principles and norms that serve as guidance for all employees of the company, and compliance with which it expects from all of its staff.
The Code of Ethics contains provisions for six areas. These are:

1. Ethical business conduct.
2. Provisions concerning employees.
3. Rules concerning the company's operations.
4. Principles concerning employment.
5. Workplace safety and health protection.
6. Rules concerning protection of the environment.

It is important that every employee is familiar with the content of the Code of Ethics, and we encourage all employees to contribute to achieving the stated goals by setting a personal example as well. The Code of Ethics is available as an electronic document on the company's intranet and on its website. The content of the Code of Ethics is presented to every new employee during the general induction briefing.

**1. Ethical business conduct.**

Senior management considers responsible and fair business conduct and integrity to be fundamental principles in the company's operations. The purpose of these regulations is to ensure:

- fair and equal treatment for all employees and for the company's business partners,
- compliance with occupational health, safety and environmental regulations,
- transparency of the company's operations, and
- ethical business conduct.

The company's management is aware that the key to its future business success is involving employees in operational activities, and therefore does everything it can to ensure that employees are adequately informed on all matters affecting them.

We have introduced and operate a remuneration system that rewards excellence, thereby encouraging higher performance, and that is suitable for increasing employee commitment and retaining employees in the long term.

In order to provide the highest level of service to our customers, we expect every employee to comply with the applicable laws and regulations and to follow the principles set out in the Code of Ethics.

**2. Provisions concerning employees.**

2.1. Compliance with applicable laws and regulations.

Every employee is obliged to comply with, and to ensure compliance with, all applicable laws and decrees, as well as the provisions set out in the Code of Ethics.

If an employee becomes aware of a breach of applicable legal, company or other regulations, they are obliged to report it to their direct supervisor and to the managing director. The company's management investigates such reports and takes the necessary measures. Malicious reports that are not supported by facts entail

disciplinary consequences.

2.2. Interests in other businesses.

It is in the Company's fundamental interest that its employees do not find themselves in situations where the interests of the company and the personal interests of employees may conflict. Therefore, an employee who has an interest in an external business that is a competitor of Mediagnost Kft., carries out similar activities, or has a business relationship with it, is obliged to report this to the company's management and to obtain management's consent to continue this activity. Active involvement in such businesses must not affect the obligations the employee has undertaken at Mediagnost Kft.

2.3. Confidential business information.

Every employee is obliged to use and handle appropriately any confidential company information that comes to their knowledge in the course of their work.

This information may be commercial, personnel, know-how/technological, patent, financial or other information which, if it came to the knowledge of an unauthorized party, could cause damage or disadvantage to the company. Disclosure of confidential information to an unauthorized party entails disciplinary proceedings.

2.4. Violations of law, irregularities.

The Company makes every effort to prevent violations of law and irregularities, with particular emphasis on cases such as corruption, bribery or fraud. In this context, for employees who occasionally or regularly come into business contact with external partners, and for whom the possibility of giving or accepting business gifts may arise in the course of cooperation, senior management provides precise guidance and consultation regarding the value of gifts, their frequency, and gift-giving in general. If in a specific case the employee cannot decide whether a gift is ethical or acceptable from a business standpoint, they must refer the question to the managing director.

2.5. Use of company assets.

It is a general expectation that employees use any company-owned equipment made available to them for its intended purpose and in accordance with regulations.
Employees may use the company's IT system, the internet and intranet, and the email system for their work, for business purposes.
Improper use of the equipment provided and any resulting damage entails disciplinary/compensation proceedings.

**3. Rules concerning the company's operations.**

3.1. Corporate governance.

The company is a designer and manufacturer of high-quality medical technology and mechatronic subassemblies and systems, through which it has achieved preferred supplier status with Philips and Siemens. Senior management is aware that it can only maintain this position in the long term as a reliable business partner. For this reason, responsibility, ethical and fair business conduct, and transparent business practices play a key role in the company's operations.

In terms of its organizational form, the company is a “Limited Liability Company” registered in Hungary; its organizational structure and operation comply in every respect with the relevant statutory and legal

requirements. Detailed rules on the ownership structure, rights of representation and operation are laid down in the company's "Articles of Association".

3.2. Data management, protection of personal data.

The company complies with applicable data protection laws. The company does not use personal data in its possession for business, marketing or other purposes, and discloses it to third parties only in cases specified by law. At the employee's request, the company informs the employee about the storage and use of this information and its transfer to third parties, and enables the employee to verify the accuracy of the data relating to them.

**4. Principles concerning employment.**

4.1. Principle of Equal Treatment.

The company is committed to not applying discrimination, that is, to providing equal conditions for all of its employees and for all persons who come into business or other contact with the company. This commitment serves to ensure that these persons do not suffer disadvantage on the basis of their age, marital status, sex, sexual orientation, skin color, religious beliefs, or origin, ethnic or national affiliation. The company is further committed to not discriminating against persons with reduced working capacity, and takes every reasonable step to ensure that all employees participate in the company's tasks with equal opportunities.
It is the responsibility of every employee to comply with these rules and to ensure that the company's standards of conduct are upheld as follows:

- evaluates colleagues on the basis of their performance and merit, and avoids all forms of discrimination and harassment,
- supports the work of others in creating an appropriate working environment free from discrimination, harassment and intimidation,
- notifies their workplace supervisor if they detect a violation of these principles.

The company treats discrimination, harassment and intimidation as matters of high priority. Any employee who violates these principles through their conduct may be subject to disciplinary proceedings.

Any employee who experiences being treated in violation of the above principles may report this to their workplace supervisor or directly to the company's senior managers.

4.2. Prohibition of child labor / forced labor.

The company does not employ child labor, does not force anyone to work, and complies most strictly with the relevant statutory and legal requirements.

4.3. Prohibition of discrimination, harassment and intimidation.

All our employees have the right to a safe working environment that respects human dignity. The company does not tolerate discrimination, intimidation or harassment under any circumstances, whether on the grounds of origin, ethnicity, religious belief, age, sex, sexual orientation or reduced working capacity.

4.4. Handling of grievances.

Any employee who becomes aware of a violation of the principles set out in the "Code of Ethics" is obliged to report it to their workplace supervisor without delay. Investigating grievances and taking the necessary

measures is the responsibility of senior management.

**5. Workplace Safety and Health Protection.**

The company makes every effort to create safe workplaces and ensure safe working practices. Every employee is obliged to comply with statutory, legal and company-level regulations on occupational safety.

Recognizing the particular importance of this task, the company employs an occupational safety specialist.

To ensure safe working, we carry out a risk assessment for every workplace and, on that basis, determine the list of necessary collective and personal protective equipment, as well as other work-related requirements.

The company keeps records of all workplace accidents and investigates such cases in order to introduce preventive measures and prevent accidents.

Any questions related to occupational safety and occupational health may be directed to the company's occupational safety officer.

**6. Rules concerning protection of the environment.**

Senior management is aware that its activities have an impact on the environment and on the local community in which it operates, and feels a responsibility to identify, monitor and effectively manage such impacts.

Management is committed to continuously improving its environmental protection activities and to carrying out its business in a sustainable manner.

The integrated management system manager is responsible for performing environmental protection tasks.

6.1. The purpose of the environmental protection rules is for the company to:

- minimize the negative environmental impacts arising from its operations,
- reduce material consumption, promote the recycling of materials, and use recycled materials where possible,
- make efforts to reduce the amount of non-recyclable waste generated,
- ensure the responsible disposal of non-recyclable waste generated,
- seek opportunities to reduce energy consumption and efficient methods of energy use,
- reduce the amount of environmentally harmful emissions,
- provide appropriate training so that the company's employees carry out their environmental protection duties to a high standard,
- reduce, in cooperation with suppliers, the environmental impacts arising from their operations,
- measure and evaluate its environmental protection activities and continuously improve their effectiveness.

6.2. The Environmental Management System (EMS).

To achieve the objectives set in relation to environmental protection, Mediagnost Kft. has introduced an "Environmental Management System" that meets the requirements of the relevant ISO 14001 standard. Conformity with the standard is also verified by an independent certification body.

As part of the EMS, the organization strives to reduce energy consumption and to use energy ever more efficiently, within which framework it continuously monitors electricity and natural gas consumption. During management reviews, senior management reviews and evaluates proposals for reducing energy consumption and improving efficiency, allocates resources for the improvements to be implemented, and ensures their

execution.

The vast majority of water consumption is for domestic (sanitary) purposes. Senior management continuously seeks opportunities to reduce consumption. Process water use is not significant compared to the company's total water consumption. From an environmental protection standpoint, the quality of the paint shop's wastewater is critical. We continuously monitor the quality and composition of the discharged wastewater and, after treatment, in compliance with the legal limits for pollutants, discharge it into the public sewer system. Compliance with the limits is also periodically checked by an independent laboratory.

In waste management, the basic principle is the selective collection of waste, which greatly aids recycling and reduces the amount of waste sent to landfill. Hazardous waste is handled exclusively by employees trained for this purpose. The waste and hazardous waste management system in place satisfies the relevant waste management regulations and also meets the requirements of the ISO 14001 standard.

6.3 Supplier network.

Mediagnost Kft. expects its suppliers to carry out their activities in a sustainable and environmentally conscious manner. In this spirit, we inform our partners about the integrated quality and environmental management system operating at our company, and communicate to them the principles set out in our Code of Ethics. We expect our suppliers to act in accordance with these ethical standards in their cooperation with us. Compliance with these expectations is regularly verified during supplier audits. In addition, we strive to ensure that, where feasible, local businesses play as large a role as possible in our network.

Budapest, 2026.08.11.

Gyula Kiss
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