

Executive Summary

To Weinmann Emergency LP's Code of Conduct

In 2022, Weinmann Emergency LP (the "Company") established a Code of Conduct (the "Code of Conduct") for its employees, volunteers, consultants, and anyone acting on behalf of the Company (collectively, the "Individuals" and each an "Individual"). The following Executive Summary shall solely outline the general principles of the Code of Conduct for illustration purposes and shall neither replace, amend, or supplement the Code of Conduct. The Executive Summary shall not be legally binding, and no Individual shall derive any legal right or claim from this Executive Summary.

Bearing the aforesaid in mind, the main ethical standards governing the Code of Conduct can be summarized as follows:

1. Be professional, honest, and respectful

All Individuals need to be committed to a professional, honest, and respectful work environment.

At all times, Individuals need to be fair and courteous to all people they deal with on a professional basis. Integrity and ethical behavior are of high importance, and Individuals shall immediately report any violation of the Code of Conduct, any applicable ethical standards, or federal, state, or local law.

2. Transparency and Fair Competition

Individuals need to be committed to the Company and further its professional success in an ethical manner. Conflicts of interests shall be avoided in accordance with the Code of Conduct, and Individuals are prohibited from being involved in any bribery or illegal payments which promote the Company's interest. Instead, Individuals shall be accurate and transparent and provide complete information in all aspects whilst working for the Company.

3. No Discrimination and Anti-Harassment

The Company does not tolerate discrimination and harassment at the workplace. At all times and in all situations, the Company expressly prohibits any form of discrimination and harassment based on race, color, religion, sexual orientation, sex, gender identity, national origin, age, disability, genetic information, military or veteran status, pregnancy, childbirth, or related medical conditions or any other characteristic or status in any group protected by federal, state or local law.

4. Confidentiality, Safety, and Security

Individuals are obliged to maintain the confidentiality of Company's trade secrets and private or confidential information in accordance with the Code of Conduct. Furthermore, safety and security shall be everyone's responsibility and shall govern every aspect of work performed for the Company in order to maintain a healthful and safe workplace for everyone.