

Code of Ethics and Conduct in Business

Entered into Force on December 1, 2025, Scope: H&K Group



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I. Preamble

Compliance Statement of the Board of Executives

Compliance with laws, ethical standards, and values is of great importance to our company. Our products only represent protection and safety when they are in the right hands and national and international regulations and moral principles are upheld.

Our customers, particularly members of the police and armed forces who uphold security and public order, can rely on our products and services meeting the highest quality standards. Likewise, our customers can be confident that we do not tolerate immoral or unethical behavior, let alone violations of the law. We would rather forgo a business transaction than take part in one that contravenes statutory regulations or our own Code of Ethics and Business Conduct (hereinafter referred to as the "Code of Conduct").

With our clear stance, we are a serious and reliable and trustworthy partner for our customers. "Your safety is in the hands of well-trained police officers equipped with best firearms from Heckler & Koch" – that is our commitment to quality.

Our Green Countries Strategy is a clear commitment. With its products and services, Heckler & Koch is an essential component of the security architecture of the Federal Republic of Germany, the member states of the North Atlantic Alliance (NATO), the European Union, NATO-equivalent states as well as other countries that share the European system of values. As a matter of principle, we only deliver to such countries. We only conduct business in open, transparent and close coordination with the competent authorities and their consent.

Every single employee is an ambassador of our company and bears the responsibility for ensuring that our company knows how to deal with the principles and rules mentioned above. Superiors and executives have a special function as role models. In case of uncertainty, our Compliance-Team is always happy to provide you with advice and assistance. Let us strengthen the confidence in our actions and our products. Integrity is the basis for sustainable and therefore long-term success.

Kind Regards,

Dr. Jens Bodo Koch
CEO

Andreas Schnautz
CFO

Marco Geißinger
CSO



II. Scope, Basics and Consequences of Non-Compliance

This Code of Conduct applies to the entire Heckler & Koch Group – meaning H&K AG and every affiliate in which H&K AG directly or indirectly holds more than 50% of the shares.

1. Worldwide, anyone who conducts business for or with Heckler & Koch (HK) must comply with this Code of Conduct, all applicable laws, and all other internal principles, policies, and guidelines. This includes all employees, managing directors, and members of the Executive Board of the Heckler & Koch Group, as well as individuals engaged by any Heckler & Koch Group company, such as consultants, service providers, temporary workers and any other third party acting on behalf of HK.
2. This Code of Conduct is based on legal provisions and serves as a supplement and concretization for the clarification of specific issues. Next to national laws and regulations, several agreements and recommendations of international organizations are parts of our Code of Conduct.
3. Heckler & Koch has established a Compliance Management System (CMS) to support all employees in understanding and fulfilling their legal, ethical, and regulatory obligations. Each individual is personally responsible for compliance. Management, however, bears greater responsibility: they are accountable for ensuring that compliance measures are implemented within their areas of responsibility and that violations are prevented.
4. Failure to comply with this Code of Conduct, Heckler & Koch's principles, policies, and guidelines, or applicable laws may result in substantial fines and criminal penalties for you and for Heckler & Koch. It may also lead to disciplinary action for employees, up to and including termination of employment.
5. Disciplinary action may also be taken when management ignores or fails to remedy misconduct. Furthermore, Heckler & Koch may terminate service or work contracts with external contracting partners who do not comply with this Code of Conduct, our principles and policies, or applicable laws.
6. Unless otherwise stated, this Code of Conduct refers to the HK Group ("we," "HK," "Heckler & Koch") and its employees (also "we," "employees"). Heckler & Koch strives to use gender-inclusive language in all documents, including this Code of Conduct. However, for ease of reading, where masculine grammatical forms are used, they are intended to refer to all genders equally.



III. Corporate Integrity



1. Anti-Corruption

Heckler & Koch is fully committed to complying with anti-corruption laws across a broad range of jurisdictions, including the German Criminal Code, the U.S. Foreign Corrupt Practices Act ("FCPA"), and comparable laws in other countries—such as the UK Bribery Act and France's anti-corruption law ("Sapin II"), as well as local laws applicable to Heckler & Koch's business operations. We don't tolerate corruption, whether involving business partners, agents, public officials, or private individuals, regardless of whether Heckler & Koch is buying or selling goods or services in the transaction. We do not offer, provide, or facilitate any advantage—such as payments, gifts, or other items of value (whether directly or indirectly)—nor do we promise any such advantage with the intent or appearance of improperly influencing the actions of public officials or private individuals and thereby securing a business interest in a decision in favor of Heckler & Koch products.

We do not provide any objects of value including monetary contributions, donations or gifts in order to persuade the recipient, whether they are from the public or the private sector, to use or choose Heckler & Koch products or services.

We do not grant nor accept any advantage, if the nature or the value of the advantage is unreasonable under the given circumstances or the position of the recipient or grantor.

It is important to ensure that contributions, gifts, hospitality and entertainment do not impair our reputation and integrity.



Heckler & Koch acknowledges, that gratuities can be reasonable, if they don't pose any risk of creating an undue influence on the decisions of business partners' employees. However, any gratuities require prior approval in accordance with internal guidelines as well as being transparent, properly documented and reasonable or rather of low enough value to eliminate the risk of undue influence and ensure the business partners' independence in the business relationship.

Corporate Integrity

Heckler & Koch has set internal value limits for gratuities (see *Anti-Corruption Guideline RL-15-02, Annex 1*).

The provision of anything of value in exchange for referrals or other business is prohibited. Furthermore, employees are forbidden to make facilitation payments, that is, to make payments or provide anything of value, to expedite or simplify official actions.

Business relationships may be initiated or maintained only based on objective and transparent criteria. We do not enter into any agreement on behalf of Heckler & Koch if there is doubt as to whether the compensation is commercially reasonable. All compensation we pay to our business partners for services actually performed or products delivered must reflect the fair market value of the services or products. We preserve the ability to make independent, uninfluenced decisions regarding all matters related to the manner, means, and processes of our services and products, and we strive to maintain open and objective relationships with all of our customers and business partners.

Example:

You want to send a customer a birthday gift of high value.

Please always discuss such actions with your supervisor, as they may constitute an inducement through a gift or benefit.

Among other factors, the value of the gift is a key consideration. If your supervisor approves, please ensure the matter is documented, also for your own protection.

Example:

You work in Sales.

Heckler & Koch is participating in a tender process. The person responsible for the solicitation approaches you and offers to influence the process in favor of Heckler & Koch in exchange for payment of a certain amount.

Notify your supervisor immediately and do not, under any circumstances, entertain or accept such an offer.



2. Transparent business activities

We properly document our business activities and observe the statutory record-retention periods under commercial, tax, and sector-specific laws. We do not enter into any agreement without duly memorializing it in writing, and we record in writing the legitimate business interest in the services, the reason a business partner is selected, and the services to be provided. Any agreement entered into on behalf of Heckler & Koch must serve a legitimate business purpose of Heckler & Koch ("bona fide performance"). We avoid entering into transactions with our customers or business partners if they could lead to an actual or potential conflict of interest.

3. Donations and Sponsoring

Donations and Sponsoring provided by Heckler & Koch are meant to live up to societal and social responsibilities as well as promoting the common good. Donations and Sponsoring always have to comply with applicable law as well as being reasonable and transparent. Donations made to political parties require prior approval by the Executive Board as well as the Compliance Team. Details regarding Donations and Sponsoring can be found in the Anti-Corruption Guideline.

4. Embargos, Trade Control & Sanctions

Heckler & Koch is subject to laws and regulations regarding production control, imports, exports, re-exports as well as the distribution of its products, goods, services and technical specifications, including import- and customs laws, export control, economic sanctions, blacklists and anti-boycott laws.



We review and comply with the export regulations and applicable international trade laws of every country in which Heckler & Koch operates. We do not engage in restrictive trade practices or boycotts that are prohibited or subject to penalties under applicable law. All activities—particularly contracts involving sanctioned countries—must be reviewed by the appropriate departments (i.e., Legal and International Trade/Export Control) to ensure compliance with embargo and trade-control laws.

5. Promoting a Fair Supply Chain

We are committed to a fair supply chain and pledge to comply with human rights and environmental due diligence obligations. With clear responsibilities and a number of measures, we contribute to the fulfillment of our obligations. We demand the same from our suppliers and expect, that they enforce and promote the fulfillment of obligations within their own supply chains.

6. Antitrust & Fair Business Practices

Heckler & Koch does not tolerate any business practices that violate antitrust or competition law in any state or country in which we do business or that our business pertains to and will not participate in any such business.

We do not engage in discussions or enter into agreements with actual or potential competitors concerning pricing policies, discounts, other terms and conditions of sale, or the allocation of markets or customers, except where permitted by law.

Any coordinated conduct, informal discussions, or arrangements that are intended to, or have the effect of, restricting competition are prohibited. We exercise particular caution at trade association meetings and trade shows to avoid even the appearance of anti-competitive behavior. Violations of antitrust and competition laws can have serious, and potentially existential, consequences

7. Marketing & Advertisement

All advertising materials related to Heckler & Koch products or services must be reviewed and approved on a country-by-country basis. In product and service descriptions, as well as in describing benefits and risks, we are honest and precise, and we base our statements on appropriate, credible evidence.

8. Quality & Product Safety

Our products must meet all regulatory requirements. To achieve this, Heckler & Koch maintains a comprehensive, well-defined, and structured product development process. We strictly adhere to quality and safety regulations. Our products are our calling card. Our market success and reputation depend on how effectively we meet the increasing requirements and expectations placed on our products. All employees work toward this goal every day.

9. Financial Integrity

We maintain an internal accounting system and organize records in a traceable, auditable manner. All of our books, records, and accounts must fully and accurately reflect business transactions and assets. We appropriately review and approve financial risks and operational measures, and we record and document financial and business transactions accurately and in a timely manner within the proper accounting period.

10. Prevention of Money Laundering and Financing Terrorist Activity

Heckler & Koch fully complies with all relevant laws and regulations to combat money laundering, terrorist financing, organized crime, and other financial crimes, and conducts business only with reputable business partners whose funds originate from lawful sources. We report unusual or suspicious payments or transactions to our supervisors.

11. Information Requests

Heckler & Koch obliges itself to respond appropriately to all government inquiries, audits, or investigations. If you are confronted with a government inquiry that does not fall within your area of responsibility, please consult your supervisor immediately. Please inform the Legal Department immediately in the event of an unusual inquiry from a government agency or one of its representatives, such as searches and raids, interview requests, or subpoenas, both inside and outside the business premises.

12. External Communication

External communication may only be carried out by employees who are expressly authorized to make such statements.

We forward all requests for information from the media, investors, financial analysts, or other third parties concerning Heckler & Koch to the responsible department for communication and public relations. We respect the right to freedom of expression and the protection of personal rights and data privacy.

We are aware that we may also be perceived as employees and representatives of Heckler & Koch in our private lives. Therefore, we must also safeguard the reputation and image of Heckler & Koch through our actions and behavior in public and, above all, in relation to the media, and when expressing our personal opinions, we must ensure that these are not associated with our role/activity at Heckler & Koch.

Example:

You notice a comment on the Internet in which a stranger is making defamatory statements about the company and/or its employees.

Do not respond to this comment, but report it to the relevant department so that appropriate measures can be taken.

13. Data Security



Heckler & Koch is committed to protecting the personal data of employees, business partners, and other third parties in accordance with legal requirements. This also includes the transfer of such data between group companies. Data collection, use, and processing are carried out in accordance with data protection and IT security regulations at national and EU level.



Example:

You work in human resources and would like to perform a statistical analysis of employee data with regard to the sickness rate.

Please note that the employee data to be analyzed is personal data that may not be published in statistics.

The analysis must therefore be carried out in such a way that the data taken from the statistics does not allow any conclusions to be drawn about the employees concerned.



14. Artificial Intelligence

At Heckler & Koch, we want to leverage the enormous potential of artificial intelligence (AI) in a targeted manner and actively promote innovation in this area. AI is already integrated into parts of our products and processes and will have an increasingly strong influence on how we work and the solutions we offer in the future.

We are aware of the risks and uncertainties associated with new technologies such as AI. How we use AI is crucial for us. We are committed to the responsible use of AI, explainability, privacy protection, security, and reliability.

15. Political Activity

Heckler & Koch respects and supports the right of employees to participate in politics as private individuals and to engage in political activities of their choice. However, it is important that personal political activities remain separate from the business activities of Heckler & Koch. Heckler & Koch does not wish to interfere in the personal political activities of its employees, provided that the following principles are observed:

- If you are politically active, make it clear, that your views and actions are your own and are not to be associated with those of Heckler & Koch
- You ensure that there is no connection or perceived connection between your personal political activities and your employment at Heckler & Koch.
- You do not use company time, assets, devices or other resources for your political activities.



IV. Personal Integrity

1. Conflicts of Interest

We have to avoid situations that are or can be perceived as conflicts of interest. Because of this, we strictly separate business and private interests. The position someone may have within the company cannot be misused for one's own advantage or for the advantage of friends and family. Business partners cannot receive preferred treatment based on private interests.

Personal or private interests cannot interfere or be in conflict with the interests of Heckler & Koch.

To avoid any doubt about our integrity, it has to be possible for us to identify and uncover potential conflicts of interest and distance ourselves from decisions, in which our independence could be impaired.

Before you engage in secondary employment or work as a consultant or member of the Board of Executives (or similar positions) for another company, you are obliged to report this matter to human resources and request their approval thereof.

Before investing in a customer, business partner, supplier, distributor or competitor, you have to inform your superior, no matter whether you intend to buy a business or shares in a business (excluding the purchase of shares in a publicly traded company).

You should refrain from making a possible or existing decision, if this decision pertains to a personal relationship. Relationships that affect personal judgement can easily lead to a conflict of interest. However, the fact that someone has a close relationship to an employee, customer, business partner, distributor, supplier or competitor of Heckler & Koch does not mean that there is an automatic conflict of interest.

Example:

You work in purchasing and are comparing offers from several suppliers. You notice that one of the most financially attractive offers comes from a company owned by one of your close friends.

Since you have a personal relationship that could influence your judgment, you should report this to your supervisor and refrain from selecting a supplier in this case to avoid even the appearance of a conflict of interest.

Example:

You are a department head and your daughter is completing an apprenticeship at the company. After completing her apprenticeship, she applies for an advertised position in your area of responsibility. Her direct supervisor would be one of your team leaders.

In such a situation, it can be assumed that the team leader would not base their assessment of your daughter solely on objective criteria, but would give her a better assessment in order to avoid being assessed negatively by you. To avoid the appearance of a conflict of interest and unequal treatment, your daughter should work in a different department for which you are not responsible.



2. Exploiting Business Opportunities for Personal Gain

Business opportunities arising from employment with Heckler & Koch belong to Heckler & Koch and not to employees. We are obligated to Heckler & Koch to promote the economic interests of the company.

Employees are prohibited from doing the following:

- using Heckler & Koch's business potential, property, confidential or protected information, or their position at Heckler & Koch for personal gain;
- exploiting their position at Heckler & Koch by founding a competing company or otherwise acting as a competitor to Heckler & Koch, or founding their own company; or
- exploiting a business opportunity to which Heckler & Koch is entitled by seizing an opportunity, operating a business, or engaging in any other activity that would lead to competition with Heckler & Koch.

3. Insider Trading

Heckler & Koch regularly conducts business with private companies or publicly listed corporations. During our work, we may have access to confidential information about Heckler & Koch, customers, or business partners. Buying or selling securities, such as a company's shares, while in possession of such information is considered "insider trading" (insider information refers to any non-public information that could have a positive or negative impact on a company's share price if it were made public).

We must not disclose insider information to third parties so they can benefit from it. These restrictions apply regardless of where we live or where the person receiving the information resides.

Insider trading is prohibited and could result in heavy fines and even criminal liability for Heckler & Koch and the individuals involved.

Examples of non-public information (prior to appropriate disclosure) include:

- Earnings and other financial information
- Changes in dividends
- Changes in company management
- Significant regulatory developments
- Mergers, acquisitions and joint ventures
- Approval or rejection of a significant product
- Other material

Example:

In the course of your work, you have learned that a major acquisition is imminent within the company and that this will have a positive effect on the company's share price when it is announced publicly. By chance, you learn from your friend, who owns shares in the company, that he wants to sell them.

You must not give your friend any indication that he should wait a little longer before selling. As the information has not yet been made public, it constitutes insider knowledge. Under no circumstances may you share this knowledge with other people, as doing so would make both you and your friend liable to prosecution.



V. Employment and Working Conditions

Each and every one of us has a right to fair treatment, courtesy, and respect. Heckler & Koch does not tolerate discrimination, harassment, hostility, intimidation and violent or abusive behavior. This Code of Conduct and our principles and guidelines prohibit discrimination, harassment, and retaliation. Everyone has a role to play in creating a positive and productive work environment. Constructive cooperation, teamwork, and trust are important components of a positive work environment.

1. Human Rights

Heckler & Koch respects internationally recognized human rights and fundamental freedoms and rejects any form of forced or child labor. These human rights protect the health, safety and growth of employees. We expect the same from our business partners, especially respecting the applicable minimum working age within the state in which they operate.

Example:

You receive information that a supplier of Heckler & Koch is not complying with the minimum age requirement in its production facilities.

Report this information to your supervisor or the compliance department so that the business relationship with the supplier can be reviewed and appropriate measures taken if necessary.

Our goal is to reduce the consumption of raw materials, including water and energy, and to reduce waste.

We place a high priority on protecting the health and safety of our employees, customers, and business partners who support us in our business activities. Everyone is to be committed to creating and maintaining a safe, secure, and healthy working environment. Above all, however, managers have an important role to play in setting an example. Facilities must be operated in strict compliance with safety regulations. This reduces the risk of accidents and contributes to the smooth operation of the facilities. Managers must ensure that employees working at a facility are carefully selected and trained.

Safety regulations and practices apply to our employees and to external parties.

2. Environment, Health & Occupational Safety

By using resources responsibly, we contribute to minimizing the impact on people and the environment.

We act in accordance with applicable laws and internationally recognized standards such as ISO 14001 in order to minimize negative impacts on the environment and climate and to continuously increase our efforts to protect the environment. To protect the environment, we strive to reduce energy, material, and resource consumption at all of our facilities.

3. Equal Opportunities and Tolerance

We can only realize our full potential in an inclusive culture where diversity is seen, valued, and accepted as an opportunity. Equal opportunity and equal treatment are fundamental pillars of our corporate culture. People with the same professional and personal qualifications must be treated equally in terms of hiring, working conditions, compensation, training, and personnel development in the regional context.



Our managers ensure a good working atmosphere and a high level of performance by treating all employees objectively and fairly.

They support their employees and set clear, ambitious, and realistic goals. We respect the dignity and individual personality of all employees. Our interactions with each other are characterized by mutual respect, appreciation, courtesy, fairness, team spirit, professionalism, and openness. The compatibility of family and career is very important to us. We consider a good work-life balance to be an important prerequisite for performance and success.

Example:

You notice that derogatory or discriminatory comments are being made about colleagues in your work environment based on their nationality or sexuality.

Address the person directly and let them know that their behavior is not in line with the code of conduct. Report the incident to your supervisor, the HR department, the compliance department, or via the HK reporting system.

5. Licenses, Certifications & Permits

Certain activities at Heckler & Koch require special licenses, certifications, or other professional authorization. We are personally responsible for maintaining all credentials required for our work. Any required credentials that have expired, are about to expire, or have been revoked must be reported to the appropriate supervisor. Employees who are notified that they are ineligible to participate in a government program must notify their supervisor.

4. Alcohol & Illegal Drugs

In order to perform our duties well, it is necessary that we work professionally and without the influence of alcohol or other legal or illegal drugs. These substances impair work performance and can endanger our health and safety and that of others.



VI. Business Assets

1. Protection & Proper Use of Company Assets

All assets of Heckler & Koch, tangible (e.g., inventory, supplies, work equipment, vehicles, records, cash, or other property owned or leased by Heckler & Koch) and intangible (e.g., company name, logo, trade secrets, strategies, and customer or supplier information) may only be used for lawful, business-related purposes and must be protected from misuse, damage, loss, theft, and waste. We do not make the property and assets of Heckler & Koch available to third parties unless we are entitled to do so in a lawful business transaction.

Example:

A friend wants to use your company laptop for private matters, because his own computer is defective.

Please do not give away any company property to third parties.

2. Intellectual Property

We protect our investments into intangible assets through acquiring and enforcing and defending intellectual property rights as well as protecting the confidentiality of sensible data. Furthermore, we respect legitimate claims of third parties regarding their intellectual property rights.

3. Confidentiality, Protected Information & IT-Security

Information that we obtain or develop in the course of our work is protected company information and constitutes an asset of Heckler & Koch. In the course of our work, we may also receive confidential information from our business partners or other third parties. Any information that is not publicly available must be protected and treated as confidential, even if there is no formal confidentiality obligation under a non-disclosure agreement.

We do not use or share this information in any way that violates legal or contractual obligations, nor do we disclose it.

IT systems – hardware, software, networks, and the information processed on them must be protected. Every user of a computer is responsible for the appropriate and secure use of these resources for the intended business purposes.

These obligations apply during and outside of working hours and regardless of whether the information is expressly marked as “confidential” or with any other confidentiality notice. The confidentiality obligations continue to apply after the termination of your employment with Heckler & Koch.



4. Protecting Company Interests on Social Media

The use of social media by Heckler & Koch employees, including private use, could be attributed to Heckler & Koch, for example through the use of the Heckler & Koch logo or product names, and could damage Heckler & Koch's reputation. When using social media, we therefore observe the following principles:

- Only authorized departments, such as HR, corporate communications, or marketing, may utilize social media for business purposes (e.g., recruitment or public relations).
- We are cautious about the potential consequences of our use of social media and use our common sense.
- We refrain from using social media to discuss matters that involve confidential and proprietary information belonging to Heckler & Koch.
- We are open and honest about our affiliation with Heckler & Koch when this is relevant, for example in contacts related to the execution of orders.
- We expressly state that our thoughts or opinions are our personal thoughts or opinions and do not necessarily represent the position of Heckler & Koch.

Example:

On social media (Facebook, X, Instagram, YouTube, WhatsApp, etc.), you see a discussion on a current topic and participate by expressing your opinion.

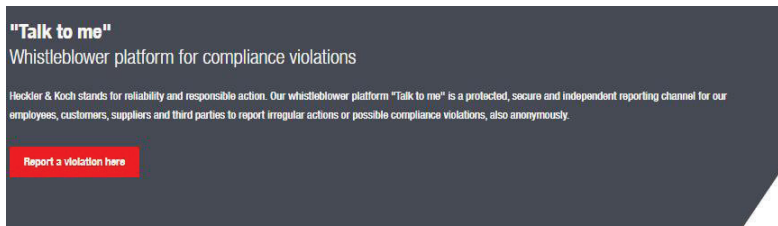
Make sure that you are perceived as a private individual and do not make any reference to Heckler & Koch.

VII. Prohibition of Retaliatory Measures

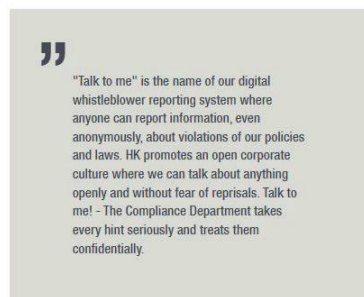
Heckler does not tolerate retaliatory measures against any employee or person who reports grievances, suspicions, concerns, or misconduct, provided that there were reasonable grounds for the report. Regardless of whether the suspicion is confirmed or not, the reporting person will not suffer any disadvantages solely because of the report. If retaliatory measures do occur, disciplinary action up to and including termination will be taken. If you believe you have been subjected to retaliatory measures, you should immediately report this to a supervisor who is not involved in the matter, the compliance officer, the human resources department, or the compliance department, or report it via the compliance reporting system.

VIII. Reporting

In the event of actual or suspected misconduct, you can contact your supervisor, a representative from the compliance department, or another responsible person. Another option for reporting misconduct is the compliance reporting system on the HK-website. The whistleblower reporting system is available to all employees worldwide and to the public. Protecting whistleblowers is a top priority for us. All incoming reports and notifications are treated with strict confidentiality. **Reporting platform - HECKLER & KOCH GmbH (sicher-melden.de).**



Always keep
your mouth shut?





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