CODE OF ETHICS AND BUSINESS CONDUCT

1. INTRODUCTION

At the core of Allient Inc. and its subsidiaries ("Allient" or the "Company") are the principles of integrity, honesty, fairness and respect for people. The trust and confidence of those with whom we deal, as well as the communities in which we operate, is a real asset, critical to the continued growth and success of Allient.

Allient has adopted this Code of Ethics and Business Conduct (the "Code"), that is applicable to all directors, officers and employees. The Code is intended to have practical value in all our day-to-day business dealings, and we must all behave in accordance with the spirit as well as the letter of this Code. The Code was adopted to:

- Require honest and ethical conduct, including the ethical handling of actual or apparent conflicts of interest between personal and professional relationships (see separate Allient Conflicts of Interest Policy);
- Require the full, fair, accurate, timely and understandable disclosure in public communications made by or on behalf of the Company and reports that the Company files with the Securities and Exchange Commission (the "SEC");
- Require compliance with applicable governmental laws, rules and regulations; and
- Require prompt internal reporting of breaches of, and accountability for adherence to, this Code.

2. OUR COMMITMENT

We at Allient recognize our corporate responsibility to five main groups. We are committed:

- **To Shareholders**

  To conduct our operations in accordance with accepted principles of good corporate governance. To provide timely and accurate information to all shareholders on our activipties and performance. To take those actions that we believe will enhance shareholder value.

- **To Customers**

  To win and retain customers who adhere to business principles consistent with our own, by developing and providing products and services that offer value in terms

of price, quality, on-time delivery, safety and environmental impact. To be responsive to customer comments and complaints and to meet or exceed our customer's expectations.

- **To Employees**

  To respect the human rights of all employees, whether directly employed or subcontracted. To provide and maintain safe conditions of work, with competitive terms and conditions of employment. To comply with applicable discrimination laws by selecting, developing and retaining employees on the basis of ability and qualifications for the work to be performed, without any form of discrimination or prejudice under any circumstances. To insist that sexual harassment, rage, violence or any other inappropriate conduct that creates an intimidating, threatening or otherwise offensive environment does not take place under any circumstances. To encourage the involvement of employees in the planning and direction of their work and to provide the appropriate training for success in fulfilling their job responsibilities.

- **To Suppliers and Business Partners**

  To seek mutually beneficial relationships with contractors, suppliers and joint venture partners. To require that, as far as is practicable, all of these parties adhere to business principles consistent with our own.

- **To the Community**

  To conduct business as responsible corporate citizens, to observe the laws of the jurisdictions in which we operate, to give proper regard to the health, safety and the environment of local communities, and to be sensitive to and supportive of local cultural, social, educational and economic needs.

3. HONEST, ETHICAL AND FAIR CONDUCT

Each director, officer and employee must:

- Deal fairly with the Company's customers, suppliers, competitors and employees.

- Maintain the confidentiality of the Company's information and those of its customers and suppliers, both actual and potential, where required or in the Company's interests and subject to Section 7 below.

- Adhere to the standards and restrictions imposed by governmental laws, rules and regulations. This shall include, but is not limited to, compliance with the Foreign Corrupt Practices Act of 1977, as amended (the "FCPA") and all applicable anticorruption laws, both domestically and internationally (see separate Allient FCPA Policy).

- Comply with the requirements of applicable accounting and auditing standards, as well as Company policies, in the maintenance of a high standard of accuracy and completeness in the Company's financial records and other business related information and data.

- Protect the assets of the Company and ensure such assets are used only for legitimate business purposes.

- Protect the Company's proprietary information. Proprietary information includes intellectual property such as trade secrets, patents, trademarks, and copyrights, as well as business and marketing plans, engineering and manufacturing ideas, designs, databases, records and any nonpublic financial data or reports.

- Refrain from taking for themselves personally, or for the benefit of friends or family members, opportunities that are discovered through the use of corporate assets or using corporate assets, information or position for general personal gain outside the scope of employment with the Company.

- Comply, at all times, with the Allient Conflicts of Interest Policy.

4. HUMAN RIGHTS

Allient recognizes the importance of maintaining and promoting fundamental human rights in our operations and supply chain, and we are committed to respecting the rights of employees throughout our supply chain. Our Code of Ethics and Business Conduct and our strategy and business policies work together to support the principles contained in the United Nation's International Bill of Human Rights and the International Labor Organization Fundamental Principles and Labor Standards. Our Governance Documents and our programs and policies (see https://www.allient.com/investors/corporat e-governance/) are designed to ensure that we:

- Promote a workplace free of discrimination and harassment

- Prohibit child labor, forced labor and human trafficking

- Provide fair and equitable wages, benefits and other conditions of employment in accordance with local laws

- Provide humane and safe working conditions, including safe housing conditions, where applicable

- Recognize employees' right to freedom of association and collective bargaining

- We expect our suppliers and business partners to uphold these principles as well.

5. CORPORATE BOOKS AND RECORDS; FINANCIAL REPORTING AND DISCLOSURE

The Company requires accurate recording and reporting of information in order to make responsible business decisions. We must ensure that all Company documents are completed accurately in a timely manner and are properly authorized. Financial activities and transactions must accurately reflect transactions and events and be recorded in compliance with all applicable laws and accounting practices and in accordance with the Company's system of internal controls.

The Company strives to ensure that the contents of and the disclosures in the reports and documents that the Company files with the SEC and other public communications shall be full, fair, accurate, timely and understandable in accordance with applicable disclosure standards, including standards of materiality, where appropriate. Each person must not knowingly misrepresent, or cause others to misrepresent, facts about the Company to others, whether within or outside the Company, including to the Company's independent auditors, governmental regulators, self-regulating organizations and other governmental officials, as appropriate.

Errors, or possible errors or misstatements in the Company's books and records must be brought to the attention of the Chief Financial Officer and the Chairman of the Audit Committee of the Board of Directors promptly upon discovery.

In addition, the Chief Executive Officer and Chief Financial Officer, President, General Managers, Controllers and each other person that typically is involved in the financial reporting of the Company must familiarize himself or herself with the disclosure requirements applicable to the Company as well as the business and financial operations of the Company.

6. COMMUNICATIONS WITH OTHER PARTIES

The Company must protect business information that is sensitive, private or confidential. No one should discuss with or inform others about, any actual or contemplated material business transaction by any supplier of services or materials, customer, consultant, professional advisor, licensor, licensee or partner of the Company (each a "Business Associate") or the Company except in the performance of his or her employment duties or in an official capacity, and then only for the benefit of the Business Associate or the Company, as appropriate, or as provided in Section 7 below. The information should not be used for personal gain or for the benefit of any other third party. If an employee has any questions concerning whether information in his or her possession is confidential, or whether disclosure or other use of information is permissible, he or she should consult the Company's Compliance Officer in accordance with the Company's *Regulation FD Corporate Communications Policy*.

You are expected to cooperate with reasonable requests for information from government agencies and regulators, and, subject to Section 7 below, to consult with the Corporate

Legal Counsel who acts as the Company's Compliance Officer ("Compliance Officer") before responding to any non- routine request. All information provided must be accurate. No documents or records are to be altered or destroyed in response to an investigation or other lawful request.

7. REPORTING CERTAIN ACTIVITY

Notwithstanding anything to the contrary in this Policy, any director, officer or employee of the Company may, without consulting with the Compliance Officer, file an administrative charge or complaint with, and testify, assist and participate in any investigation, hearing or proceeding conducted by, and otherwise communicate with, the SEC about any possible securities law violation.

8. MONITORING, REPORTING AND ACCOUNTABILITY

The Governance and Nominating Committee of the Board of Directors of the Company is ultimately responsible for applying this Code to specific situations in which questions are presented to it and has the authority to interpret this Code in any particular situation. Day-to-day responsibility is delegated to officers, corporate office employees and division level operating management.

Any person should contact relevant supervisors, senior managers, any corporate office employee, executive management, or utilize the Whistleblower Hotline (see below and the Whistleblower policy if he or she:

- Becomes aware of any existing or potential breach of this Code which may include, but is not limited to:
    - instances of corporate fraud;
    - unethical business conduct;
    - violation of any law, rule or regulation;
    - substantial and specific danger to any person's health and safety; or
- Wishes to report any information he or she may have concerning:
    - significant deficiencies in the design or operation of internal and/or disclosure controls which could adversely affect the Company's ability to record, process, summarize and report financial data; or
    - any fraud, whether or not material, that involves management or other employees who have a significant role in the Company's financial reporting, disclosures or internal controls.

In accordance with Section 301 of the Sarbanes-Oxley Act, the Audit Committee of the Board of Directors has established a toll free telephone number as well as a website to

report on a confidential and, where permitted, anonymous basis complaints regarding questionable business practices, and accounting, financial reporting, internal controls or auditing matters, including complaints regarding alleged violations of this Code of Ethics and Business Conduct, the Company's Supplemental Code of Ethics for Senior Financial Officers, and any other similar codes or policies adopted by the Company. If any employee, officer or director of the Company has any such concerns or complaints, then he or she is encouraged to submit those concerns or complaints to the Company. The toll-free number and website are each operated by an independent contractor, and any information obtained will be referred to the Audit Committee and handled in accordance with the procedures in the Company's *Whistleblower Policy*.

If either the Governance and Nominating Committee or the Audit Committee determines that a breach of the Code or significant incident has occurred, it will inform the Board of Directors. Upon being notified that a breach has occurred, the Board of Directors will take or authorize such disciplinary or preventive action as it deems appropriate, after consultation with counsel, up to and including dismissal or, in the event of criminal or other serious violations of law, notification of the SEC or other appropriate law enforcement authorities.

It is imperative that the person reporting the violation not conduct a preliminary investigation of his/her own. Investigations of alleged violations may involve complex legal issues. Persons who act on their own may compromise the integrity of an investigation and adversely affect both themselves and the Company.

Any employee who in good faith reports any incidents will be protected from threats of retaliation, discharge or other types of discrimination that are directly or indirectly related to the disclosure of such reports. In addition, no employee may be adversely affected because the employee refused to carry out a directive, which reasonably believes in good faith, constitutes corporate fraud or is a violation of any law or regulation.

8. WAIVERS

Any waivers granted under this Code must be approved by the Chief Executive Officer and reported to the Chairman of the Governance and Nominating Committee of the Board of Directors. Any waiver of the requirements of this Code which benefits a director or an executive officer may be granted only by the Board of Directors and shall be promptly disclosed to the Company's shareholders as required by applicable securities laws and the listing requirements of the NASDAQ stock market.

All persons should note that it is not the Company's intention to grant or to permit waivers from the requirements of this Code. The Company expects full compliance with this Code as well as the other Governing Documents as found on the Allient website.

9. FEEDBACK

This Code is intended to foster a search for continuous improvement in all aspects of our performance. It will therefore be reviewed periodically and will be referred to in Allient's

Annual Report and published on our website. We welcome feedback on the content and working of the Code.

10. CONDITION OF EMPLOYMENT OR SERVICE

All directors, officers and employees will conduct themselves at all times in the best interests of the Company. Compliance with the Code will be a condition of employment and of continued employment with the Company and conduct not in accordance with the Code constitutes grounds for disciplinary action, including termination of employment.

The Code is not an employment contract nor is it intended to be an all-inclusive policy statement on the part of the Company. The Company reserves the right to provide the final interpretation of its policies and to revise those policies as it deems necessary or appropriate.

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