

49Komma8 AG

# Code of conduct



## Motivation

This Code of Conduct serves as a guideline and applies to all employees<sup>1</sup> and business partners of 49Komma8 AG. The rules and principles of conduct described here are an integral part of our corporate culture and should be expressed not only in words but also in actions, be it in our dealings with our work colleagues, in management or in contract with business partners.

The principles of conduct are intended to serve as a guideline for acting responsibly, legally, and ethically, even in difficult situations, and to bring this into harmony with an economic way of thinking. Thus, there is a reference that can be viewed by all employees and business partners and to which one can refer at any time.

We want to create an atmosphere in which the company, employees and business partners are on good terms with each other, negotiate fairly and the common success is the goal of the cooperation.

<sup>1</sup> All employees, managers, and members of the executive bodies. For reasons of linguistic simplification only the masculine form is used to refer to persons. In terms of content, persons of all gender identities are always meant.

## Society

### Human rights

We support and respect internationally recognised human rights. Our way of working is based on tolerance and a clear commitment to democratic principles and the rule of law. It is important to us to ensure that our business partners also respect these principles and act accordingly.

### Working conditions and occupational safety

We reject any form of child, forced and compulsory labour. We also expect this from our business partners.

We respect the right of employees to freedom of association and the formation of trade unions and employee representatives.

Occupational safety and health are important concerns for us. We actively take measures to create the safest and healthiest possible working environment, for example by providing spacious and well-ventilated offices, regular breaks, and height adjustable desks for ergonomic work.

We also expect our business partners to comply with the occupational health and safety conditions applicable in their respective countries.

### Equal opportunities and diversity

We promote a culture of equal opportunities and respect the diversity of our employees. Discrimination, harassment, or disadvantage based on gender, race, ethnic origin, religion, sexual orientation, or other characteristics will not be tolerated.

## Integrity

### Conflict of interests

Private and personal interests must be distinguished from those of the company. It is the responsibility of each individual to be alert to such conflicts and not to let them influence their business decisions.

If a conflict arises between one's own interests and those of the company, this is openly communicated at an early stage. In this way, the further course of action can be discussed together with the superiors in the best interest of all parties involved.

### **Presents and invitations**

We make our business decisions based on objective and comprehensible reasons. We therefore do not accept gifts, invitations, or other benefits, as this could result in undue influence. For the same reason, we do not offer any benefits on our part.

We consider representative expenses to be unobjectionable, as they are customary in business relationships and do not influence business decisions in any respect (e.g. invitation to a business dinner, occasion-related gifts).

### **Prohibition of corruption**

Bribery and corruption are not tolerated in any way. We attach great importance to fair competition and demand this from our business partners.

## **Competition**

### **Fair competition and antitrust law**

We see a functioning economy as the basis for innovation and progress. It goes without saying that we behave fairly and respectfully towards our business partners and compete on the basis of quality and performance.

We comply with antitrust law and do not collude with other companies on market strategies, prices, or market sharing.

### **Insider information and transactions**

Insider information is treated as strictly confidential by all employees and protected from unauthorised access by third parties. The information is not exploited for personal gain or shared in private.

Insider trading and kickbacks are strictly prohibited.