



As part of our corporate responsibility, we have committed to fundamental behaviors regarding competition law aspects.

Our goal is to be successful in fair competition. We want to convince through performance and quality and not let our business relationships be influenced by corrupt actions, but rather consider all regulations to protect fair competition.

There are worldwide legal regulations that particularly

- Prohibit agreements and exchange of information between competitors regarding prices, market division, product quantities, or other competition-relevant parameters,
- Price fixing by distribution partners, and
- Abuse of a dominant market position

Therefore, please consider the following behaviors in your daily work routine:

Refrain from any agreements or exchange of information with competing companies regarding competition-determining factors, such as price, conditions, production quantities, distribution area, and customer allocation.

Do not interfere in ongoing tender processes, i.e., do not coordinate offers with competing companies and do not request tendering entities to provide you with non-public information.

Do not make false or misleading advertising statements.

Refrain from any corrupt behavior for personal gain or for the benefit of third parties.

Reject any form of bribery attempts and report them immediately to your supervisor.

Note that the types of prohibited agreements listed may also include informal discussions and informal understandings if they aim at a competition-restricting measure.

Benefits in the sense of these behaviors are any kind of benefits, whether financial (e.g., money or vouchers), gifts, and services or favors. Excluded from this are appropriate hospitality within the context of personal meetings.

Our intellectual property and know-how are of particular importance for our long-term success. Therefore, intellectual property and all confidential information, including those transmitted by customers or suppliers, must be protected from unauthorized access or knowledge by third parties. This includes protection against data theft, cyberattacks, and malware (see corresponding response plans).

Keep confidential information related to the company secret and do not disclose it to outsiders, including your private environment and the use of social media.

If you have doubts about your own behavior or notice critical incidents in your work environment, contact your supervisor or the relevant department.

If you wish to report violations of laws or internal guidelines through a protected channel, use the appropriate contact form on the company homepage.

All reports received through this channel will be taken seriously and treated confidentially. The sender has no fear of disciplinary action or other disadvantages, even if the facts are not confirmed. However, this does not apply to knowingly false reports.

Management responds consistently to proven violations of compliance issues with measures appropriate to the individual case, based on the principle of proportionality.

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