

# Code of Conduct.

## Code of Conduct for the EAO Group.



### Values and principles

Our personal conduct reflects our Company's core values. It is defined by mutual respect, trust and appreciation. We accept responsibility and take a proactive, unambiguous and transparent approach to communications.



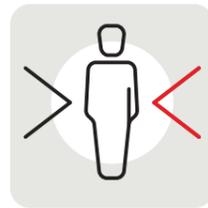
### Competitive conduct and competition law

We respect the rules of fair competitive conduct and competition law. This is why all agreements with customers and suppliers are documented by us in full and concluded without any ambiguity – on a fair, competitive basis.



### Ethics and good conduct in business

Honesty, reliability and indisputable integrity form the basis of all we do. Our business, contracts and all of our activities are based on the principle of strict legality.



### Conflicts of interest

The highest standards apply to all employees regarding integrity, honesty and fairness, which is why any conflict between personal and corporate interests must be avoided.



### Product integrity

Our products satisfy the highest quality standards, and are innovative, intuitive and reliable. We also always offer our customers the best service in accordance with the required specifications, quality standards, and the processes involved with these.



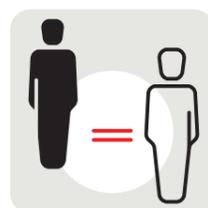
### Health, safety and the environment

We strive to establish a corporate culture that is safe, healthy and based on integrity, and we do this by taking a zero-tolerance policy to discrimination, harassment or other reprisals. Our processes, operating premises and resources must comply with statutory requirements at all times, because health, safety and protection of the environment are very important to us.



### Export controls

We strictly observe the applicable rules and statutory regulations for the products and services that we export.



### Equal opportunities for employees

We will not tolerate any discrimination, harassment or threats within our Company. We maintain a culture of friendliness, openness, fairness and respect in our dealings with one another. All employees are appreciated in the same way, regardless of their origin, religion, gender, age, disability or sexual orientation. Wages and salaries are commensurate with performance and job market conditions.



### Precise accounting and recordkeeping

Without exception, all records and accounts are consistent with Generally Accepted Accounting Principles and with our own policies. They are prepared and maintained in strict compliance with all statutory regulations and provisions. All expenses must be verifiable and documented – precisely and in full.



### Handling Company property

Employees will have access to assets belonging to the EAO Group and may have access to those of customers and suppliers. These assets must be treated with the due respect and must only be used for Company purposes. The specified IT policies must also be observed at all times.



### Confidentiality and trade secrets

Confidential information and trade secrets must not be disclosed, be it during the employment relationship or after it is terminated.



### Violations against the Code of Conduct

All employees are required to be familiar with and to comply with the principles of the Code of Conduct. Violations against the Code of Conduct, laws, regulations or rules will have serious consequences that may range from a verbal or written warning to dismissal.