



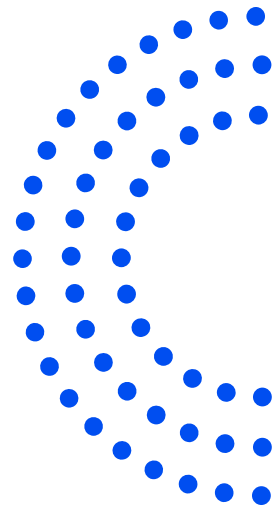
partner for
intelligent
solutions

intellcert

Code of Conduct



www.intellcert.com



Preamble

Our code of conduct serves as a guideline for the entire company and applies to all employees equally. It represents our commitment to adhering to the values and principles listed therein, and it also signals responsible behavior towards our business partners, customers, and employees externally.

Management Commitment

intellcert is committed to acting economically, socially, and environmentally responsibly. We strive to conduct our business competently and on ethical and moral grounds. In all the markets where we operate, we aim to ensure fair competition, which includes complying with applicable laws and adhering to antitrust regulations. We intend to avoid gaining unfair advantages over customers, suppliers, or competitors.

Implementation and Enforcement

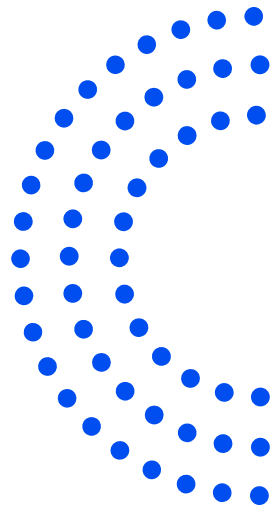
intellcert is committed to making the necessary efforts to adhere to the principles and values described in this code of conduct.

Bedburg, 16.10.2023

A handwritten signature in blue ink, appearing to read "R. Todjaller".

Place, Date

Managing Director



Safety

We comply with all laws and regulations pertaining to the health and safety of our employees to protect them. Our leaders, in particular, take measures to create a healthy and hazard-free work environment for our staff.

Team Spirit and Diversity

We constantly challenge existing solutions and develop new ideas for the benefit of our customers. To achieve this, we promote constructive teamwork among our employees. Their interests and requirements are crucial for our work and continuous improvement. Our success in collaboration is driven by the diversity of our employees and their contributions in various business areas.

Prohibition of Discrimination

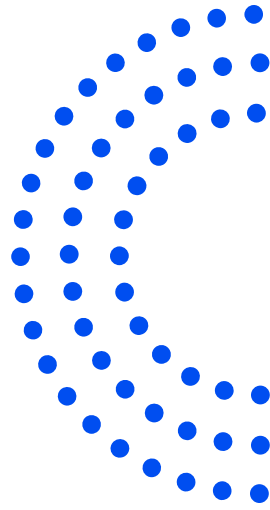
Any form of discrimination is prohibited, regardless of nationality, ethnic background, age, gender, sexual orientation, marital status, pregnancy, disability, religion, or belief. Promotions and new hires are always made without discrimination.

Standards of Cooperation

We expect all our employees to consistently adhere to the highest professional standards and guidelines set by our company. If employees violate existing policies, regulations, or directives through their actions or behavior in the course of their duties, they may face disciplinary measures.

Fair Competition

We are committed to fair competition and abide by the laws and regulations governing it. We refrain from making agreements on prices, terms, and strategies with competitors, suppliers, other companies, and retailers that hinder fair competition. We do not participate in any anti-competitive boycotts.



Bribery and Corruption

We do not tolerate any form of corruption and bribery, whether it harms our company's assets or the assets of others. We implement control mechanisms to prevent bribery, theft, embezzlement, fraud, tax evasion, or money laundering.

Acceptance of Gifts, Donations.

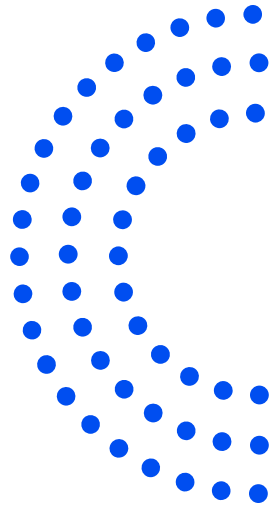
Our employees are prohibited from soliciting or accepting personal benefits from customers or suppliers that could influence or potentially influence their behavior regarding their duties for the company.

Gifts from our end must also be offered within the customary practices of the business relationship and within a materially appropriate scope. The recipient should not be able to associate any obligations with the gift that could influence their business decisions.

intellcert does not donate to political parties, individuals, or organizations whose goals contradict our company philosophy or harm our reputation. The allocation of donations is always done transparently.

Customer Focus

We treat our customers and business partners with fairness and honesty. We capture the desires, needs, and expectations of our customers and business partners to ensure a targeted implementation in products, services, or other processes. Our top priority is to establish a long-term and stable relationship with our customers and business partners based on trust.



Dialogue with Cooperation Partners

All business information of our partners and their trade secrets are handled with sensitivity and confidentiality. Necessary documents are prepared, stored, and, if necessary, appropriately destroyed after the end of the collaboration.

Data Protection

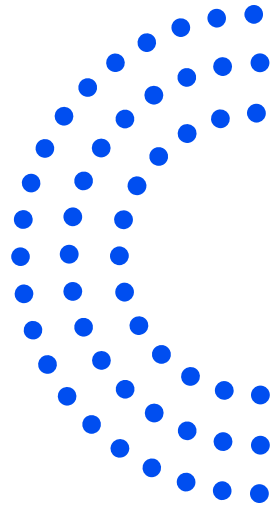
We handle all personal data of our customers, business partners, as well as employees with utmost care. Our employees are obligated to take all necessary measures to secure the data, safeguarding our IT system from both internal and external data theft. This includes addressing misused passwords within the company and unauthorized downloading of files.

Handling of Company Internals

We emphasize the careful and responsible handling of the products manufactured, the tools used, and the company's intellectual property.

Environmental Protection

Environmental protection and climate conservation are important concerns for us. Our employees are encouraged to handle all natural resources used in our company, such as energy, water, and land, in a sustainable manner.



Protection Against Child Labor or Forced Labor

We strictly reject child labor and forced labor without exception, and we expect the same from our business partners. School-age children (younger than 15 years) are not to be employed, even if the legal regulations of the supplier's respective country would allow it.

Concluding Remark

The consistent implementation of the code of conduct is monitored through continuous monitoring. Adjustments are possible at any time. It is the responsibility of the respective management and supervisors to ensure that all employees are familiar with the current version of the code of conduct at all times. This code of conduct is a part of the general employee training as well as individual professional development.