

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.



Compliance with laws
We work within the framework of the laws and regulations of the countries in which we operate, and also within the framework of our own internal policies and regulations. In doing so, we maintain a transparent and collaborative relationship with authorities.



Product integrity
Our products satisfy the highest quality standards, and are innovative, intuitive and reliable. As the number 1 for customer service, we always want to offer our customers the best service in compliance with the required processes, specifications and quality standards.



Export controls
We strictly observe the applicable rules and statutory regulations for the products and services that we export. Employees involved in export must know and understand the applicable rules and legal specifications, and fully comply with them.



Donations
As a global company, we feel a responsibility to society as a whole, as well as the specific communities in which we are located. Any donations made by EAO are always voluntary, without the expectation of anything in return.



Protection of intellectual property
EAO respects third-party intellectual property rights relating to products, publications and software, such as patents, copyrights and trademark rights. We treat our own intellectual property with care and protect it from misuse by third parties.



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.



Health and occupational safety
EAO attaches great importance to protecting and promoting the health and well-being of its employees. This means that health promotion in the company and safety in the workplace are high priorities for us.



Innovation
EAO promotes new ideas and innovations and works closely with strategic partners to offer its customers efficient, intuitive and innovative solutions and services.



Data protection and cyber security
We protect the data of our customers and our business partners, as well as data that relate to our employees. We pay particular attention to the protection of personal data. We consider there to be a high risk of cyber attacks, and we take this risk very seriously.



Continuous learning and development
The knowledge and potential of each employee forms the foundation for our success. We create an attractive working environment which encourages new ways of thinking for our employees, while fostering personal growth, boldness and continuous learning, and enabling constructive feedback.



Corruption, 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. EAO does not tolerate any form of corruption.



Combatting forced labour, money laundering, and financing of terrorism
We do not tolerate any form of money laundering or financing of terrorism, nor forced, slave or child labour, and we comply with all economic and financial sanctions. EAO employees help prevent illegal activities by means of their integrity and by fulfilling their duty of care.



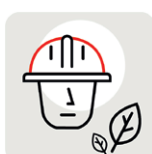
Precise accounting and recordkeeping
Without exception, all records and accounts are consistent with Generally Accepted Accounting Principles and with our own policies. They are prepared and maintained in strict compliance with all statutory regulations and provisions. All expenses must be verifiable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



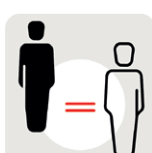
Confidentiality and trade secrets
Confidential information and trade secrets must not be disclosed, be it during the employment relationship or after it is terminated.



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. EAO does not tolerate price fixing, discrimination or any other forms of unfair competition.



Sustainability and environmental protection
Our business and our company work on the principles of sustainability and longevity. We are committed to the careful use of resources. Our processes and operating sites comply with legal requirements for occupational health and safety, as well as environmental protection.



Diversity and equal opportunities
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.



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.



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.