

mechatronic

systemtechnik gmbh

Member of Accuron Industrial Technologies

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Ethics & Compliance

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What We stand for

Our Ethics & Compliance concept applies to the entire company. The Executive Board, Supervisory Board and management ensure that corporate governance is actively implemented and continuously developed in our company. Good corporate governance secures the success of the company on the basis of trust and respect.

We, **mechatronic systemtechnik gmbh**, see corporate governance as an integrated, holistic approach encompassing all corporate values, processes and goals.

Code of Conduct

All our directors and employees are expected to observe high standards of ethics, honesty, and integrity; and are required to comply with all relevant laws and regulations applicable to our work.

Whistleblowing

There is in place a clear whistleblowing policy framework to promote responsible and secure whistleblowing without fear of reprisal. A hotline is made available to our customers, suppliers, business partners and/or employees to report credible concerns relating to actions contrary to the standards of ethics, honesty, and integrity.

To preserve independence and objectivity in all investigations, an external service provider is also engaged.

Confidentiality

All information disclosed in a whistleblowing report will remain confidential, except when determined otherwise by the Audit and Risk Committee in appropriate circumstances.

The whistleblower may elect to make an anonymous report or request that the external service provider keeps his/her identity in strict confidence. However, whistleblowers are encouraged to provide his/her contact information in order to facilitate investigations and to enable our company to provide timely updates on the matter.

Making a report

Please note that the Hotline is hosted on a third-party website, and any access and use of the third-party website or other facilities provided by the external service provider are subject to the associated terms and conditions.

If you wish to make a report through the Hotline, please visit Accuron's Ethics & Compliance page. (<https://www.accuron.com/ethics-compliance/>)