

Ethics Charter

1. Business ethics

We consider business ethics issues in all our business activities, including but not limited to corruption, human rights violations, fraud or discrimination. We strive to continuously improve our ethical principles by formalising our ethical principles (Ethics Charter) and informing and sensitising our employees regarding business ethics and applicable laws and regulations.

2. International agreements, national regulations

We act in accordance with international agreements, European Union directives and regulations and national legislation. We encourage our business partners to follow the same rules and principles.

3. Communication

We do not disparage our customers, suppliers, partners or competitors in our communications. We take data protection and data security very seriously and pay particular attention to the protection of sensitive personal data.

4. Personal safety and health of employees

Our goal is to ensure that all employees at PRInnovation GmbH locations can perform their activities in a safe and healthy working environment.

5. Equal opportunities, inclusion and development of our employees

Our Code of Conduct is in line with the Universal Declaration of Human Rights and the International Labour Organisation (ILO) Guidelines to:

- Promote human rights,
- provide every employee with equal opportunities for career development,
- not discriminate against anyone or violate their personal dignity,
- respect the identity, physical and moral integrity of all individuals.

All employees work together in an open and respectful manner. Behaviour or actions that are contrary to this are not acceptable. Where necessary, we take proactive measures to promote minorities in order to improve employment opportunities and the integration of all employees. We strive to reflect social diversity in our workforce.

6. Open competition, competitive information, intellectual property

We act in accordance with international competition laws as well as with specific legal requirements of the countries in which we operate. We reject any form of unfair competition with other market participants. Each employee is responsible for our intellectual property and intangible assets and protects them from theft, loss, forgery, misuse, disclosure, duplication, misrepresentation and any other form of abuse. We respect the relevant intellectual property rights of third parties and refrain

from unauthorised use of the intellectual property or copyrighted material of other persons or companies.

7. Environmental protection

We continually strive to minimise our impact on the environment in all our activities. All our actions will be in accordance with the principles of environmental protection.

8. Conflicts of interest

We adhere to the principles of transparency and performance-based cooperation as the basis of our business activities. Each employee is responsible for informing superiors or the Human Resources Department of situations in which our personal interests or the interests of persons close to us are affected by decisions within the company. This applies not only to conflicts of interest, but also to improper influence or favouritism.

9. Invoicing, payment and expenditure

We do not allow transfers of funds outside the official financial structures.

10. Corruption and unlawful advantages

Relations with our partners (customers, suppliers, authorities, shareholders, employees, etc.) are based exclusively on objectivity, integrity and transparency. In the award, negotiation and execution of public or private contracts or agreements, there shall be no conduct or facts that can be classified as active or passive corruption, granting of advantages or favouritism. We only allow material benefits that have been agreed through formal employment contracts or collective agreements. These official benefits must be reported to the relevant authorities, in particular the tax authorities.

11. Political activities and lobbying

We do not fund or support political parties and strictly maintain our political and religious neutrality. Our aim is to develop our vision, technical knowledge and scientific expertise for the benefit of society.

12. Integrity

Our goal is to be trusted our stakeholders in order to be successful. The key to this trust is integrity.