

ANTI-CORRUPTION POLICY



FOREWORD

Our company designs and implements highly specialized process solutions for pharmaceutical and medical technology companies worldwide, as well as for consumer and home care products of well-known brands. Our portfolio is complemented by comprehensive services related to the customer's product. As a technology leader in various market segments, we are able to provide customers with customized solutions ranging from laboratory applications to full production lines. With a global network of subsidiaries and representatives, we are always close to our customers.

This Anti-Corruption Policy applies to all employees of our company as well as, where applicable, to cooperation partners and business partners. The principles set out in this policy must be observed and complied with by all affected parties.

We conduct our business in accordance with the "Code of Ethics" of the International Society of Automation (ISA) and the principles of ISO 37001. Integrity, transparency, and responsible conduct form the foundation of our business activities. Corruption and bribery are contrary to our corporate values and will not be tolerated.

Anti-corruption prevention is an integral part of our Compliance Management System. The purpose of this Anti-Corruption Policy is to establish binding standards for ethical and compliant conduct and to ensure compliance with all applicable legal and regulatory requirements.

We maintain a zero-tolerance approach to bribery and corruption. All employees, cooperation partners, and business partners are expected to contribute to the prevention of corruption risks through responsible conduct. Managers have a special responsibility to act as role models and to promote a corporate culture based on integrity, transparency, and compliance.

Gifts, invitations, and other benefits may only be offered or accepted in accordance with applicable legal requirements and the company's internal regulations. Potential conflicts of interest must be disclosed and appropriately managed.

Actual or suspected violations of this Anti-Corruption Policy must be reported immediately through the designated reporting channels. All reports will be handled confidentially, objectively, and with due care. Individuals who report concerns in good faith will be protected from retaliation or disadvantage.

Where violations are identified, appropriate measures will be taken. This may result in employment-related, civil, or criminal consequences.



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This Anti-Corruption Policy is reviewed regularly and on an ad hoc basis to ensure its continued relevance, appropriateness, and effectiveness and will be amended if necessary. The right to submit reports to external reporting authorities remains unaffected.

A handwritten signature in black ink, appearing to be 'T. Weller'.

Thomas Weller
CEO