



INFORMATION ON SIGNIFICANT CORPORATE GOVERNANCE PRACTICES

The company implements all corporate governance practices required by law. In addition, particular reference should be made to the Code of Conduct in the current version from 2016. It applies across the Group and its contents are trained worldwide. The last time all employees in the Group were committed to complying with the policy was in 2021 through an e-learning tool. For the entire workforce, the next repeat commitment to the Code of Conduct will take place in 2024.

In addition, all managers and all other relevant employees in the Group are trained once a year using an e-learning tool and are obliged to neither participate in nor tolerate acts of corruption. Furthermore, this training is accompanied by an obligation to act professionally within the scope of the rules of competition law.

Lastly, there are numerous standards, pertaining to Finance and IT in particular, that regulate organisational procedures within the Group.

(As at: 2021)