

AUVESY.



Code of conduct

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Dear employees,

In accordance with the company's mission statement, AUVESY bases its core values on pioneering spirit, integrity, customer orientation, trust and flexibility, particularly when it comes to maintaining the company's legal and financial standing in the way we think long term, act and interact with the society around us.

The success of AUVESY is built on the trust of our customers, suppliers, employees and the public- this is and will always remain so in the future. In order for us to maintain this level of trust, as well as guarantee for the stability and further growth of the company, it is of the utmost importance that all legal and internal company guidelines are strictly adhered to.

The successful development of AUVESY is crucial for both the professional and private life of our employees and their families. As an employer, AUVESY takes its responsibility towards its employee very seriously.

This code of conduct sets out the expected standards in business dealings and applies to all employees of AUVESY. Therefore, this code is set to act as the universally valid guidelines regarding correct behavior in our employees work life. If you have any questions, please contact our management team in confidence.

Although many of the issues raised in this code of conduct may appear to be self-explanatory, their transcription will help to ensure the development of a common understanding on how we are all expected to behave as well provide guidance in cases of conflict.



Dr. Tim Weckerle
CEO



Stefan Jasse
COO

Germany, february 2021

AUVESY CONDUCTS ITS BUSINESS WITHIN THE APPLICABLE LEGAL FRAMEWORK AND REGULATIONS AND PLACES MUCH EMPHASIS ON THE IMPORTANCE OF OPENNESS AND HONESTY WHEN DEALING WITH ITS BUSINESS PARTNERS.



1. Company ethics and behavior

In particular, this includes that AUVESY does not participate in any illegal business practices with which the integrity of the company or its employees could be jeopardized.

The employees may not grant any advantages to customers, suppliers as well as other third parties (e.g. public officials) in the form of payments or promises in order to receive preferential treatment or to create the illusion of giving preferential treatment.

2. Confidentiality and trade secrets

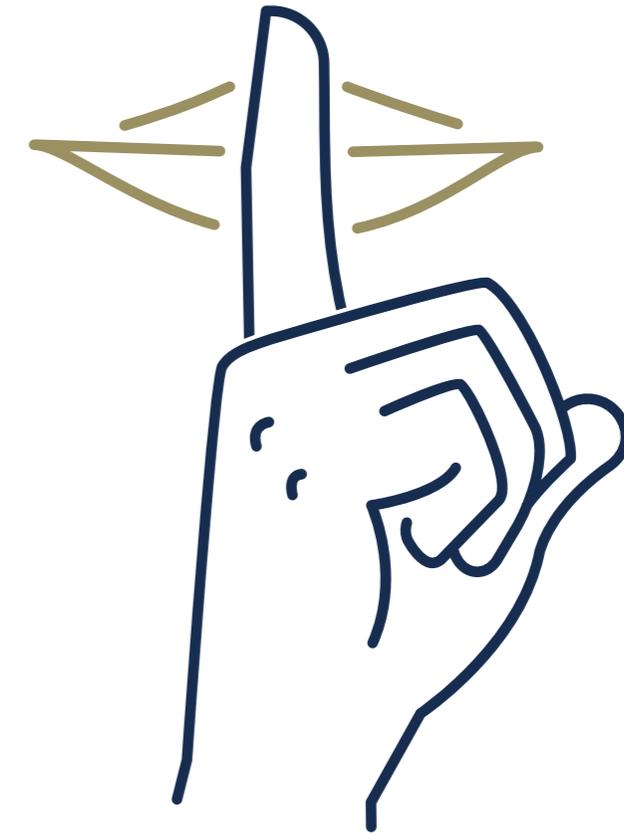
In the course of their work for AUVESY, employees may have to deal with confidential information.

Confidential information about AUVESY can consist of both technical and commercial knowledge. This information may not be disclosed to anyone outside the company. Thereby, the business interests of AUVESY are protected. This includes all information marked with the note „confidential“ or „for internal use“ or other confidential business documents and information, such as trade secrets, inventions, internal reports, strategies,

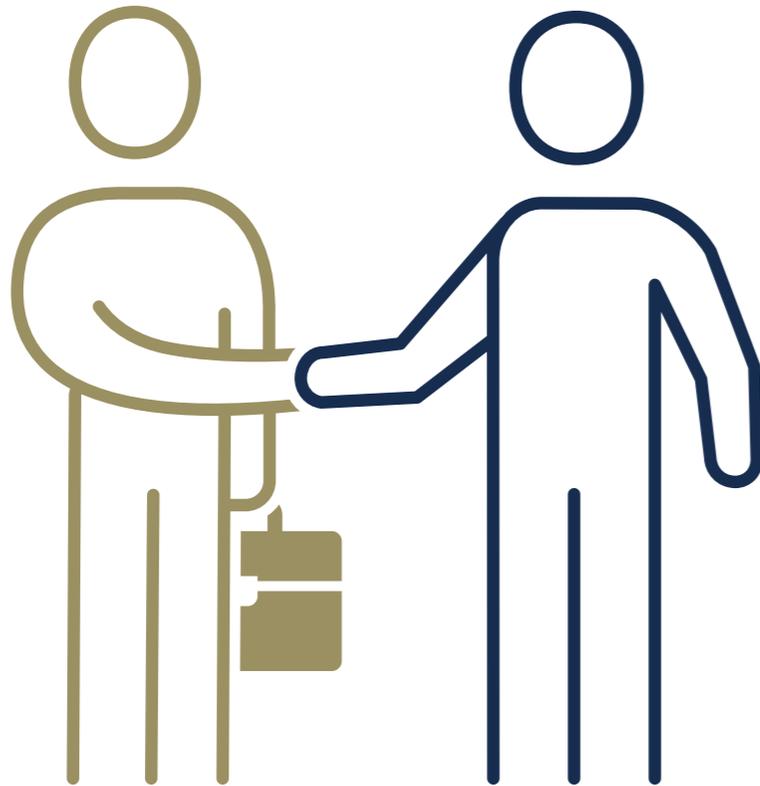
sales data, internal price lists, sensitive product information or business plans and development projects.

During the term and validity of the employment contract, no confidential information may be disclosed or used, directly or indirectly, either orally or in writing, without prior having obtained the written consent of the responsible manager. This obligation shall continue to apply after termination of the employment relationship between the employee and AUVESY, subject to the existence of appropriate employment contract conditions.

THE CAREFUL HANDLING OF CONFIDENTIAL INFORMATION AND INTERNAL KNOWLEDGE PROTECTS THE INTERESTS OF AUVESY.



AUVESY MAINTAINS A PROFESSIONAL BUSINESS RELATIONSHIP WITH ITS CUSTOMERS AND SUPPLIERS THAT IS FREE FROM ANY CONFLICTS OF INTEREST.



3. Dealing with customers and suppliers

Customers and suppliers may not be given excessive gifts or other advantages. Employees are obliged to refuse any excessive gifts or other advantages for themselves or related parties. The acceptance or granting of monetary gifts is generally prohibited. It is essential to maintain a professional business relationship with customers and suppliers and this relationship may not under any circumstances be jeopardized by conflicts of interest and excessive gifts that could be misinterpreted.

At AUVESY, the upper limit of an appropriate gift is 25 Euros, or the value converted into the respective national currency. If local legislation defines a lower value, then this legal limit must be adhered to. Hospitality to customers and suppliers must be arranged appropriately within the framework of the company's legitimate business interest. Further information on this issue can be found in the internal guidelines. In cases where employees are uncertain, their relevant manager can provide this information.

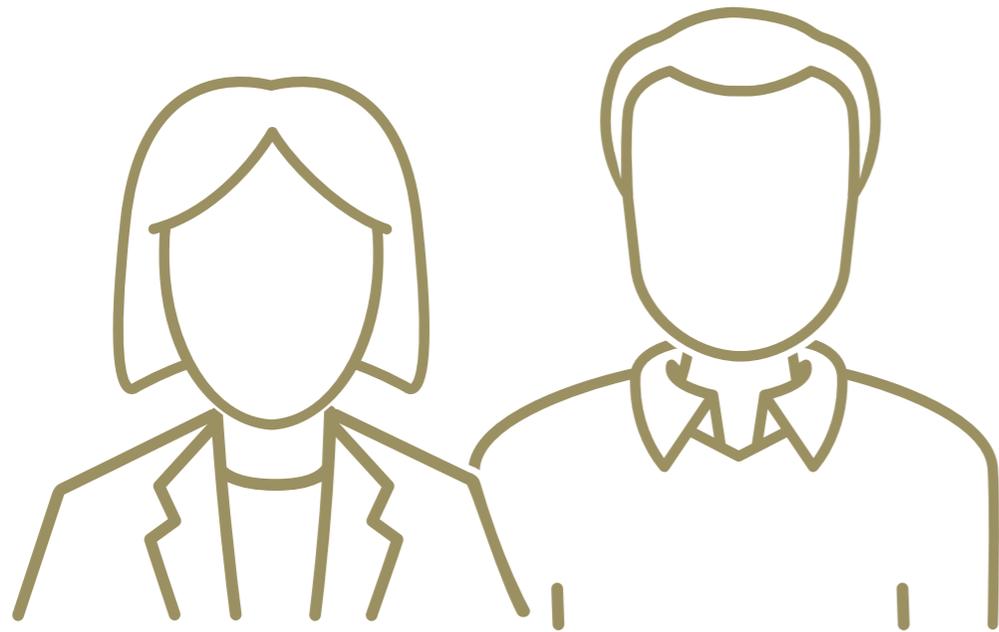
4. Environmental protection

At AUVESY, we make our contribution to environmental protection in our everyday business. This includes that employees protect the environment and avoid unnecessary wasting resources (e.g. energy, paper or other resources).

_ AUVESY IS COMMITTED TO THE SUSTAINABLE PROTECTION OF THE ENVIRONMENT.



AS AN EMPLOYER, AUVESY IS COMMITTED TO PROVIDING A WORKING ENVIRONMENT BASED ON THE PRINCIPALS OF FAIRNESS, RESPECT AND EQUAL OPPORTUNITIES.



5. Equal treatment

Our employees are also expected to contribute to this by dealing with fellow colleagues and business partners in an open, friendly and fair manner.

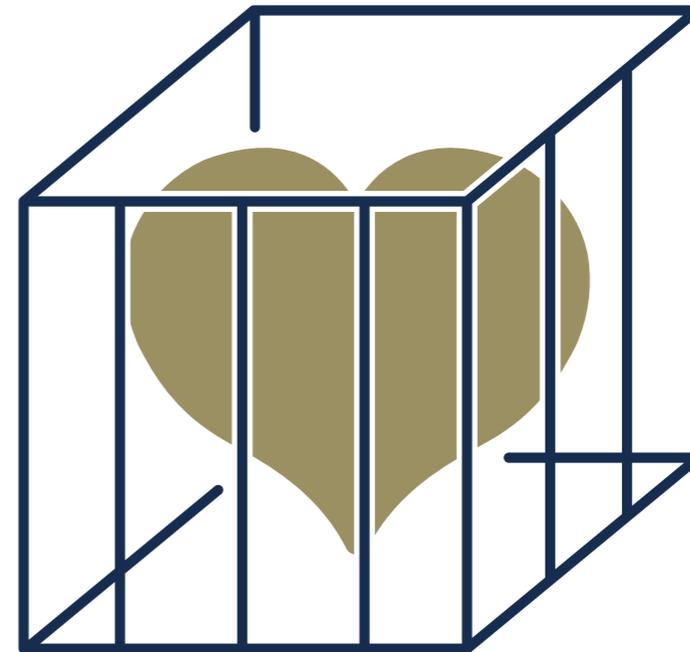
Our appreciation is the same for all employees – regardless of their ancestry, ethnic origin, gender, religion, ideology, disability, age or sexual identity. This applies to all aspects of their employment relationship, in particular, with regards to their employment, recruitment, working conditions, training, business trips, working hours, professional development, advancement and remuneration. Employees, who feel disadvantaged, can turn to their respective manager, a representative of the human resources department, an elected mediator or the management team in confidence.

6. Child or slave labor

The minimum age of a child or adolescent for employment or work may not be lower than the age at which compulsory education ends.

AUVESY also does not tolerate any form of forced labor, i.e. any work demanded from a person against his or her will and under threat of punishment, as well as modern day forms of slavery and human trafficking.

_ IF A DIRECT OR INDIRECT CONNECTION, E.G. AT A SUPPLIER, TO FORCED OR CHILD LABOR COMES TO LIGHT, THIS MUST BE REPORTED IMMEDIATELY TO THE MANAGEMENT OF AUVESY.



**THE PRINCIPLES OF LEADERSHIP AND COOPERATION
PROVIDE A BINDING, VALID FRAMEWORK FOR ALL EMPLOYEES
AND MANAGERS. .**



7. Expected behavior

The success of the company depends, among other things, on open and trustworthy communication with each other, within the team and at all levels of the company. Meetings to promote internal information are held at regular intervals within the company to inform employees about the current business situation and to provide them the opportunity to comment on all issues and express their opinions.

AUVESY expects all managers and employees to be polite and respectful in personal conversations, telephone calls, written correspondence and especially in all e-mail correspondence.

8. Safety in the workplace

AUVESY commits itself to providing a healthy and safe working environment as well as committing itself to observing all industrial safety laws. These efforts include preventing the abuse of addictive substances such as drugs, alcohol and other drugs.

The goals and principles of AUVESY also include promoting healthy living in the workplace as part of the corporate strategy:

AUVESY does not only see its employees not as a cost factor, but instead as an important factor in its success and its employees are therefore as one its most important assets. AUVESY sees the health of its employees as one of its social responsibilities. Therefore, it is important for us to strengthen our employee's potential health in the long term, to improve the well-being of our employees at the workplace and to remove any potential hazards from the workplace.

AUVESY TAKES RESPONSIBILITY FOR THE HEALTH AND SAFETY OF ITS EMPLOYEES IN THE WORKPLACE.



AS REPRESENTATIVES OF THE COMPANY, EMPLOYEES ARE REQUIRED TO ALWAYS DRESS APPROPRIATELY AND BEHAVE PROFESSIONALLY.



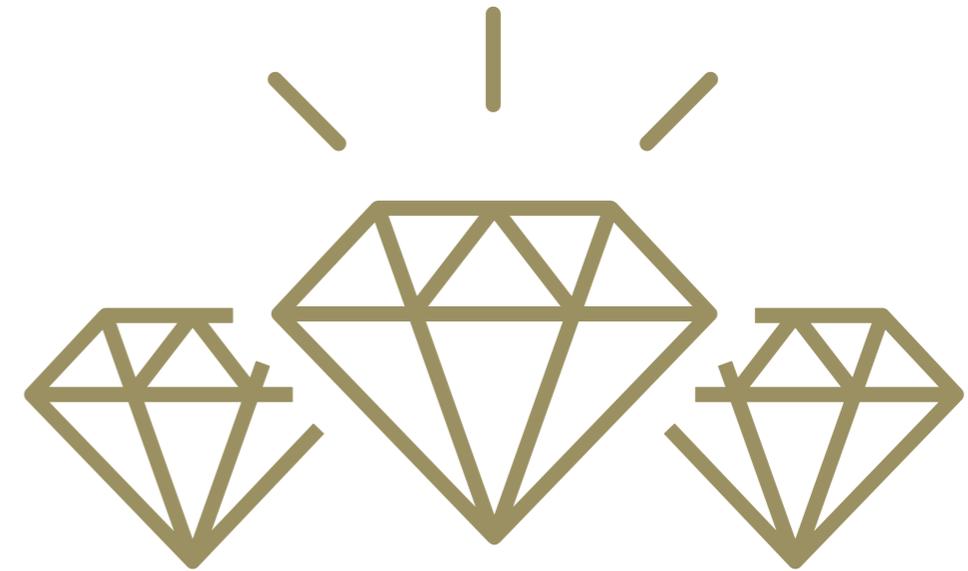
9. Appropriate dress and behavior

Every employee of AUVESY is a representative of the company and contributes therefore to the outside perception of the company. Employees take on this responsibility by always dressing appropriately and behaving professionally. This applies in particular to employees in contact with customers.

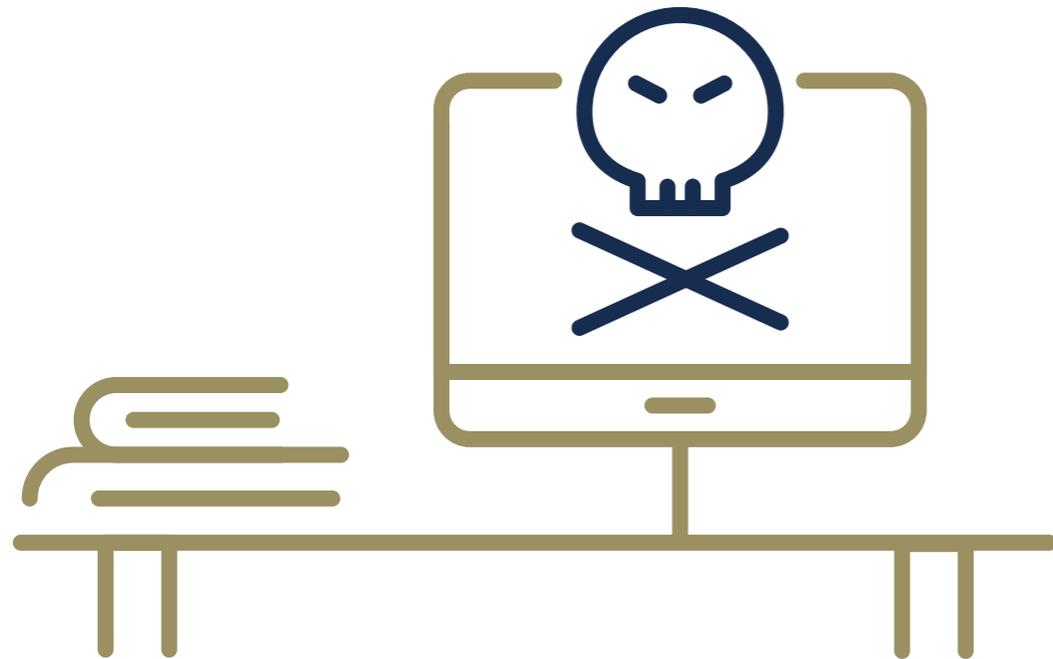
10. Use of company assets

AUVESY provides its employees with the necessary infrastructure and equipment they require to perform their tasks. Employees therefore have access to some of the company's assets, such as working hours, company products, office and business equipment, fleet vehicles, software, company data, brands and logos. The use of these company assets is solely intended for business and not private purposes.

ALL EMPLOYEES ARE JOINTLY RESPONSIBLE FOR THE SUSTAINABLE USAGE OF COMPANY ASSETS.



WHEN IN DOUBT, EMPLOYEES ARE REQUESTED TO CONTACT THEIR SUPERVISOR, THE EMPLOYEE LIAISON OFFICER OR THE MANAGEMENT TEAM FOR ADVICE.



11. Cases of conflict

Employees, irrelevant of their level at the company, are expected to contact their manager, the elected mediate or the management team if they have any doubts as to whether any experienced conduct is in accordance with the law and employment regulations. If an employee has knowledge of a specific offence, he or she must be able to present credible evidence or name witnesses.

12. Implementation of the code of conduct

AUVESY expects a high level of responsibility from its managers with regards to the code of conduct. It is important for themselves to adhere to the Code of Conduct and to set a good example by their own behavior, to inform the employees in detail as well as to advise them when necessary. Employees should first discuss any questions with their immediate manager. Unsolved questions should be forwarded to the management. AUVESY will always take any appropriate measures to support employees in case of a violation.

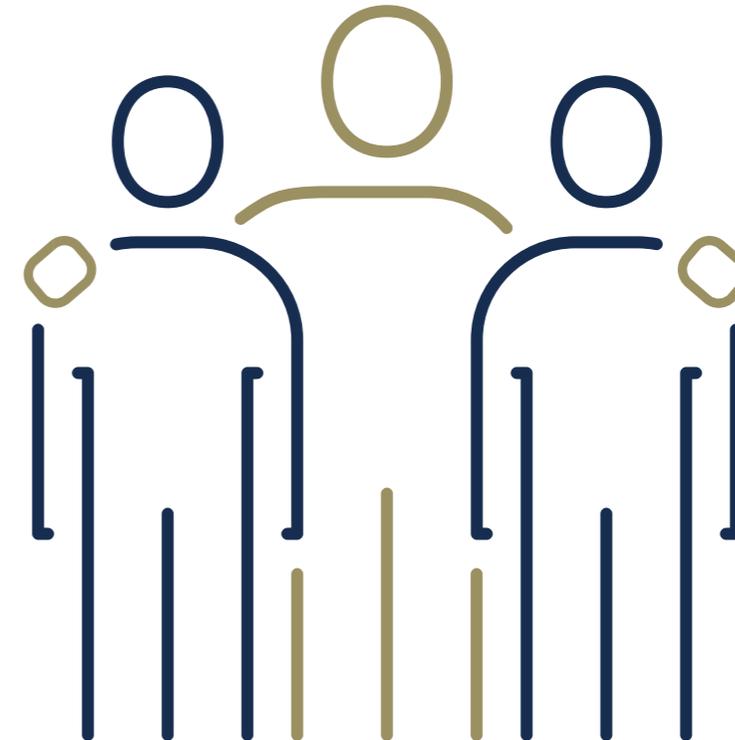
AUVESY will assume that all employees comply with this code of conduct. Any

violation of the applicable rules may lead to negative consequences, e.g. damage to reputation, which can in turn have a negative impact on the company and its position in the market.

All employees are obliged to comply to the code. Violations of the Code of Conduct will be dealt with in accordance to all applicable laws and individual contractual regulations.

AUVESY expects all employees to adhere to the regulations listed in this code of conduct.

AUVESY TAKES NOTE OF ALL APPLICABLE (EUROPEAN AND) NATIONAL LAWS AND REGULATIONS AND ABIDES BY THEM AS WELL AS ALL INTERNAL GUIDELINES AND REGULATIONS.





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