



CODE OF CONDUCT

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Preamble

This code of conduct describes the standard of conduct RM COMPONENTS expects from all employees. It reflects RM COMPONENTS' values and demonstrates our commitment to ethical, legal and responsible business conduct. This conduct is critical to maintaining RM COMPONENTS' high public reputation in the global community. Violations of the Code of Conduct may result in disciplinary action, up to and including termination in accordance with the principles applicable to RM COMPONENTS. RM COMPONENTS annually encourages all employees to read and review the Code of Conduct (or local policies) and to confirm this electronically.

General behavior

RM COMPONENTS is committed to fulfilling its business and social responsibilities in a manner that reflects the highest degree of integrity and honesty. The relationship with contractual partners, third parties and the public in general has always been based on trust. We will continue to be committed to these principles of business and social responsibility in the future. Finally, we know that the business success of RM COMPONENTS is the result of the combined efforts of all employees in performing their responsibilities in an ethical manner.

Every employee should always strive to be aware of this:

- to support our contractual partners honestly and fairly and to advise them comprehensively about their rights and obligations;
- to fulfill our contractual obligations and other commitments;
- to avoid putting a public official in a compromising position or impairing the judgement of a public official by giving him or her gifts or compensation;
- promote and sell our products in a responsible and lawful manner;
- maintain the integrity and reputation of RM COMPONENTS by protecting confidential and proprietary information that an employee becomes aware of in the course of his/her employment;
- understand the proper use of our electronic communication systems, including social media; and
- To carry out activities for RM COMPONENTS in compliance with all applicable policies, procedures, laws and regulatory requirements.

Conflict of interest

Each employee must carry out his or her duties in such a way as to avoid actual or potential conflicts between personal or third-party interests and the interests of RM COMPONENTS. RM COMPONENTS also expects every employee who deals with public officials on behalf of the Company to act in an honest and prudent manner. All contacts with government officials must be properly documented. Any payment of money or other consideration must be recorded in full in the correct account with supporting documents. It is forbidden to offer, promise or give money, assets or other consideration to any official, political party or candidate for political office for the purpose of acquiring or continuing business or for the purpose of influencing the business climate to our advantage. Furthermore, it is prohibited to use assets or other consideration as a contribution or loan, directly or indirectly, to any political party, office holder or candidate.

Human rights, child labor and forced labor

We commit ourselves and our business partners to respect internationally recognized human rights. As a matter of principle, these are to be respected or guaranteed as the highest good. We reject child labor and forced labor in any form, in principle and strictly.

Health and safety at work

A continuously practiced and verified occupational health and safety is the basis for all corporate processes. Suggestions for improvement can be submitted and implemented via internal and external procedures as well as via the company suggestion system, see CIP (continuous improvement process). In addition to the legal requirements, the factors safety, health and hygiene must be maintained as standards. The implementation of the standards is assumed to be a prerequisite for all business partners.

Labor and social standards

Our organization and our business partners guarantee compliance with applicable law, including the minimum wage law as a minimum standard. RM Components complies with the labour standards regarding the maximum permissible working hours.

Furthermore, we consider our duty of care to be a matter of course and guarantee the protection of our employees also in the following areas:

- Harassment - protecting employees* from physical punishment and from physical, sexual, psychological or verbal harassment or abuse.

- Freedom of Opinion - Protection and granting of the right to freedom of opinion and expression
- Civic involvement - RM Components contributes to the social and economic development of the country and the region in which it operates and promotes appropriate voluntary activities by its employees.
- Non-discrimination - Non-discriminatory treatment of all employees.
- Privacy - Protection of privacy
- Workers' Rights - Respect for the rights of workers to freedom of association, freedom of assembly, and to collective bargaining and collective bargaining, to the extent legally permitted and possible in the country concerned.

Environmental

RM Components complies with the regulations and standards for environmental protection that affect its respective operations and acts in an environmentally conscious manner at all its sites. It is also responsible in its use of natural resources and has its own environmental program based on ISO14001.

Confidentiality and security of information

Employees acknowledge that in the course of their employment with RM COMPONENTS they have access to confidential and proprietary information belonging to RM COMPONENTS, customers, potential customers and business partners. This information may be of various types, including data stored in databases, recommendations and other content in reports, e-mail messages and attachments, research tests and results, customer lists and details of customers' assets, business operations, personally identifiable information and internal documents relating to RM COMPONENTS' business approach, strategy and organizational structure. Regardless of how such information is created, communicated or stored, it is the responsibility of all employees to protect it from unauthorized disclosure, prevent its improper destruction or alteration, ensure access to it and its availability as a result of business requirements, notify

RM COMPONENTS in the event of the unlawful appropriation or unauthorized access or use of information, and comply with all applicable legal, regulatory and contractual requirements relating to the use and handling of information. Confidential and proprietary information may not be used for personal use, reproduced or illegally stolen. Nor may it ever be discussed outside the organization or made available to outside persons without the express permission of RM COMPONENTS. In this respect, RM COMPONENTS only permits the storage of information on encrypted portable data carriers (CDs/DVDs, Thumb Drives, portable USB hard drives) to the extent necessary for business purposes in individual cases. Downloading to portable data storage devices can also be monitored. Furthermore, employees may not copy, retain, access, share or otherwise handle such information after termination of their employment with RM COMPONENTS. All confidential and proprietary information, including information stored on media, networks or locations not owned by RM COMPONENTS, must be returned before termination of employment.

Data protection and use of electronic means of communication

Every employee must familiarise himself or herself with the principles of RM COMPONENTS with regard to electronic data protection and use, i.e. the status of information stored or processed in or otherwise contained, distributed or accessed in the electronic communication system (including access to the Internet) of RM COMPONENTS. Access to and use of any part of this system is provided to authorised personnel for the sole purpose of operating the RM COMPONENTS business. During

RM COMPONENTS respects the privacy of the persons recorded, they must note that RM COMPONENTS does not allow the use of the system under consideration of the data security requirements, the principles of the company and the applicable law may determine and monitor. In addition, some aspects of RM COMPONENTS' electronic communication system and some information on the Internet may be protected by copyright or otherwise. No such information should be copied, uploaded, downloaded or distributed without the permission of the copyright owner or publisher.

RM COMPONENTS maintains a corporate presence on the Worldwide Web. Internet access, including access to certain social networks, is available to the workforce through the use of RM COMPONENTS' electronic communication system solely to support the Company's business activities.

Antitrust guidelines

agreements and information sharing with competitors. Examples of prohibited agreements include price fixing or bid-rigging, boycotts of customers or suppliers, and tying arrangements. RM COMPONENTS is committed to complying with applicable antitrust laws and does not condone activities that could constitute or appear to constitute an anticompetitive agreement. Violation of antitrust laws is a serious violation that may result in disciplinary action, including termination and criminal prosecution and the risk of civil sanctions. All employees are responsible for compliance with applicable antitrust laws.

Bribery and corruption

Compliance with laws against bribery and corruption around the world is not just a legal requirement; it reflects our determination to act with the highest degree of integrity and honesty. RM COMPONENTS prohibits any form of bribery or corruption.

RM RM COMPONENTS requires in particular that the staff:

- does not offer or engage in any act of bribery or offer or give any unusual or unauthorized payments or incentives of any kind in the course of business;
- does not acquire any business in which a bribe, unofficial payment or incentive is offered to customers, potential customers or third parties;
- refuses any bribe or unusual payment offered in the course of business and such offers are reported;
- does not use RM COMPONENTS' funds or assets for any illegal, improper or unethical purpose
- does not pay bribes

Gifts and hospitality, such as tickets to sporting events, lunch or dinner, can be, and often are, a normal and customary part of RM COMPONENTS' business. However, any costly or excessive hospitality or entertainment should be avoided (whether received or provided by RM COMPONENTS). If you receive a gift of greater value (or are considering giving a gift) and are unsure how to proceed, you should contact management as soon as possible. In any case, the handling of gifts or hospitality should not be in conflict with the law, the donor's policies or local customs.

Money laundering

It is the responsibility of each employee to be vigilant and to prevent transactions which could potentially expose RM COMPONENTS to suspicion of money laundering. Compliance with anti-money laundering laws and the financing of terrorist or criminal activities in all jurisdictions in which we operate also reflects our commitment to professional and fair dealing and integrity. RM COMPONENTS is also required to identify and report any such suspicious transactions or activities. Each employee is therefore requested to report suspected or even positive knowledge of money laundering or a financial crime to the Chief Compliance Officer using the Suspicious Activity Report form.