



AMDT

AMDT

**Taking responsibility – for
people and the environment.**

Code of conduct

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Dear employees, dear business partners,

In accordance with the company's mission statement, AMDT 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 AMDT 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 AMDT is crucial for both the professional and private life of our employees and their families. As an employer, AMDT 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 and suppliers of AMDT. Therefore, this code is set to act as the

universally valid guidelines regarding correct behavior in our 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.



Stefan Jesse
Group CEO
Speaker of the Executive Board



Eva Wittka
Group COO
Member of the Executive Board



Alexander Fischer
Group CFO
Member of the Executive Board

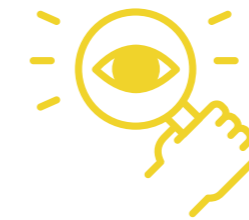


Will Draper
Group CRO
Member of the Executive Board

Germany, february 2025



AMDT conducts its business based on the ten principles of the UN Global Compact and places much emphasis on the importance of openness and honesty when dealing with its business partners.



1. Business ethics and principles

By incorporating the ten UN Global Compact principles into its strategies, policies, procedures, as well as establishing a culture based on integrity, AMDT has managed to fulfill its fundamental responsibility to people and to the planet.

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. Information Security, Data Protection and Confidentiality

In the course of their work for AMDT, employees and suppliers may have to deal with internal or confidential information.

Confidential information about AMDT or its clients can consist of technical and commercial knowledge or personal data. Such information may not be disclosed to anyone outside the company.

Thereby, the legitimate interests of AMDT are protected. This includes all information classified as “Strictly Confidential”, „Confidential“ or „Internal“ and relates to confidential business information, such as trade secrets, inventions, internal reports, strategies, sales data, internal price lists, sensitive product information, business plans, development projects or personal data.

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, subject to the existence of appropriate employment contract conditions.

To protect sensitive information, AMDT runs an state-of-the-art Information and Data Protection management System according to ISO 27001 / TISAX® and applies highest standards of technical and organizational measures for itself and its suppliers.



The careful and secure handling of confidential information and internal knowledge protects the interests of AMDT and its business partners.



AMDT 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 disproportionate 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 AMDT, the upper limit of an appropriate gift is 35 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

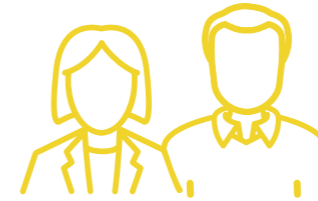
At AMDT, we make our contribution to environmental protection in our everyday business. This includes that employees protect the environment and avoid unnecessary wasting resources (e.g. energy, paper or other resources). This includes, for example, a system of waste separation. AMDT aims to reduce its Carbon Footprint by annual assessments and reduction initiatives.



AMDT is committed to the sustainable protection of the environment.



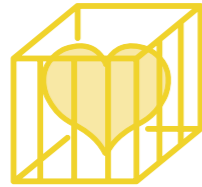
As an employer, AMDT is committed to providing a working environment based on the principals of fairness, respect and equal opportunities.



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 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. Modern Slavery and Human Trafficking

We comply with all applicable employment legislation, including employee pay and working conditions in the countries where we are present. The minimum age of a child or adolescent for employment or work may not be lower than the age at which compulsory education ends.

AMDT 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 in our value chain to forced or child labour comes to light, this must be reported immediately to the management of AMDT.



AMDT does not tolerate any violations of human rights among our suppliers; partners; customers and other stakeholders and we are committed to conducting our business ethically correct and with integrity.



The principles of leadership and cooperation provide a binding, valid framework for the behavior of 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.

AMDT expects all managers and employees to be polite and respectful in personal conversations, telephone calls, written correspondence and especially in all e-mail correspondence and social media. Every employee of AMDT is a representative of the company and therefore contributes to the outside perception of the company. Employees take on this responsibility by always behaving professionally and respectfully.



8. Safety in the workplace

AMDT 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 AMDT also include promoting healthy living in the workplace as part of the corporate strategy:

AMDT does not see its employees as a cost factor, but instead as the key factor in its success and its employees are therefore one of its most important assets. AMDT 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.



AMDT takes responsibility for the health, safety and wellbeing of its employees in the workplace.



All employees are jointly responsible for the sustainable usage of company assets.



9. Use of company assets

AMDT provides its employees with the necessary infrastructure and equipment they require to perform their work. 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.



10. Cases of doubt, conflict and breach

Employees, irrelevant of their level at the company, are expected to contact their manager, the people and culture department or the Executive Management Board if they have any concerns as to whether any experienced conduct is in accordance with the law, this code of conduct or employment regulations. If an employee has knowledge of or suspects a specific offence or misconduct, he or she shall report the event via appropriate channel and shall present credible evidence or name witnesses. Any reports will be treated confidentially and if made in good faith, no retaliation must be feared.



When in doubt, employees are requested to contact their manager, the People and Culture department, or the Executive Management Board for advice.



AMDT takes note of all applicable (European and) national laws and regulations and abides by them as well as all internal guidelines and regulations.



11. Implementation of the code of conduct

AMDT 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. AMDT will always take any appropriate measures to support employees in case of a violation.

AMDT 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. Violations of the Code of Conduct will be dealt with in accordance to all applicable laws and individual contractual regulations.

The Code of Conduct is reviewed annually, and all employees and managers receive regular training.



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