

THE TECHNO TEST CODE OF CONDUCT

1. We respect the laws of countries in which we work and consider these laws to be the minimum standard.

If we detect irregularities, extraordinary risks or criminal activities, we inform our managers. We are also able to address senior personnel including members of the executive and the supervisory board. All information is handled strictly confidential.

2. We believe in a free and competition-based but socially responsible market economy.

2.1. We comply with anti-trust laws and regulations.

2.2. We do not make any formal or informal agreements with competitors to fix prices or divide up markets (industry segments, products, territories, customers).

2.3. We do not exchange information about prices, margins, costs, quotes, distribution channels, conditions or individual customers with competitors.

2.4. We do not agree on resale prices with customers and do not demand these either.

2.5. We do not participate in boycotts against customers or suppliers.

3. We behave with integrity when dealing with customers, suppliers, distribution partners and official authorities.

3.1. When dealing with employees of customers, authorities or other business partners, we do not offer or promise any improper financial advantages or other benefits.

3.2. We reject obtaining an unjustified commercial advantage by providing financial or other types of benefits.

3.3. We reject gifts and other benefits from business partners that go beyond the normal level of hospitality or occasional gifts of low value.

3.4. Commission payments to representatives or consultants must be traceable and in proportion to the provided services and are in accordance with the arm's length principle.

3.5. Agreements with consultants, brokers, representations, or other service providers may not be used to make unjustified payments to third parties.

4. We conduct our business in a fair manner.

4.1. We do not discriminate against or show preferential treatment to customers that also compete with one another.

4.2. We stick to the facts and behave professionally when dealing with suppliers or partners. The selection of a supplier is to be solely based on the interests of Endress+Hauser and our customers.

5. We act professionally when conducting business transactions. We are vigilant to prevent misuse.

5.1. All business transactions (quotes, order confirmations, invoices, credits and debit notes, bookings, etc.) are handled by us professionally and in compliance with statutory rules and applicable regulations (e.g. bookkeeping standards, credit limits).

5.2. We comply with all laws for the prevention of money laundering. We agree to detect and prevent money-laundering activities (incomplete information with transactions or customers wishing to pay in cash may be cause for suspicion).

5.3. We comply with all laws for the prevention of financing terrorism. We do not accept or make payments if we assume that they are connected with terrorism or other criminal activities.

6. We support sustainable development and fulfill our responsibility towards customers, employees, shareholders, the company and our environment.

6.1. We believe in and are ready to face our social responsibility. The most important contribution in this context consists of the safeguarding of existing and creation of new jobs. We reject child and forced labor. We also do not use products resulting from child or forced labor.

6.2. We support the protection of our environment and act accordingly. We comply with environmental rules and regulations as well as the corresponding laws and exceed these requirements wherever and whenever economically possible. From our suppliers we expect the same conduct.

7. We respect the confidential character of personal information of employees, customers, suppliers and other business partners.

We adhere to closed confidentiality or non-disclosure agreements.

8. We handle company property with respect and care.

8.1. We apply diligence when handling or using the real property of the company, property rights, and information, to prevent loss, theft and/or damage.

8.2. Information is considered to be a property of the company and requires special protection.

9. We avoid conflicts of interest wherever and whenever possible. We actively strive to resolve any detected conflicts of interest.

9.1. We speak of conflict of interest whenever personal interests or the interests of family members, relatives, or friends may result in a potential conflict with the company. Examples of conflict of interest:

- Accepting another position in addition to being employed by Techno Test.
- Awarding contracts to companies in which a financial interest exists (e.g. ownership, family members in management).
- Activities in supervisory boards of other companies. -Significant ownership of shares in companies that are suppliers or competitors of Techno Test.

9.2. We do not wish to have internal competition and work together with trust across borders.

9.3. We distinguish between private and business related communication. If associates are using social media this must not affect the interests of the company.

9.4. If we recognize possible conflicts of interest, we contact our manager.

10. We apply the dual control principle. This means, we make sure two or more employees participate in business processes, or results of processes are checked by a second employee.

11. We protect the health and safety of people concerned with orders or other work related to us. We respect and try to help one another within the company. We are polite to each another, and we openly, responsibly and regularly inform each another.

11.1. We therefore have implemented a policy and strict principles in the area of Health and Safety within the company. Everybody working for us has to be orientated or trained in this regard and is required to work safely and to protect himself or herself. Weak points in this area must be reported by everybody.

11.2. Employees from many countries work together in the Techno Test S.R.L. We respect all of them regardless of gender, religion, ethnicity, nationality, age or potential disability. Within the company, we work together with customers and other business partners without considering differences or shared characteristics of the participating persons.

11.3. We hire and promote employees based on their skills and capabilities. Nobody in the company is allowed to discriminate against employees. Hiring, promotion, remuneration, access to training, dismissals or retirement are decided by us without consideration of gender, religion, ethnicity, nationality, age or potential disability.

11.4. We want that all employees feel comfortable at Techno Test. We do not tolerate harassment or bullying of employees during one-to-one conversation, on the phone, or in any written communication.