

## Integrity and compliance with the law

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### Ethical principles and integrity

At our company, our actions are shaped by open-mindedness, fairness and transparency. Each decision is made solely on an objective basis. Decisions are never to be influenced by personal benefit. We consider contracts and agreements to be binding and reliably fulfil our contractual duties.

### Corruption, bribery and criminal acts

We do not tolerate corruption, bribery, blackmail, fraud or embezzlement. Neither employees nor business partners are permitted to grant or accept undue advantages. Compliance systems are in place to prevent and uncover any inconsistencies.

We are also committed to complying with competition and antitrust legislation in order to maintain a fair, transparent market. We strictly reject any forms of money laundering or terrorism financing. Any suspected cases will be reported without hesitation.

### Compliance with laws and regulations

We are committed to strictly complying with German and international laws along with regulatory requirements. This includes, in particular, compliance with Regulation (EU) 2017/746 on in vitro diagnostic medical devices, the U.S. requirements set forth in FDA 21 CFR 820, the German Medical Devices Implementation Act (MPDG), Book V of the German Social Book and the EU General Data Protection Regulation in addition to other applicable regulations in countries such as Brazil, Canada and Australia.

We also adhere to international quality and risk management standards, in particular ISO 13485, ISO 9001 and ISO 14971.

### Conflicts of interest

All potential conflicts of interest must be disclosed without undue delay. To ensure all actions are unbiased, decisions are always to be made free from the influence of any personal or financial ties.