



Code of Conduct

Our responsibility

cellcentric Code of Conduct

Dear Colleague,

cellcentric is an exciting new company that was formed for the purpose to power sustainable life. We create superior hydrogen fuel cell solutions – making them the first choice for our customers.

With the heritage of our shareholders – Daimler Truck AG and AB Volvo – we passionately build upon a commitment to excellence, both regarding our products but also how we deal with each other, our customers, suppliers and all our other business partners.

The only way for us as a company to set an example on a global scale is if we work responsibly at the local level – on every shop floor and in every office. This will require endurance and also, that you take ownership, make decisions people can trust and drive our business forward. The cellcentric Code of Conduct is a tool to help you navigate what is right in a particular situation and act in a way that manages legal and ethical risk.

Please read the cellcentric Code of Conduct. Discuss with your manager and your colleagues how it applies to your specific circumstances and line of work.

Don't be afraid to ask for support from your supervisor or the legal experts if there is something you do not understand or need help clarifying. And speak up if you notice behavior or circumstances that do not seem right to you.

In that way you show that you care – about our company and for doing things in the right way. It is what each and every one of us does that defines who we are as a company, and how the world sees us. And that is why we do not tolerate any unlawful or inappropriate conduct, which conflicts with the cellcentric Code of Conduct. Accordingly, the provisions of this Code are binding for all employees of cellcentric GmbH & Co. KG as well as all employees at companies of the cellcentric Group.

Dr. Matthias Jurytko
CEO
For cellcentric's Board of Management



CEO Dr. Matthias Jurytko



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What we stand for: our five Core Compliance Principles

Compliance plays a central role at cellcentric and shapes how we perceive ourselves. The cellcentric Code of Conduct clearly states the expectations for how we do business – not just within every one of our company's locations, but everywhere where and every time when we operate. This Code of Conduct cannot anticipate every situation in which we have to make a decision. We also take responsibility in situations for which there are no clear rules or in which the rules can be interpreted in different ways.

Therefore, five Core Compliance Principles – based on our company values – structure our approach to work and act compliantly:

1. We comply with applicable laws and regulations.
2. We safeguard economic competition, avoid conflicts of interests, ensure transparency, and have zero-tolerance regarding corruption.
3. We protect people, the environment, and company property.
4. Each employee knows, commits to, and lives by the cellcentric Code of Conduct.
5. We aspire to ethical standards.



Whether you hold a management position, or not:

Everybody needs to follow the compliance principles, but our leadership, in particular, needs to set an example by own behavior and make sure that your team is familiar with the cellcentric Code of Conduct and how to use it.

Encourage employees to talk to you if they have questions or concerns.

By this, all of you are acting according to our four Leadership Principles:

You provide purpose behind goals and decisions and inspire others by providing a clear direction, by focusing and prioritizing courageously – including taking the risk to say no for example if something does not correspond to the Code of Conduct -, empower others and your team to make own decisions and act as one team in unity.

How should I use the cellcentric Code of Conduct?

Read it to understand what's expected of you. Then use it as a reference if you need guidance in a particular area. You should also consult the policies of the cellcentric Group, further company documents and the Compliance Program. These are meant to supplement the Code and provide additional direction and details.

1 We comply with applicable laws and regulations

In our business activities and decisions, we commit to complying with all laws and regulations which are applicable in the countries where we do business. Basically, all areas of business activity are regulated by laws and regulations, among them e.g., tax law, product regulations, foreign trade or export laws or laws on data handling. We observe applicable national and international economic sanctions and support the international community of states to fight against money laundering and terrorism financing.

Each of us plays an important role in complying with laws and internal regulations. Compliance with regulations requires that every employee knows and follows the rules which are relevant to their area of work. Employees are obligated to educate themselves on such laws and regulations.

If in doubt, advice is to be asked by inquiring with your direct supervisor and/or the Legal & Compliance Department prior to taking any action which raises suspicion of a violation. Within the training and further education of management and employees, the cellcentric Group will intensify information and training sessions about the statutory framework for the respective activity. Of particular importance is knowledge of the so-called “Compliance Safeguards” which ensure compliance with antitrust laws. They are required by the Information Barrier Protocol which was enacted by cellcentric’s shareholder from the beginning of the joint venture.

Throughout the product life cycle, we ensure the legal and regulatory conformity of our processes and products. When doing so, we take into account the fundamental spirit of the relevant laws and regulations. In cases of unclear legal framework conditions, our employees find guidance in the principles of technical (or product) compliance as well as established and communicated structures and procedures.

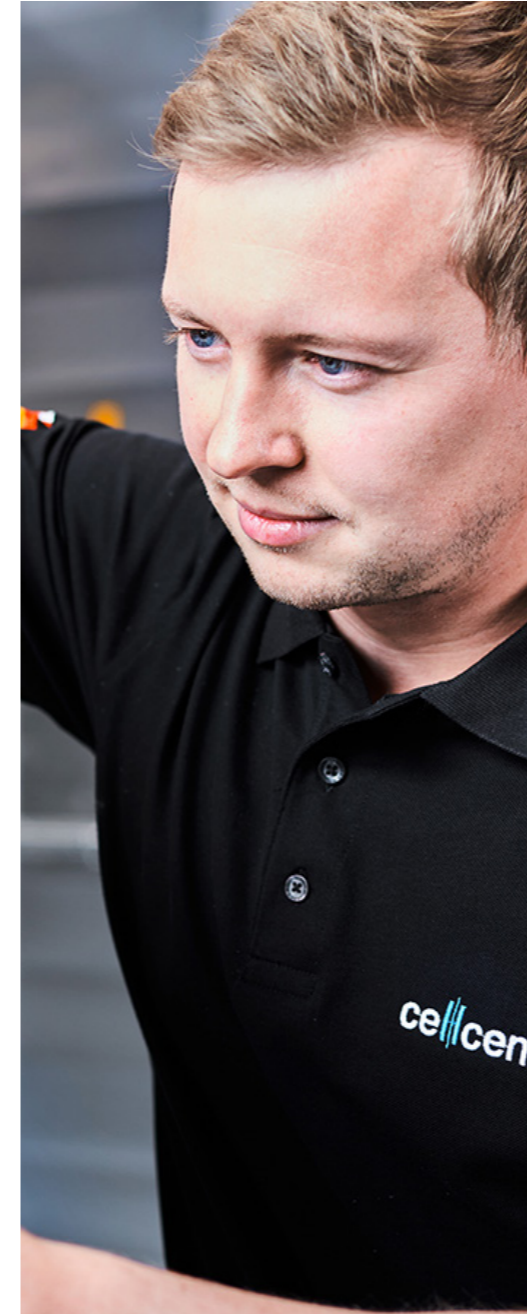
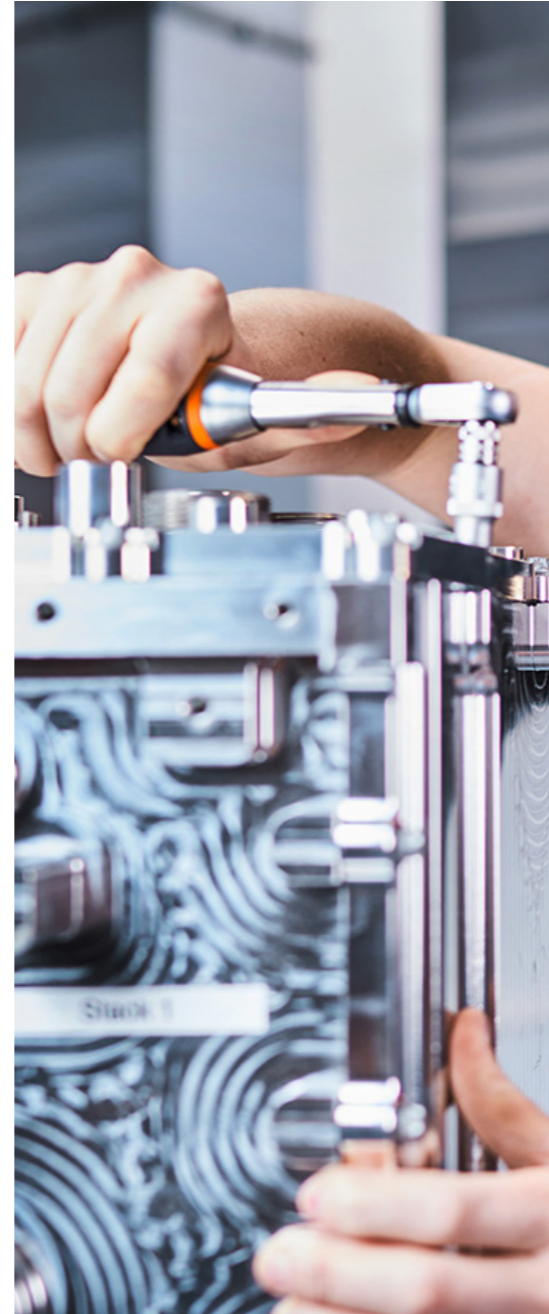
The respective responsible persons are to organize all business processes in such way that fulfillment of the core Compliance Principles is ensured.



Does the Code apply to everyone at cellcentric – also me?

Yes. The Code applies to everyone within the cellcentric organization - everywhere and whenever we do business, and to everyone who works on cellcentric Group's behalf, including full- and part-time employees, consultants, temporary staff, senior management, and the boards of cellcentric Group companies.

You are accountable for following the Code and failing to do so can have consequences for both you and the company. You may be disciplined, including the risk of losing your job, or even facing criminal charges. The company may be fined, face lawsuits or investigations, or suffer damage to its reputation.



What if I don't find an answer in the Code?

The Code contains rules and principles for how we do business. It can't, however, describe every real situation that might arise, and sometimes the right answer is not obvious.

If you're ever in doubt about a course of action, ask yourself:

- Is it against the law?
- Is it unethical?
- Could it damage cellcentric Group's global reputation?
- Would I be embarrassed to read about it in the media?

If any of the answers is a 'yes', stop and consult your manager who can help you find a way to handle the situation. Legal & Compliance can provide legal advice and guidance if the requirements of the Code are unclear in any respect.

What if there is a conflict between the Code and local law?

We want to conduct all of our business in compliance with the Code. Nothing in this Code, however, should be understood as an instruction to violate an applicable law.

For you, this means:

- Comply with all legal and regulatory requirements as well as internal standards, including those related to safety, hazardous materials or parts, emissions, and noise.
- If you newly design our products or change existing products, ensure they meet regulatory and legal standards at product introduction and for as long as required. Do not tamper with tests or test results.
- Don't take shortcuts or make decisions that compromise product or other technical (or product) compliance requirements – regardless of the likelihood of detection by authorities or management.
- Present our products and services accurately. Ensure any statements are substantiated and don't provide misleading information, including information about safety or environmental attributes.
- Investigate export license requirements before exporting a product or sharing technical information or software across national borders.

- Follow our procedures to screen certain business partners, including suppliers, importers, and customers, as we may be prohibited from dealing with parties that are subject to sanctions.
- Know and follow the trade restrictions that apply where you do business. These can be complex, as rules vary by location and may change in response to world events.
- Observe all customs and export control requirements, including documentation related to classification, valuation, and country of origin. If you are uncertain, please contact the Procurement Team or Legal & Compliance.



This is key:

Occasionally, a request from the market may conflict with our obligations under applicable legal requirements. Under such circumstances, we must continue to honor all legal requirements that pertain to the design, manufacture, sale, performance, and marketing of our products and services. We should also raise awareness with our partners about this conflict.

2 We safeguard economic competition, avoid conflicts of interests, and have zero-tolerance regarding corruption

Of particular importance to us are the rules of free competition and the avoidance of conflicts of interests. We do not permit corruption.

2.1 Antitrust law

As a company formed by two shareholders who remain competitors in their main field of activity (Daimler Truck AG and AB Volvo), adherence to anti-trust laws and regulations is at the forefront of our attention. We trust that our products and services will succeed in a competitive marketplace and believe that well-functioning and free competition is one of the fundamental pillars of our social and economic system. It creates growth and employment and ensures that as consumers we can all buy modern products at affordable prices.

cellcentric, too, benefits from functioning competition because the laws also protect us from unlawful agreements and excessive prices.



We compete on the merit of our products and services and do not take actions that are illegal under the competition laws, such as colluding with competitors. Agreements or actions which impede free trade or restrict competition may be against the law and are prohibited. They violate applicable law and will likely be prosecuted. We treat our suppliers in a professional manner and choose suppliers based on objective criteria. Because anti-trust law is a complex area, it's critical to know what's required and to consult with Legal & Compliance as needed.

Who are competitors?

Our competitors include any independent company that competes or could compete with cellcentric in a particular market. This includes other hydrogen fuel cell manufacturers, however but it also includes other companies we do business with, such as suppliers, consultants, or our customers who are also competitors in certain end market. It may also be companies with whom we compete for talented employees.

When a supplier or customer is also a competitor, all restrictions described here apply, including restrictions on making agreements or sharing or receiving certain information. Do not use the commercial relationship as a pretext to violate the competition laws.

Are you a manager?

You can contact HR or Legal & Compliance for support in evaluating or handling any conflicts of interest that are disclosed to you.

What is commercially sensitive information?

It includes for example:

- prices, surcharges, costs, margins, or discounts
- terms of sale or profitability as well as (sales or delivery) volumes
- business plans, market or marketing strategies or forecasts, or product development plans as well as possibly other technical information.

Sharing, receiving, or exchanging this type of information must always be carefully considered and could be prohibited entirely, even when it is informal, such as in conversation with a former colleague or friend who now works for a competitor. If you have questions about whether a conversation is appropriate, discuss it with Legal & Compliance in advance.



For you, this means:

- Use only legitimate methods to gather information about competitors.
- Do not agree with a competitor on issues like price fixing, market sharing, or customer allocation.
- Comply with cellcentric Group policies and processes if you participate in activities that involve contact with competitors, like trade association meetings, R&D consortia, or industry standardization activities. Obtain any required pre-approvals before attending.
- Do not, on your own, decide to exchange commercially sensitive information with competitors, but check with your supervisor or the Legal & Compliance team.

2.2 Conflicts of interest

cellcentric respects the personal interests and the private life of its employees. Every employee has to make sure that personal and private financial interests do not influence business decisions.

Therefore, we avoid situations in which personal or private financial or other external interests conflict with the interests of our company or business partners, or our job responsibilities. In some cases, just the appearance of a conflict may damage our reputation or effectiveness. If such conflicts of interest arise, we always disclose them and seek a solution with the respective manager, which does not harm the interests of the cellcentric Group.

Conflicts of interest can arise, for instance, if employees encounter any of the following situations:

- accept, offer or grant gifts or invitations
- are members of the governing bodies of other companies
- pursue sideline activities (or other employment)
- invest to a material extent in competitors or companies with potential business dealings with cellcentric.

In the event of a conflict of interest, the sideline activity or the membership can be prohibited to protect the company's legitimate interests.

Do these rules also apply to members of my family?

Our conflicts of interest rules can extend to anyone you are related to or close to. This includes your: spouse, partners, parents, relatives by marriage, children, grandchildren, and the children of partners.

For you, this means:

- Understand how to recognize conflicts of interest – we will issue detailed work instructions on this topic. If you face a conflict, disclose it to your manager and work with the company to resolve the issue.
- Make business decisions in the company's interests, and not to benefit yourself or your family. Potential conflicts that require disclosure can include:
 - A close relationship with someone you supervise or might hire
 - Running a side business that does business with cellcentric
 - Taking a side job with a supplier, other business partner, or competitor, especially if you work full-time at a cellcentric Group company
 - If a family member takes a job with a current or potential customer, supplier or competitor, especially if in a key decision-making role
 - If you or a family member holds a significant financial investment in a current or potential customer, supplier, or competitor
- Do not, on your own, arrange personal transactions with suppliers or customers on terms that are not available to the public, such as special pricing, financing or discounts.



2.3 Corruption prevention

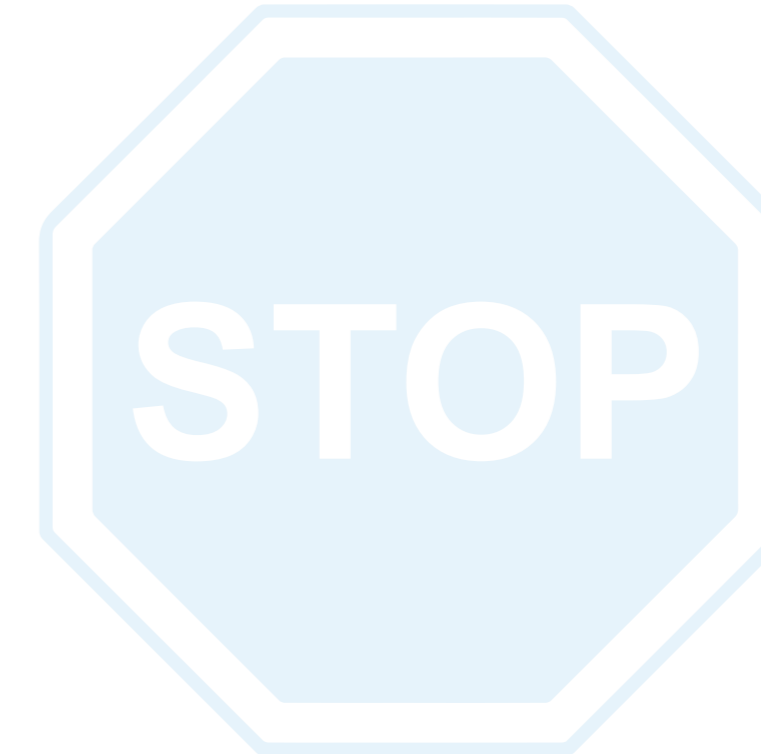
At cellcentric, we do not give or take bribes. We impress our business partners and customers with our products and services and not through undue influence. We also do not allow others to exert undue influence on us. Instead, we make decisions for objective and verifiable reasons. cellcentric does not tolerate corrupt behavior by its employees, business partners, suppliers or customers. Demanding, giving or accepting benefits of value with the aim to thereby influence acts or decisions, is prohibited.

Presents or invitations of minor value which are within the frame of usual business hospitality, custom and courtesy in the relevant region are allowed. As an amount that can be seen as appropriate, we have set a reference value of EUR 50 / CAD 75 for gifts from third parties and a value of EUR 100 / CAD 150 for invitations from third parties. In case of doubt whether a gift or an invitation is appropriate, we consult with our manager.

No employee of the cellcentric Group is allowed to provide any kind of advantage to government agency employees, public officials, politicians, and employees of government-owned enterprises with the aim of thereby receiving a benefit for the cellcentric Group, its employees, or third parties.

We avoid even the mere appearance of undue influence, for example, through monetary payments, non-cash rewards and other benefits. We follow this rule even when such gifts are expected or supposedly customary for official business.

Through detailed process instructions, regular training and audits, we ensure that corrupt behavior is prevented, detected and punished.





For you, this means:

- Understand cellcentric's rules on gifts and entertainment and have a legitimate business reason for anything you offer.
- Don't give or accept bribes or anything that could be considered a bribe, including cash, gift cards or other cash equivalents, job opportunities, favors, travel, promises to pay debts, or unlawful gifts and entertainment.
- Do not use business partners or other third parties to pay bribes.
- Know what's allowed if you work with government officials, recognizing that the rules are typically very strict.
- Accurately record all payments and transactions in cellcentric's books and records.
- Conduct any required anti-corruption due diligence when hiring or managing third party intermediaries.
- Never accept anything from a supplier, business partner, or anyone else if it might affect or appear to affect your ability to be objective in your business decisions.
- If a supplier or business partner offers you inappropriate gifts and entertainment, please raise the issue with your manager.



3 We protect people, the environment, and company property

3.1 Health and safety, non-discrimination, and adherence to fundamental labor laws

One of cellcentric's top priorities is the health, safety and well-being of its employees. We create a working environment in which everyone can perform to the best of their ability while maintaining their physical and mental health.

High technical and workplace safety standards are crucial to our work. Their purpose is to prevent work-related accidents and illnesses. At cellcentric, we comply with industrial safety regulations and use the required safety equipment. We take individual responsibility for ensuring safe working conditions and report any potential health and safety risks. We do not work under the influence of alcohol or drugs since by doing so, we endanger our own safety or the safety and well-being of others.

We appreciate the differences between our employees. Diversity and inclusion are part of our corporate strategy. Any form of discrimination, harassment or bullying – whether based on, e.g., color, place of origin, religion, family or marital status, physical or mental disability, sex, age, sexual orientation, political belief or other matters unrelated



to their employment - goes against who we are and has no place at cellcentric. It is our shared duty to create a fair, tolerant, respectful, and friendly working environment.

Remuneration and working-hours are based on current laws and, if applicable, current binding collective agreements and supplemented by the relevant national legislation on minimum wages. Employees are given clear, detailed and regular information on the composition of their remuneration. The cellcentric Group does not tolerate any forms of modern slavery, including forced, bonded or compulsory labor, or human trafficking. We respect children's rights to personal development and education. We do not use child labor at the cellcentric Group and do not tolerate it at our suppliers and business partners or in any of our supply chains.



For you, this means:

- Take responsibility for your own safety and the safety of others around you – correct or report hazards and address any unsafe behavior.
- Know and follow all safety requirements, including the use of personal protective equipment. Never take shortcuts or ignore required safety practices.
- If you are a manager, ensure employees are properly trained and equipped for their jobs.
- Don't use or possess illegal drugs at work. Don't work while intoxicated or under the influence of drugs or alcohol.
- Follow the environmental laws and company requirements that apply to your job.
- Take all required precautions when handling or transporting hazardous materials, dangerous parts, or waste, including during loading, unloading, or storage. If you are not familiar with these requirements, ask your manager for direction.
- Use and dispose of chemicals and other materials properly, and report any spills, discharges, or other environmental concerns.



What is discrimination?

For purposes of this Code, discrimination happens when qualified individuals are penalized at work due to unrelated personal factors like:

- race
- color of skin
- place of origin
- religion
- family or marital status
- physical or mental disability
- gender
- age
- sexual orientation
- political belief
- other matters unrelated to their employment

Any position requirements and employment related decisions must be based on a legitimate business reason.



For you, this means:

- Treat all individuals with respect. Never bully, intimidate or threaten another person.
- Avoid behavior that someone else could reasonably find offensive or inappropriate.
- Object to harassment or other inappropriate conduct, whether it is targeted at you or someone else.
- Do not practice discrimination; instead, evaluate candidates based on talent, skill, and experience.
- Speak up if you see discrimination or believe you have been unfairly discriminated against.

■ What is modern slavery?

Human trafficking involves recruiting, harboring or transporting people into a situation of exploitation through the use of violence, deception or coercion and forcing them to work against their will.

Forced labor is any work or service that people are forced to do against their will, under threat of punishment and for which the person did not volunteer.

What are examples of signs to look out for?

- Confiscation of identity papers, passports, or education certificates
- Withholding wages
- Lack of official employment status
- Abusive working conditions
- Physical and sexual violence
- Debt bondage, i.e., loans that have to be repaid before the employee can end his/her contract
- Recruitment fees, i.e., a person has paid a recruitment firm for the job and must work until the debt is repaid
- Restrictions of movement, e.g., employees not allowed to leave company premises



For you, this means:

- Ensure that we do not use or support modern slavery, including by suppliers or other business partners. If you are a manager, ensure that your employees have freely chosen their jobs and are free to leave under their terms of employment and law.
- If you hire, observe the minimum employment age in your country. Never hire children under 15, even if it is permitted by local law.
- Do not use young workers (ages 15 - 18) for work that is hazardous or poses risks to their individual development or their physical or mental health
- The terms and conditions of your employment, including your rights and your obligations, should be made clear to you.
- Your working time should not extend beyond the allowed maximum, and you should receive time off for proper rest and paid holidays or vacations.
- Your terms of employment and compensation should meet applicable minimum wages and other legal requirements, including collective bargaining agreements.
- You are free to seek guidance and support in all employment related questions from the recognized unions and employee representative bodies.

3.2 Environmental protection and use of resources

Protecting the environment by helping to achieve climate-neutral and sustainable transport and energy-creation is the reason for cellcentric's existence. We therefore want to achieve an exemplary ecological and energy balance in all our company activities.

We design every stage of production to be as eco-friendly and energy-efficient as possible in order to minimize our environmental impact and energy consumption. We take internal and external measures to ensure transparency concerning our environmental impact.

We use resources carefully and sustainably. We do so because of our social and environmental responsibility, out of respect for and as an obligation to our shareholders, and because it is in our own interest to work in a company that operates sustainably. Wastefulness in the use of resources diminishes the company assets and may also cause reputational damage. We therefore make sure that we ourselves and those around us use resources responsibly and economically.



For you, this means:

- Follow the environmental laws and company requirements that apply to your job.
- Take all required precautions when handling or transporting hazardous materials, dangerous parts or waste, including during loading, unloading or storage. If you are not familiar with these requirements, ask your manager for direction.
- Use and dispose of chemicals and other materials properly, and report any spills, discharges or other environmental concerns.



■ 3.3 Protection of company assets

Property of the cellcentric Group may only be used for its business purposes, unless there is an express specific authorization allowing for other use(s). Donations and other contributions, sponsorships, and monetary benefits that cellcentric gives to any organization are subject to a decision by the cellcentric Board of Management and require special approval.

Existing resources – including information and data – have to be handled in a responsible and economical way. Regardless of whether we are meeting with business partners or attending private events, we make sure that we do not disclose information about cellcentric that gives people outside of cellcentric unauthorized insight into our business processes. We take responsibility for the information we handle by applying general conditions for information security.

All documents created by employees of the cellcentric Group during the course of business shall always provide a clear, timely and accurate reflection of the relevant facts and the nature of the transaction. No false or misleading records shall be made.

cellcentric follows a policy intended to ensure coordinated and uniform representation of the company. Consequently, external publications and statements in all forms of media (online, print, TV, radio and social media) as well as during speeches, lectures, interviews and panel discussions are to be coordinated with Corporate Communications.

cellcentric employees have the right of freedom of expression. When stating our opinions in public, at events, in public online forums or on social media networks where we can be recognized as cellcentric employees, we ensure that we identify our personal views as such.





For you, this means:

- Don't use company assets, like equipment or funds, to personally benefit yourself or someone else.
- Comply with local expense report procedures and instructions, and do not claim private expenses as business expenses.
- Report any theft or misuse of company inventory, cash, equipment, supplies or other assets.
- Be honest and accurate when you report or record information about our business.
- If you submit or approve expenses, ensure they accurately reflect the transaction and comply with company policies and procedures.
- Never misstate facts when recording a transaction or enter information that you know is incorrect.
- If you notice an error in a financial record or suspect fraud has occurred, report it immediately.



Protection procedures

- Politely challenge strangers who do not have appropriate identification and notify the appropriate person in charge for building security
- Protect company laptops and other mobile devices from theft or loss
- Use strong passwords and do not share your individual passwords
- Securely store any removable media, including flash drives, DVDs or external drives
- When working with cellcentric information, use only approved equipment and services
- Use your company email account for all work communications – do not use personal email accounts to conduct company business

3.4 Intellectual property and data protection

cellcentric owns numerous patents and other property rights, such as trademarks and designs. They are among the company's most important assets and enable us to stay competitive and react to the market. We therefore ensure that they cannot be misused by third parties. It is equally important to ensure that we avoid the unauthorized use of third-party intellectual property by cellcentric.

Any data not yet known to the public must be treated as confidential and shall not be shared with third parties unless appropriate contractual precautions are in place. Persons with access to such information shall adhere to applicable insider rules. The cellcentric Group treats intellectual property as confidential, especially if patent or other property rights could be derived thereof, and protects it from third parties.

We comply with laws and internal regulations for protecting business secrets and respect the business secrets of our competitors, business partners and customers.

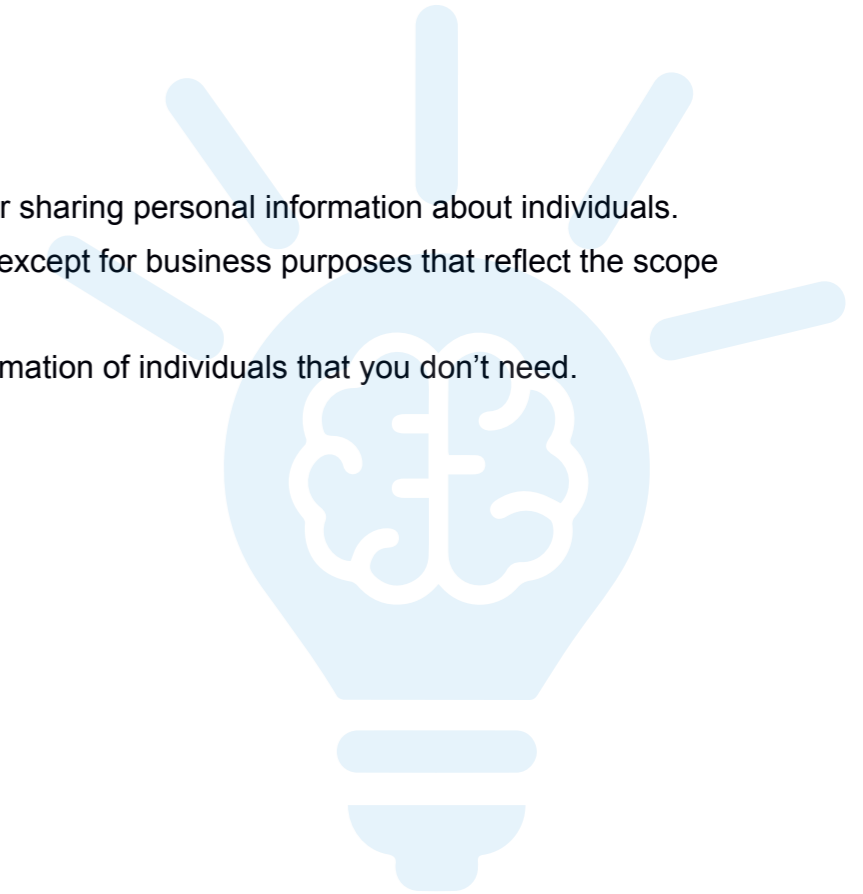
Our aim is to consider data protection from the very beginning, analyze data intelligently and store, share and use it responsibly. We are transparent with our employees, business partners and customers about how we handle their data, and we provide them with the choice of whether and how we use their data.

Those who entrust us with data should be able to count on it being safe with us. All employees bear responsibility for protecting personal data against unauthorized access by third parties and take the measures necessary to prevent unauthorized usage.



For you, this means:

- Follow company guidelines when collecting, storing, using or sharing personal information about individuals.
- Do not access personal information stored on our systems, except for business purposes that reflect the scope for which the information was collected.
- Let your manager know if you have access to personal information of individuals that you don't need.



4 Each employee knows, commits to and lives by the Code of Conduct

It is cellcentric's goal to have its employees adhere to the principles of the Code of Conduct and to thereby protect the reputation of the cellcentric Group. In every phase of our activities and our products' life cycles, we think about and consider the possible impact of our actions. We openly address potential risks in our areas of responsibility (speak-up culture).

To achieve this, the following procedure shall be followed:



Know

The cellcentric Code of Conduct is handed to each employee by the respective line manager. With regular Compliance Newsletters and training, sessions the cellcentric Group contributes to a deeper understanding. If specific policies or other regulations have been enacted, then these are binding.



Commit

By regular written acknowledgment each cellcentric Group employee declares his or her commitment to adhere to the cellcentric Code of Conduct.



Adhere

Each cellcentric Group employee and manager is expected to adhere to the cellcentric Code of Conduct. A possible violation of the Code is considered on an individual basis. In case of a serious violation, it may result in disciplinary action up to and including termination of employment and other legal action.



Questions

In the event of uncertainty about correct conduct, employees should discuss the matter with their manager or contact the Legal & Compliance department directly with their questions.



Reporting

All cellcentric Group employees are requested to report any misconduct or maladministration in connection with the cellcentric Group's business activities. Contact persons include managers, the nominated Compliance Team, employee employee representatives, HR or other representatives in the company. In addition, information can be passed on directly to Legal & Compliance or via the external Compliance Hotline. The issue will be treated confidentially and, if requested, anonymously. No employee will suffer disadvantages due to information provided in good faith. A detailed process instruction will be provided.

How do I raise a concern?

To express a concern, you can:

- Talk to your manager or your manager's manager.
- Talk to a relevant functional group, like HR, Finance or Legal & Compliance.
- Access the Compliance Hotline under <https://report.whistleb.com/de/cellcentric>

Can I report anonymously?

Yes, as long as anonymous reports are permitted by local law. However, we encourage you to identify yourself when making a complaint. This allows the company to obtain all facts, properly investigate your report, and enter into a confidential dialogue with you. Even if you identify yourself, every effort will be made to keep your identity strictly confidential within the company.



What happens after I raise a concern?

Once you make a report, cellcentric will investigate the situation and take appropriate actions.

If you raise a concern in good faith, cellcentric will not tolerate any retaliation against you. This is true, regardless of the outcome of the investigation.

5 We aspire to ethical standards

We orient and align our activities and decisions to the ethical guidelines and principles that can be found in the UN Global Compact, the OECD Guidelines for Multinational Enterprises and the Universal Declaration of Human Rights of the United Nations. cellcentric respects the internationally recognized human rights and bases its actions on the United Nations Guiding Principles on Business and Human Rights. We place special importance on the rights stated in the International Bill of Human Rights and the core labor standards of the International Labour Organization (ILO).

We expect the same of our business partners. Depending on the specific risk, we conduct in-depth checks on our business partners before entering into any contracts. The employees responsible for choosing the business partners are obligated to screen them to the extent allowed by law using a transparent selection process. This process ensures that potential business partners fulfil the requirements and standards of the cellcentric Code of Conduct. Even after entering into contracts, we expect our business partners to comply with these requirements. They undertake to base their actions on these values and continuously reflect upon them.

Our business partners are urged to communicate the cellcentric Code of Conduct and the resulting obligations to their employees. Furthermore, our business partners are obligated to share these principles with their suppliers as well and to ensure compliance. In the event of potential violations of the requirements of the cellcentric Code of Conduct by business partners, the responsible employees must work together with the business partner to resolve the situation.

It is our pronounced goal to continue to take up our social responsibility and enhance it further. We consider the cellcentric Code of Conduct to be an important instrument to achieve this.





contact

General Counsel

Legal, Compliance,
Intellectual Property
Management

Compliance@cellcentric.net

External Compliance Hotline

<https://report.whistleb.com/de/cellcentric>

The term „employees“ also includes managers at all levels and members of executive bodies.

cellcentric