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Business Ethics Policy

ScioSense believes that the right business ethics foster a culture of trust and respect, positioning ourselves for long-term success. The principles and values that form our business ethics include honesty, fairness, respect for others, responsibility and also accountability.

This policy applies to all ScioSense employees, (temporary) externals, inhouse consultants, all subsidiaries and joint ventures where ScioSense has operational control. The topics below are communicated to all ScioSense employees through various procedures and communication channels.

1 Anti-corruption and anti-money laundering

ScioSense is committed to maintaining the highest standards of ethical behaviour and corporate governance. We have a zero-tolerance policy towards corruption and money laundering, which undermines the integrity of our business and damages the trust of our stakeholders.

Our policy prohibits all forms of bribery, including the offering, giving, soliciting, or receiving of any improper advantage, whether directly or indirectly. We also prohibit any involvement in money laundering activities, including the handling of proceeds of crime or financing of terrorism.

2 Data Protection and Data Security

ScioSense understands the importance of data protection and security, and is committed to safeguarding all data, whether personal, proprietary, or otherwise. We comply with all relevant laws and regulations and implement strict technical and organizational measures to ensure the confidentiality, integrity, and availability of data.

We ensure that all data is collected and processed lawfully and transparently, and only used for the purposes for which it was collected. We maintain strict access controls, and regularly monitor and review our data security measures to ensure they remain up-to-date and effective.

We provide regular training to all employees to ensure that they are aware of their obligations and responsibilities in maintaining data protection and security, and we require all employees to report any suspected breaches or security incidents immediately. We investigate all reports promptly and take appropriate measures to address any breaches or incidents.

ScioSense is committed to the protection and security of all data and will continue to uphold this commitment to maintain the trust and confidence of our stakeholders.


3 Financial responsibility

ScioSense recognizes the importance of robust financial management and is committed to ensuring the effective management and use of all financial resources. We maintain reliable (accurate, concise, and timely) and transparent financial records and comply with all applicable laws and regulations.

We ensure that all financial decisions are based on sound business principles and are made with due regard to the interests of all stakeholders. We exercise prudence in the use of all financial resources, and regularly review and assess our financial performance to ensure that we meet our financial objectives. We believe that maintaining robust financial responsibility is crucial to our long-term success and we will continue to uphold this commitment in all our financial activities.

4 Disclosure of Information

ScioSense is committed to transparency in all our activities and we disclose information in accordance with applicable laws and regulations. We ensure that all information is reliable

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(accurate, concise, and timely), timely and reliable and we take measures to protect confidential information. We believe that maintaining a culture of transparency and disclosure is vital to maintaining the trust and confidence of our stakeholders.

5 Fair competition and anti-trust

ScioSense is committed to fair competition and anti-trust compliance in all our business activities. We compete fairly and honestly in the marketplace and respect all applicable laws and regulations regarding competition and anti-trust.

We do not engage in any anti-competitive behaviour, such as price fixing, bid rigging or market sharing, and we do not abuse our market position to gain an unfair advantage over competitors. We maintain fair communication with our competitors and we do not engage in any activities that could be perceived as anti-competitive.

We believe that fair competition is essential to the success of our business and we will continue to uphold this commitment in all our business activities.

6 Conflicts of interest

Employees and directors of ScioSense should be strict in avoiding a conflict of interest or the appearance of a conflict of interest with regard to ScioSense's interests. A "conflict of interest" exists whenever an individual's private interests interfere or conflict in any way (or even appear to interfere or conflict) with the interests of ScioSense, in the broadest sense of the word.

A conflict situation can arise when an employee, officer or director, takes actions or has interests that make it difficult to perform his or her Company work objectively and effectively. Conflicts of interest may also arise when an employee or director, or when an immediate member of his or her family or inner circle, receives improper personal benefits because of his or her position within ScioSense, either received from ScioSense or a third party.

Conflicts of interest are prohibited as a matter of this policy unless the conflict situation has been approved by the Chief Executive Officer or the Management Board as appropriate. Any transaction, in which the Company as one party, and an employee, officer or director or an immediate family member, as a second party, has a direct or indirect material interest, requires review and approval by Chief Executive Officer or the Management Board.

7 Counterfeit parts


ScioSense is committed to preventing the use of counterfeit parts in all our products and services. We have established strict procedures for the sourcing and procurement of parts and materials and we only use reputable suppliers that meet our quality and reliability standards.

We encourage a culture of quality and safety throughout the organization. We believe that the use of genuine parts is essential to the quality and safety of our products and services and we will continue to uphold this commitment in all our operations.

8 Intellectual Property

ScioSense is committed to respecting and protecting the intellectual property rights of others and we take all necessary measures to ensure that our own intellectual property is protected. We comply with all applicable laws and regulations regarding intellectual property and we do not infringe on the intellectual property rights of others.

We have established procedures for the identification, protection and management of our own intellectual property and we respect the intellectual property rights of third parties in all our business activities. We believe that respecting intellectual property is essential to the long-term success of our business, and we will continue to uphold this commitment in all our operations.

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9 Export controls and economic sanctions

SciSense is committed to complying with all applicable export control and economic sanctions, laws and regulations. We do not engage in any activities that violate these laws, including the export of goods or technology to embargoed countries, individuals or entities.

We maintain an effective export control and economic sanctions compliance program, which includes regular screening of customers, partners and transactions to ensure compliance with relevant laws and regulations.

We believe that maintaining compliance with these laws is essential to our long-term success and we will continue to uphold this commitment in all our business activities.

10 Whistleblowing and protection against retaliation

SciSense supports and protects whistle-blowers who report any illegal or unethical behaviour, and we prohibit retaliation against employees who report such behaviour. We are committed to maintaining an open and transparent work environment and have measures in place to amplify this commitment.

The rules and procedure to file a whistleblowing claim are described in detail in the Whistle-blower procedure that can be found on SharePoint's main page.

11 Applicable documents

Document ID	Document Title
SC-001843-PO	Code of Conduct
SC-001840-PO	Environment, Health & Safety Policy
SC-001838-PO	Human Rights and Working Conditions Policy
SC-001841-PO	Responsible Supply chain management Policy
SC-001280-PO	Communication and mobile device Policy
SC-001682-PO	General IT policy for the use of IT facilities
SC-000366-QM	Vision, quality and CSR policy
Link	Whistleblower procedure