

## Guideline

## Code of Conduct

### 1. Purpose

- 1.1 This chapter describes the Code of Conduct of Compleo Charging Solutions GmbH & Co. KG (hereinafter referred to as Compleo).

### 2. Scope of application

- 2.1 As Compleo, we are a leading provider of charging infrastructure and services for electromobility. By introducing a Code of Conduct, our company fulfils its social responsibility, its responsibility towards its own employees and its responsibility for the environment.  
environment and the climate. We see ourselves as a young, ambitious company and want to be innovative, fast and flexible in a rapidly growing market.

Despite the speed at which we are moving, we try not only to look after ourselves, but also to actively, sustainably and conscientiously involve our partners with all the means at our disposal.

This Code of Conduct serves as a guideline for Compleo employees and is also intended to serve as a guide for companies, partners, suppliers and customers and to show what values and standards we stand for. We encourage our partners and suppliers to do the same and support us where they do not have their own resolutions.

### 3. Objectives of the Code of Conduct

- 3.1 We do not see the introduction of behavioural principles as a decisive step towards "doing the right thing" in the future, but rather want to work on them on a daily basis and continue to improve where we see potential for improvement.

As a company, we endeavour to offer our customers attractive and marketable products. We offer high quality and want satisfied customers. With the introduction of the Code of Conduct, we are making it clear that we

- take responsibility for our business activities,

- are prepared to take responsibility for others and
- continue to regard laws, standards and obligations as correct and important  
The company considers this to be a prerequisite for the continuation of its own success.

As a team, we stand together behind our goals and the content of these agreement, we support each other and want to create trust.

## 4. Behaviour of the individual

### 4.1 Internal employee and external representative

Alongside our innovative products, our reputation in the market is one of our most important prerequisites for future success. As individuals, we refrain from any activities on behalf of the company that are likely to damage our reputation in the market. We communicate openly and honestly. We are aware that as individuals we always represent a part of the company.

### 4.2 We face tough competition with our services.

To achieve our goals, we behave fairly despite tough competition. Bribery and corruption are not part of our concept of good business behaviour. We are happy about winning customers and tough and successful negotiations. If we are not successful, we want to learn from it and do better next time, while remaining true to our principles.

### 4.3 Respect for one another and openness towards others

We are all different and yet we all stand behind the same idea. We respect other views, opinions, beliefs, lifestyles, social backgrounds, origins, convictions, sexual orientations, identities, physical characteristics or other distinguishing features that set us apart from others, we do not discriminate against anyone and we support everyone in their performance and take every employee's input seriously.

### 4.4 Decisions in the interests of the company and not for their own interests

To ensure the continued success of the company, it is necessary to prioritise official interests over personal advantage. We do not allow ourselves to be bought, bribed or induced to be less objective by other activities.

### 4.5 Beware of unintentional knowledge leakage

The knowledge and skills of our employees are our greatest asset, and we make sure that this knowledge does not leave the company without authorisation and control.

## 5. Behaviour of the company

### 5.1 Occupational safety...

...is a top priority for us, as this is the only way to protect our employees, colleagues, customers and ourselves. Occupational health and safety is therefore firmly anchored in our corporate philosophy. As a company, we endeavour to provide a workplace that at least meets the legal standards.

However, we also require our employees to take care of their own health and openly discuss ways to improve working conditions. We give them enough time off to recover and do not allow anyone to work longer than is permitted or reasonable.

### 5.2 Compliance with data protection

We handle the data and secrets we receive with discretion and confidentiality and comply at least with the legal requirements. Our data systems are state-of-the-art. Files, data and files with sensitive content are only used where this cannot be avoided and are handled with the greatest possible care.

### 5.3 Environmental and climate protection...

...concerns us all. We manufacture products and services for sustainable mobility and see compliance with environmental protection regulations and climate targets as our responsibility. To ensure our success, we endeavour to consume less, emit less and use less material. We adhere to legal norms and standards for the disposal of household and hazardous waste and endeavour to exceed them.

### 5.4 Child labour, exploitation, forced labour and illegal employment...

...is not open to discussion for us. We work voluntarily and gladly and do not force anyone to do so. We require our customers and suppliers to do the same and do not enter into business relationships that are not in line with our principles.

### 5.5 Respect for each other

As a company, we make decisions on a daily basis and often have to weigh up and make judgements. In all the decisions we make, we consider the impact on the individual and treat them with respect.

### 5.6 Compliance with the law

Our daily work involves countless standards, regulations, specifications and laws. We do everything in our power to fulfil them. We do not bend any laws or interpret them improperly in our favour.

#### 5.7 Transparency and openness

As a company, we want to be as transparent as possible. We openly discuss developments, plans, decisions and changes wherever possible. We expect our employees to be open and honest and encourage them to address grievances, wishes and potential. We work in partnership with our partners and are interested in a long and successful collaboration. We also expect our partners to be open and honest in their dealings with us.

#### 5.8 Internal and external contacts

We are always available to answer questions from customers, suppliers, employees and partners. This applies to the contents of this agreement, but also to our day-to-day business.

### 6. Applicable documents

### 7. Attachments

This document was adopted on 01/08/2023.

Signed Jörg Lohr and Peter Hamela  
*For Compleo Charging Solutions GmbH and Co. KG*