


Code of Conduct The Code of Construct of Asetronics AG

Asetronics AG, his managers and employees, are committed to socially responsible corporate management. They actively endeavor to behave in an ethical and legal manner, in particular with regard to working conditions, social and environmental sustainability, competitiveness and transparency. They therefore consider, adhere to and promote the following values and principles.

- 1. Compliance with the law**
 - Asetronics AG abides by the relevant laws and other regulations of the countries in which it operates
- 2. No bribery or corruption**
 - Asetronics AG does not tolerate any form of bribery or corruption as defined by the UN Convention (See latest valid version of United Nations Convention against Corruption [www.un.org])
- 3. Fair competition**
 - The company complies with competition and antitrust law
 - Asetronics AG promotes ethically and legally fair competition in relation to its competitors
- 4. Respect for the basic rights of employees**
 - Asetronics AG acts in accordance with ethical values and principles, and therefore promotes equal opportunities and equal treatment of employees, regardless of gender, age, ethnicity, or nationality, social or cultural origin, disability, sexual orientation or political or religious beliefs
 - Asetronics AG is committed to the promotion of human rights. It respects human rights in accordance with the UN Charter of Human Rights (Universal Declaration of Human Rights, UN resolution 217 A (III) of 1948)
 - It respects the privacy and rights of each individual
 - It ensures the health and safety of its employees and promotes a safe and healthy work environment in which accidents and injuries are avoided
 - It protects its employees from physical punishment and from physical, sexual, psychological, verbal harassment or abuse and prevents forced labour
 - It guarantees the right to freedom of opinion and expression
 - Asetronics AG guarantees compliance with the labour standards on remuneration in the Employment Act and its regulations
- 6. Child labour**
 - Asetronics AG complies with the prohibition of child labour and abides by the basic principles of employment protections for young people based on the Employment Act and its regulations
- 7. Environmental protection**
 - Asetronics AG meets the requirements and standards of the relevant environmental legislation and acts in an environmentally aware manner
 - It uses natural resources responsibly
 - It strives to minimise environmental pollution and to improve environmental protection
- 8. Data protection**
 - When collecting and processing customer and personal data, Asetronics AG will abide by all relevant laws and regulations
- 9. Business partners**
 - Asetronics AG pledges to also promote compliance with the contents of this Code of Conduct among its suppliers and in the wider value chain within the scope of its respective capabilities and areas of action
 - And to promote the principles of equal treatment in its choice of business partners and in its dealings.
- 10. Violations**
 - Disciplinary action are taken within the framework of applicable legislation, internal regulations of the Asetronics AG or the provisions of the employment contract, etc. Violations could reported to the respective line managers, the Human Resources Department or the employee representative.
 - All information reported, including the identity of the whistle blower, are treated anonymous and confidentially. Intentionally incorrect reports and false accusations will be subject to disciplinary action.


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André Todt
CEO


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Lukas Vögeli
QES Management