

Applicable for	All Employees of Kelvion Holding GmbH, Kelvion Thermal Solutions Holding GmbH, and all affiliated Group companies	
Author	Gordon Zeineddine, Director Compliance	
Reviewer	Gordon Zeineddine, Director Compliance	27.02.2026
Approver	Ulrich Stadermann, Chief Compliance Officer	27.02.2026
Responsible	Ulrich Stadermann, Chief Compliance Officer	
Effective	01.10.2024 till 01.10.2028	
Document Number	GLO_GUI_00157_EN	
Revision Date	2026-02-24	
Available at	K°Net / Policy Center / Compliance	



Andy Blandford

Chief Executive Officer



Mark Bevan

Chief Finance Officer



Uli Stadermann

Chief Compliance Officer

Table of Contents

1	Abstract.....	3
2	Scope.....	3
3	Definitions	3
4	Responsibilities	3
5	TONE FROM THE TOP	3
6	Introduction	4
6.1	Conclusion.....	5
6.2	Compliance Organisation	6
7	Prohibition of Active Corruption	6
7.1	General Prohibition.....	6
7.2	“Facilitation Payments”	6
7.3	Relations with Service Providers	7
7.4	Payments to Customers, Employees or Representatives of other Companies.....	11
7.5	Personal Benefits (e.g. Hospitality, Gifts and other personal favours).....	12
7.6	Invitations to Production Site Visits/Reference Plant Visits/Trade Fairs; “80/20 Rule”	13
8	Prohibition of Passive Corruption	14
9	Anti-Money Laundering Rules	15
9.1	Modified Prohibition of the Acceptance of Physical Cash Payments	15
9.2	Customer Identification and Documentation in Exceptional Cases.....	15
9.3	Modified Prohibition of Agreements with Public Officials	16
9.4	Suspicious Cases	16
9.5	Local Anti-Money Laundering Law.....	16
10	Consequences of Violations.....	17
11	Whistleblower Protection.....	17
12	Further Questions and Cases of Doubt	17
13	Interfaces / documentation (or input – output interfaces as well as internal and additional data)	17
14	History.....	18

1 Abstract

As globally active companies, both Kelvion Holding GmbH and Kelvion Thermal Solutions Holding GmbH as well as each of their group companies (hereinafter collectively referred to as "Kelvion") are committed to proper business conduct and strict prevention of any forms of corruption or money laundering.

Therefore, this document establishes a comprehensive framework for anti-corruption and anti-money laundering compliance across all Kelvion's global operations, requiring all employees and relevant business partners (e.g. service providers) to strictly follow the compliance, due diligence, and documentation procedures, and business integrity rules set out herein.

2 Scope

This Anti-Corruption Policy applies to all operations and persons within KELVION Holding GmbH and all of its affiliated Group companies (herein referred to as "KELVION"). Hence all Group Companies within KELVION and all Employees are obliged to comply with the provisions herein.

3 Definitions

Term	Description
Employees	The Term "Employees" within the meaning of this Anti-Corruption Policy includes all layers of management functions such as presidents, vice-presidents, directors, officers, executives and managers and any other employees.

4 Responsibilities

The roles and responsibilities of the compliance functions are described in the KELVION **Compliance Organisation Policy**. All Compliance Functions will assist in any question related to this Policy.

Within each KELVION operation, the company's management is responsible for ensuring compliance with this Anti-Corruption Policy within its area of responsibility.

The Management Board and the Shareholder Committee have compliance with this Anti-Corruption Policy monitored by Internal Audit within the scope of regular standard audits and by separate compliance audits. However, none of these measures relieves KELVION's Employees from their duties stipulated in this Anti-Corruption Policy.

5 TONE FROM THE TOP

For us at KELVION, integrity means acting in accordance with our values – excellence, responsibility, integrity, passion and diversity – wherever we do business. A key element of integrity is compliance: adherence to the law and to our own internal regulations. KELVION is committed to maintaining the highest standards of integrity. We strictly prohibit all forms of corruption and are dedicated to fair competition. Any violations will result in immediate action.

The KELVION Management Board sets the following principles by way of a Tone from the Top and provides, by this Anti-Corruption Policy and all Compliance policies and guidelines, the framework for an ethical business conduct of all Employees.

- Compliance with all legal regulations and internal company policies is a key management duty at KELVION and has absolute priority, even if it has a negative impact on the business (whether internal or external financial targets or other business goals).
- KELVION expects legally and ethically impeccable conduct from all of its Employees in daily business operations, because the way they carry out their duties affects the company's reputation and economic viability.
- The Management Board declares that KELVION is unreservedly committed to Compliance and will forgo any business transactions that would violate any compliance principles.
- The KELVION Global Code of Conduct in conjunction with the Anti-Corruption Policy, the Antitrust Policy, the Export Control Policy and further policies, detail the organizational framework for corporate compliance and specify areas in which violations of applicable law can have particularly serious adverse consequences, both for the entire enterprise and for individual Employees.
- The principles set forth in these policies are designed to guide all Employees in their business-related actions and protect them from misconduct. The KELVION leadership team actively monitors compliance and ensures that all Employees have the support needed to adhere to anti-corruption laws.
- The KELVION Compliance Organization provides support for this purpose. Employees may contact their respective supervisors or Compliance Officers for support and advice on ensuring legally compliant conduct in specific business situations.

6 Introduction

1. Bribing public officials or employees or representatives of other companies (customers, suppliers, etc.) as well as requesting, allowing oneself to be promised or accepting bribes is illegal. According to the laws of many countries this also applies to acts committed abroad, irrespective of local customs.
2. Acts of corruption are likely to lead to very serious personal sanctions for the persons involved. Corruption can result in serious penalties, including imprisonment, fines, and disqualification for certain roles. Sanctions may include:
 - Imprisonment;
 - Fines;
 - Personal damages claims;
 - Disqualification from certain professions or functions;
 - Travel restrictions;
 - Consequences under labour law.
3. Acts of corruption can also lead to very serious consequences for KELVION. In numerous countries any benefit derived from corruptive practices by or on behalf of the company may need to be relinquished and collected by the State Treasury. Some countries impose criminal penalties on companies involved in acts of corruption.

4. In many countries any contracts that are a result of corrupt practices are considered or declared invalid by law. The entire payment received from a customer may therefore be claimed back. Moreover, claims for the payment of damages may be raised by the contracting parties concerned and by the affected competitors.
5. In the case of export contracts based on acts of bribery the export credit insurance may be cancelled.
6. In many countries, bribery expenditures are not tax-deductible as operating expenses, which means that they will increase the taxable profit of the company and hence its tax burden.
7. Other possible consequences of corruption for KELVION are the exclusion from public contracts and the loss of reputation and goodwill.
8. Passive corruption, i.e. Employees of KELVION requesting or allowing themselves to be promised or accepting bribes in return for favours to other companies or parties, will lead to financial and reputational damage as well as to other potential adverse consequences for KELVION.
9. Acts of corruption frequently include other criminal acts, such as embezzlement, defalcation, fraud, money laundering, and violations of tax laws and foreign exchange laws. This may lead to even more serious sanctions.
10. In some countries, including Germany, tax auditors are under the obligation to notify any suspicion that asserted operating expenses may have been used for bribery (or that other unlawful acts have been committed) to the prosecuting authorities which will investigate the case.
11. Anti-Corruption laws generally prohibit not only direct corruption but also indirect forms of corruption that are used for purposes of deception. Examples for indirect corruption are bribes granted to relatives or friends of the intended recipient or bribes covered as "fees" for services that have in fact little or no value, unlawful discounts or bonuses, equity participations, overpricing, etc. Consequently, it is not possible to circumvent Anti-Corruption laws by using methods that appear superficially to be legal but that have corruptive effects.

6.1 Conclusion

- Bribery and corruption are serious offenses.
- Persons involved in corrupt practices may be severely punished.
- Corrupt practices may cause massive damage to KELVION.
- Authorities are dedicating increased attention to the investigation of cases of corruption. The risks of detection and punishment are high.
- Even a suspicion of a corrupt action may entail substantial disadvantages for KELVION.
- We aim to prevent corruption through clear policies, guidelines, training, and strict enforcement. All Employees are required to comply with this Anti-Corruption Policy

In order to protect KELVION and its Employees from such consequences it is not sufficient to just avoid actual acts of corruption but suspicion of corruption as well.

To this end, the provisions of this Anti-Corruption Policy set forth below must be strictly adhered to.

6.2 Compliance Organisation

The functions within the Compliance Organisation are

- Chief Compliance Officer
- Corporate Compliance Officer
- Area Compliance Coordinators
- Company Compliance Manager
- Compliance Committee.

Questions, suggestions, recommendations and reports also can be sent to the following e-mail address: ["compliance@kelvion.com"](mailto:compliance@kelvion.com).

7 **Prohibition of Active Corruption**

7.1 General Prohibition

It is prohibited to offer, promise or grant, directly or indirectly, any domestic or foreign public official and/or any domestic or foreign employee or representative of companies any undue personal benefits (see 7.2 to 7.6).

Hence, corrupt practices by KELVION and its Employees as well as corrupt practices by third parties engaged by or on behalf of KELVION (e.g. agents, brokers, middlemen, consultants and advisors) or by partner companies in consortia and joint ventures are also prohibited (see Section 7.3 below).

These prohibitions apply in every country in which KELVION conducts business and to each Employee regardless of citizenship. These prohibitions apply even if corrupt practices are common in a particular country and are not considered unethical by the local business partners.

7.2 "Facilitation Payments"

In some countries, payments to subordinate public officials aiming to accelerate processing by the authorities of operations to which a legitimate right exists (e.g., customs clearance of legally imported spare parts or auxiliaries/utilities needed for the acceptance of a plant after construction) are common. These so-called Facilitation Payments are strongly discouraged and generally prohibited. Exceptions must be approved by the Chief Compliance Officer and only in specific, legally permissible cases

Without approval of the Chief Compliance Officer, KELVION Employees are only allowed to make Facilitation Payments if

- a) the Facilitation Payments are not generally prohibited according to the applicable jurisdiction;
- and
- b) such payment has been approved by the Company Compliance Manager;
- and
- c) the Company Compliance Manager has obtained prior written advice from the Legal Department or from an external qualified law firm confirming that such Facilitation Payment is permitted under the applicable law;

and

- d) no facilitation payment may be made without prior approval from the Chief Compliance Officer

7.3 Relations with Service Providers

7.3.1 Examination and Classification of Service Providers

Bribery and corruption, or a suspicion thereof, may arise in connection with services rendered by third parties to KELVION; illicit money might be channeled through these persons/companies.

Therefore, it is mandatory for KELVION to assess each third party supposed to provide services to KELVION, with respect to its integrity and the possible risk of the third party engaging in non-compliant activities. To this end, services providers are divided into two categories: Category I and Category II. Category I Service Providers require thorough in-depth examination prior to any engagement while certain formal requirements also apply to Category II Service Providers.

7.3.1.1 Definition “Category I Service Provider”

Category I Service Provider is a third party who is involved in

- the selling or marketing of KELVION products or in the dealing with related claims; or
- in procurement or logistic activities of KELVION or in the dealing with related claims,

and who has or is likely to have contact to KELVION's customer(s), end-customer(s), supplier(s) or other business partners (including their directors, officers, employees and agents) within the framework of a specific project;

or

- receives a commission or any other form of remuneration that depends on whether, in whole or in part, KELVION obtains an order or saves expenses or receives due/overdue payments;

or

- has contact to public officials involved in the sales and marketing process of KELVION products or issuing any approvals or permits or other benefits to KELVION;

or

- is a co-member/partner of KELVION within a consortium or a joint-venture or any other form of co-operation if the purpose of the consortium is the sale, marketing, supply or installation of KELVION products or services

A third party who meets any of the above descriptions is referred to as “Category I Service Provider” or, collectively, as “Category I Service Providers”.

Typical Category I Service Providers are agents, brokers, middlemen, “finders”, “door-openers” or other similar intermediates, whether commercial, technical or other.

7.3.1.2 Definition “Category II Service Provider”

Service providers who are not Category I Service Providers are referred to as “Category II Service Providers.” Category II Service Providers typically render back office services that have no direct connection to the sales and marketing of KELVION products especially if not engaged in connection with a concrete envisaged bid, tender or sale.

The following are typical Category II Service Providers (though in each case a factual assessment must be made as to whether they fall within the definition of a Category I Service Provider):

Auditors, tax advisors, legal services, HR and employment agencies, providers of IT services, facility managers, providers of translation services, general engineering services not related to a specific project. Auditors, tax advisors, legal services, HR and employment agencies, providers of IT services, facility managers, providers of translation services, general engineering services not related to a specific project.

7.3.1.3 “In case of Doubt” Rule

If it is not clear whether a service provider qualifies as Category I or II, the service provider shall always be deemed a Category I Service Provider and shall be subject to the requirements set out in Section 7.3.2 below without reservation.

7.3.2 Requirements for Category I Service Providers

7.3.2.1 Internal Due Diligence upon Category I Service Providers (Ref. [1])

Prior to any engagement of a Category I Service Provider (i.e. prior to the conclusion of a contract or of the start of any activities), KELVION shall examine the prospective Category I Service Provider and the contemplated business relationship with a view to any potential risk of corruption, bribery and related offences (Internal Due Diligence). The Employee in charge shall produce a written report about the results from the Internal Due Diligence exercise by completing the template for Internal Due Diligence Reports about Category I Service Providers (**Ref. [1]**).

As an important part of the Internal Due Diligence, the Employee in charge or the Company Compliance Manager or a delegate of him/her shall visit the Category I Service Provider in its offices in order to determine that the service provider actually conducts its business and is not a letterbox company and that all statements made by the Category I Service Provider with respect to its Key Data pursuant to Section 1 of the Compliance Declaration (**Ref. [2]**) are true and correct. The visit must be documented by a written report.

For each Category I Service Provider the Internal Due Diligence Report must be filled in by the respective Employee in charge prior to the engagement and subsequently every third year of cooperation (not for each project, provided that the next project(s) fall(s) under the scope of the existing written agreement with such service provider and the circumstances of such new project do not give rise to suspicion [e.g. through extraordinarily high remuneration or other circumstances]). However, the obligation to document the services actually rendered through Activity Reports (see 7.3.2.8) must be complied with for each project.

7.3.2.2 Prohibited Service Providers

A service provider must not be retained if the Internal Due Diligence reveals any of the items listed in Sec. 7 – Part A of the Internal Due Diligence Report (**Ref. [1]**) to be true (Prohibited Service Providers).

7.3.2.3 Service Providers subject to prior Approval of Chief Compliance Officer

Prior approval of the Chief Compliance Officer or a person designated by him/her is required if the Internal Due Diligence reveals any of the items listed in Sec. 8 – Part B of the Internal Due Diligence Report (**Ref. [1]**) to be true. Such service providers may only be retained upon prior

approval by the Chief Compliance Officer. Such approval will only be given if it can be determined and documented that in the particular case the circumstances give no reason to suspect any form of corrupt practices, money laundering or other illegal behaviour via the service provider in question.

7.3.2.4 Criteria for Consortiums

In case the Category I Service Provider is a co-member/partner of KELVION within a consortium or a joint-venture or any other form of co-operation the Chief Compliance Officer approval will in particular only be given if KELVION has demonstrably used all reasonable efforts to ensure that the agreement governing the co-operation expressly provides that all provisions of this Anti-Corruption Policy (including any applicable documentation and approval requirements) shall apply to all relevant transactions of the co-operation and to each of the partners when engaging in services on behalf of the co-operation (e.g., the engagement of an agent by a consortium partner shall be subject to the review and approval process described herein).

7.3.2.5 Background Screening

Standard Background Screening: Each Category I Service Provider must be screened with a view to any potential illegal or suspicious practices prior to its engagement. Such screening must be carried out by a professional external expert approved by the Chief Compliance Officer. The Background Screening must be documented by a written report.

Extended Background Screening: In cases where the proposed commission will be EUR ≥250,000 or equivalent value, an extended background screening must be conducted. The extended background screening shall focus on the service provider company, its owners and its operating and litigation history, on key management and decision makers, providing insight on their background, track records, competencies, potential conflicts of interest and political and criminal links.

The Chief Compliance Officer publishes from time to time a list of approved Background Screening experts and posts it on the Intranet

If the engagement of a Category I Service Provider is subject to Chief Compliance Officer Approval, the request for approval shall include the Background Screening report.

7.3.2.6 “Compliance Declaration” (Ref. [2])

Before entering into a cooperation all Category I Service Providers must complete and sign the Compliance Declaration attached as **Ref. [2]** to this Anti-Corruption Policy.

Any deviations from the text provided for in the template must be coordinated with the Chief Compliance Officer beforehand.

7.3.2.7 Written Form of Service Provider Agreement

Any agreement with a service provider (this applies to Category I and Category II Service Providers) must be made in writing and be duly signed before the service provider starts acting for and/or on behalf of KELVION. The agreement must specify the service provider's duties and remuneration. This means that the amount or percentage of the remuneration (e.g. commission) which the service provider shall receive must be clearly documented at the time of signing the agreement.

In addition, the written agreement must include the following enforceable provisions:

- qualification of the cooperation (e.g. exclusive, non-exclusive, territory-related, project-related);

- conditions/restrictions for the payment of the remuneration including a “pay when and if paid” clause;
- commitment of the service provider to strictly comply with the KELVION Global Code of Conduct and the Anti-Corruption Policy;
- forfeit of service provider’s claim to commissions in case of any negligent breach of any compliance rule;
- third-party audit right in case of any reasonable suspect of non-compliance;

When signing the service provider agreement, KELVION shall always be represented by two authorised persons (four-eye principle).

The Legal Department will advise on the drafting of proper service provider agreements complying with the requirements set forth herein above.

7.3.2.8 Activity Reports

The Service Provider must provide appropriate documentation about any activities rendered by it under the agreement (“Activity Report”). The Activity Report shall include a statement of any services rendered by the Service Provider during the term of the agreement, specifying the kind of services and the spent time. The KELVION Employee in charge is obliged to check and verify each Activity Report in terms of completeness and correctness. The KELVION Employee in charge must, at any given point in time, be able to demonstrate the existence of all Activity Reports.

7.3.2.9 Company Compliance Manager

The Company Compliance Manager in charge shall perform a plausibility review of each arrangement with a Category I Service Provider as to whether its terms and conditions are in accordance with this Anti-Corruption Policy. The plausibility review will involve a determination that

- the extent of due diligence regarding the Category I Service Provider in hand is appropriate and sufficient to confirm that there is no suspicion that the service provider will engage in corrupt practices; and
- based on the due diligence undertaken, there is no suspicion that the service provider will engage in corrupt practices.

Any arrangement approved by the Company Compliance Manager shall be subsequently subject to the approval of the company’s management (CEO or CFO).

No commission payment shall be made unless also approved by the company’s executive responsible for the financials (e.g. CFO); such approval may be based on the recommendation of the Company Compliance Manager.

7.3.3 Documentation Duties for Category I and Category II Service Providers

Any involvement of Category I and Category II Service Providers shall be documented within the KELVION company as follows:

a) Prior to signing the service provider agreement (applicable for Category I Service Providers):

- a properly completed Internal Due Diligence Report in accordance with **Ref. [1]**, signed by the KELVION Employee in charge;

and

- a properly completed Compliance Declaration pursuant to **Ref. [2]**, duly signed by the Service Provider, including all documents requested in **Ref. [2]**;

and

- if applicable, approval of the Chief Compliance Officer or a person designated by him/her wherever such approval is required;
- b) Contract documents (applicable for Category I and Category II Service Providers):
- written contract (service provider agreement) including the specifications set forth in 7.3.2.7;
- c) Contract execution phase (applicable for Category I and Category II Service Providers):
- service provider's written Activity Reports and/or other written evidence of his activities, e.g. file notes by the respective KELVION Employee in charge, and other relevant documents.

Note: It is insufficient for the project execution file to contain only invoices without other proof of actual services performed.

Copies of the completed/signed Service Provider Contract, **Ref. [1]**, **Ref. [2]** and copies of any document required therein and/or received from the Service Provider must be provided to the Company Compliance Manager who shall properly keep the copies.

7.4 Payments to Customers, Employees or Representatives of other Companies

1. KELVION does not make unearned payments to employees or representatives of other companies, neither directly nor through service providers. Even if those payments should be common in some countries, they are illegal and not acceptable to KELVION.
2. "Kick-backs" are illegal and prohibited. A "kick-back" is any money, fee, commission, credit, gift, gratuity, thing of value or compensation of any kind provided, directly or indirectly, by an employee or intermediary, for the purpose of improperly obtaining or rewarding favorable treatment in connection with a business arrangement or contract. Kick-backs are often disguised as payments to the customer or third parties, e.g. payments for fictitious warranty claims of the customer, which are actually made to personal accounts of employees.

In order to prevent any form of kick-backs or similar illegal transactions, any payments to customers require strict compliance with the conditions set out in **Ref. [5]**. This applies also in cases where KELVION has knowledge or a suspicion that a director, officer, employee, agent or representative of the customer might have a financial, ownership or other interest in the entity or person to whom payment is to be made.

3. Any agreements with customers (or any of its directors, officers, employees, agents or representatives) to over-price or over-invoice KELVION's products or services in exchange for payment of all or a portion of such over-priced or over-invoiced amount to any person are prohibited.
4. Any payments to customers (and their directors, officers, employees, agents and representatives) must be documented in a way that will allow KELVION in case of an investigation to prove that the payments met the conditions set out in **Ref. [5]** and were legitimate payments, not "kick-backs".

5. The duty to fill in **Ref. [5]** does not apply where: (i) credit notes are issued to the customer; or (ii) KELVION makes a wire transfer to the same account from which it received payments from the customer.

7.5 Personal Benefits (e.g. Hospitality, Gifts and other personal favours)

KELVION Employees may not offer or accept personal benefits such as gifts, hospitality, or entertainment that could influence business decisions. All benefits must be of minimal value and must never include cash or cash equivalents.

The rules for giving Personal Benefits are different depending on whether the recipient belongs to a private business or is a Public Official.

7.5.1 Rules regarding Public Officials

1. The Anti-Corruption laws of many countries are very strict with regard to domestic or foreign Public Officials (civil servants, elected officials, military personnel or other holders of public offices). Some countries (e.g. Germany) do not allow the granting of any personal favour even if the favours have only a small value and would be acceptable if they were granted to employees of a company.

Gifts or hospitality to Public Officials are subject to stricter approval processes, and in most cases, are prohibited. For non-government employees, benefits must still be modest and transparently reported.

Against that background, Employees of KELVION must be cautious when granting any kind of Personal Benefit to a Public Official.

Therefore, except as noted below, any kind of Personal Benefit to a Public Official is subject to prior approval of the Chief Compliance Officer. Such approval will only be given if the Public Official is legally allowed to accept the personal benefit.

2. Without approval of the Chief Compliance Officer KELVION Employees are only allowed to make modest invitations to working lunches and socially acceptable gifts with minimal financial value to Public Officials, always provided, however, that
 - a) the granting of Personal Benefits to Public Officials is not generally prohibited according to the applicable jurisdiction;
 - and
 - b) such Personal Benefit has been prior approved in writing by the Company Compliance Manager;
 - and
 - c) the Company Compliance Manager has obtained prior written advice from the Legal Department or from an external qualified law firm confirming that such Personal Benefit is permitted under the applicable law.
3. Any granted Personal Benefits to a Public Official as well as the written approval of the Company Compliance Manager and the legal opinion from the Legal Department or the external qualified law firm must be documented by the KELVION Employee in charge and must be reported annually by the Company Compliance Manager to the Chief Compliance Officer.

7.5.2 Rules regarding Recipients other than Public Officials

1. If the recipient of the Personal Benefit is an employee or a representative who is not a Public Official and not employed by a company in which a public authority holds shares or which is controlled by a public authority, KELVION Employees are allowed to grant appropriate Personal Benefits subject to the following conditions:
 - a) Personal Benefits to employees or representatives of other companies may only be made if their total value and the circumstances of the case do not create the impression that the recipient is expected to act in a certain way because of the Personal Benefit. Whether or not this is the case depends on the specific circumstances, particularly on:
 - the value of the Personal Benefit;
 - the frequency in which Personal Benefits are granted;
 - the position of the recipient within his company;

and

 - whether it is socially common or even necessary to grant the Personal Benefit (e.g. a bouquet of flowers at an invitation).
 - b) Personal Benefits must never be granted secretly. Invitations or gifts should always be sent to the official business address of the recipient, not to a private address. Favours to spouses or relatives of employees or representatives of other companies may only be granted under exceptional circumstances. Cash or cash equivalents (e.g. vouchers) must never be given.
 - c) Before granting Personal Benefits, it must be determined that the recipient can lawfully accept it. To this end, the Company Compliance Manager must clear the proposed granting of Personal Benefits in writing, confirming that such Personal Benefit is permitted under the applicable law. In case of doubt, the Company Compliance Manager shall obtain prior written advice from the Legal Department or from an external qualified law firm confirming that such Personal Benefit is permitted under the applicable law.

Note: Some countries or companies do not allow employees or representatives of companies to accept any invitations or gifts at all. Other countries or companies may impose monetary limits on the value of favours that may be received by employees or representatives of companies.

KELVION Employees giving Personal Benefits must adhere to applicable local tax law with regard to the taxation of Personal Benefits (e.g. for Germany: Sect. 37b of the German Income Tax Act).

7.5.3 Case of Doubt Rule

If at least one shareholder of the recipient's company is a public authority, a state-owned company or a similar entity controlled by a public body, the KELVION Employees must ask the Chief Compliance Officer whether to apply the rules in section 7.5.1 or those in 7.5.2.

7.6 Invitations to Production Site Visits/Reference Plant Visits/Trade Fairs; "80/20 Rule"

KELVION may invite customers to visit KELVION production sites or reference plants and to trade fairs and may pay in this context for appropriate travel and accommodation, as a rule of thumb one overnight stay.

However, each of the following conditions for each invitation must be met and documented:

(1) there must be a reasonable business need for it;

and

(2) the KELVION company organizes the visit (i.e. not the customer);

and

(3) relatives and subordinate employees are excluded;

and

(4) no advance payments will be made to the customer;

and

(5) reimbursement to customers must be made only upon receipt of respective invoices;

and

(6) the invitation is reasonable and otherwise appropriate in terms of the “80/20 Rule” (see below).

“80/20” Rule means the following: Business visits, such as site tours or trade fairs, must focus primarily (80%) on business-related activities. Any accompanying social activities (maximum 20%) must be modest and adhere to the personal benefits rules and must be conducted in accordance with section 7.5 (Personal Benefits).

8 Prohibition of Passive Corruption

KELVION Employees must never accept gifts or favors that could be seen as influencing business decisions. Benefits must be modest and openly disclosed, particularly if a business decision by such Employee of which could be relevant to the counterparty is foreseeable in the near future.

Whether or not this impression can arise depends on the specific circumstances, particularly on:

- the value of the Personal Benefit;
- the frequency in which Personal Benefits are granted;
- the position of the recipient within KELVION;

and

- whether it is socially common or even necessary to accept the Personal Benefit (e.g., a Christmas present of small value from a business partner).

In particular, Employees of KELVION must not request or accept Personal Benefits from suppliers in return of the award of contracts or any other actions that are beneficial to the supplier (e.g. for not claiming damages from a supplier for defective products it had supplied to KELVION).

Personal Benefits must never be accepted secretly. Employees and officers of KELVION may not accept Personal Benefits which are sent to their private addresses or to their relatives or friends. Invitations for spouses and relatives can only be accepted under exceptional circumstances.

Cash or cash equivalents (e.g. vouchers) must never be accepted.

If you are in doubt about whether you can accept a Personal Benefit, contact your Company Compliance Manager or the Chief Compliance Officer for advice.

If you realize that someone is attempting to bribe you or other Employees at KELVION, you should immediately inform your Company Compliance Manager or the Chief Compliance Officer, because it is important for the compliance team to be aware of that threat to KELVION's integrity and reputation.

Local tax law with regard to the taxation of benefits (e.g. for Germany: Sect. 37b of the German Income Tax Act) has to be followed.

9 Anti-Money Laundering Rules

In numerous countries, certain financial transactions are subject to an obligation under anti-money laundering regulations to document and/or report information about the involved parties. This obligation not only applies to financial institutions but also potentially to KELVION companies when receiving physical cash payments or where the circumstances surrounding a payment raise a suspicion of money laundering. Violation of this obligation can result in serious criminal penalties for the involved persons and companies, including the management of the involved companies.

9.1 Modified Prohibition of the Acceptance of Physical Cash Payments

In line with international anti-money laundering laws, all financial transactions must be documented. Physical cash payments exceeding EUR 1,000 are prohibited, and suspicious transactions must be reported immediately to the Chief Compliance Officer.

As a general rule, KELVION companies should not accept physical cash payments exceeding EUR 1,000 or equivalent value from its customers or third parties on behalf of its customers. Note that payments via bank wire transfer to a KELVION bank account or via check do not constitute a physical cash payment.

Exceptions from this rule require the prior written approval of the Chief Compliance Officer.

9.2 Customer Identification and Documentation in Exceptional Cases

KELVION Employees must adhere to the identification and documentation requirements in this Section 9.2 if the Chief Compliance Officer approved in writing the acceptance of physical cash (see Section 9.1), and /or facts raise a suspicion that the funds used to pay to the KELVION company are derived from a criminal source (e.g. money-laundering activities or financing of terrorism).

In these cases, the identification of the customer, and if the customer is purchasing from the KELVION company on behalf of a third party, the identification of any beneficial owner must be documented.

In case the above conditions apply and the customer and – if applicable – the beneficial owner is a natural person, the documentation of its name, place of birth, date of birth, nationality, current address and a copy of the ID card/passport of such natural person is required.

In case the above conditions apply and the customer and – if applicable – the beneficial owner is a legal entity, the KELVION Employee must document the name and legal form of its customer/beneficial owner, its registered place of business, the registration number with the commercial register (or similar register), the names of all managing directors or members of the Management Board of the customer/beneficial owner and a copy of the commercial register (or similar register). If a respective register does not exist at the place of the legal entity, the articles of association or a similar document on the founding of the legal entity must be obtained. If a legal entity is registered as a managing director or member of the executive board of the customer (or beneficial owner), all before mentioned documentation requirements apply to this legal entity as well.

In all cases of this section, the Chief Compliance Officer must immediately be informed by the KELVION Employee in charge. The Chief Compliance Officer will then decide if any additional action is required.

In all cases of this Section 9.2 the documentation must be archived in the respective project file for at least 5 (five) years starting with the end of the year in which the information was filed

All identification and documentation related to anti-money laundering procedures must be handled in compliance with data privacy regulations

9.3 Modified Prohibition of Agreements with Public Officials

If the customer (or the beneficial owner) is a Public Official (civil servant, elected official, military personnel or other holder of a public office) or a relative of such a Public Official, stricter anti-money-laundering rules apply in many countries.

Therefore, entering into any agreement with a domestic or foreign Public Official or a relative of a Public Official is subject to prior written approval of the Chief Compliance Officer.

In all cases of this Section 9.3 the identification of the Public Official or the relative of the Public Official must be documented by the KELVION Employee as stated in section 9.2.

Additionally, the source of the financial assets used by the Public Official for the payment to the KELVION company must be checked and documented. This documentation must be archived in the KELVION Employee's project or sales file.

In all cases of this section 9.3 the documentation must be archived in the respective project file for at least 5 (five) years starting with the end of the year in which the information was filed.

9.4 Suspicious Cases

Facts that could be identified as suspicious under anti-money laundering laws must be immediately reported by the KELVION Employee to the Chief Compliance Officer. The Chief Compliance Officer will then decide how to react to such suspicion.

9.5 Local Anti-Money Laundering Law

The rules in this section 9 are applicable in any country where KELVION is active. If the anti-money laundering regulations in a country are stricter than the rules in this section 9, the rules in this section are applicable in addition to the local law.

10 Consequences of Violations

Any violation of this Anti-Corruption Policy which may also include contribution to the concealment of infringements can have consequences under labour law up to and including warning letters and, in case of severe violations, termination of employment for cause without notice and claims for damages. The foregoing applies also to the violation of the documentation requirements.

KELVION requires all its Employees to report immediately violations, even if the reporting Employees could have been involved in some wrongdoing.

Violations of this Anti-Corruption Policy will result in disciplinary action, which could include termination of employment. However, Employees who report potential violations will be protected under the Kelvion whistleblower policy.

11 Whistleblower Protection

KELVION encourages Employees to report any suspected violations of this Anti-Corruption Policy. Whistleblowers will be protected from retaliation, and all reports will be treated confidentially. Our goal is to maintain transparency and uphold the integrity of Kelvion Group worldwide.

12 Further Questions and Cases of Doubt

Most countries prohibit acts of corruption. Their laws usually follow the basic concepts and international conventions on which this Anti-Corruption Policy is based. However, the laws of some countries may even be stricter. In such cases, the stricter requirements must be followed. Likewise, if this Anti-Corruption Policy is stricter than applicable law, the Anti-Corruption Policy must be followed.

If you have questions which this Anti-Corruption Policy does not answer or if you are in doubt whether behaviour is legal, please contact the responsible Company Compliance Manager, the Chief Compliance Officer or the Legal Department.

13 Interfaces / documentation (or input – output interfaces as well as internal and additional data)

Ref.	Description
[1]	KELVION ACP Annex 1 - Service Provider DD Report (GLO_TEM_00148_EN)
[2]	KELVION ACP Annex 2 - Compliance Declaration (GLO_TEM_00149_EN)
[3]	Kelvion Compliance Organisation Policy (GLO_GUI_00045_EN)
[4]	Kelvion Global Code of Conduct
[5]	Kelvion ACP Annex 3 (GLO_TEM_00151_EN)

14 History

Revision	Changes
11.11.2025	Layout change
24.02.2026	Switching Approver and Reviewer in document table