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Code of Conduct

We make **mobility** **sustainable**

Strategy Engineers





“ We never stop driving change in the automotive and mobility industry ”

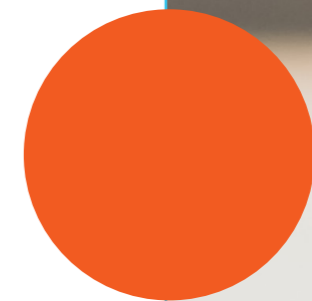
Introduction to our Company

Strategy Engineers is an international management consulting company specialised in mobility. We share one common purpose: To unlock our clients' potential to navigate uncertainty towards sustainable mobility. We are convinced that our consulting approach is unique: Our management expertise and entrepreneurial competence, combined with technical understanding, sets us apart from other consultancies. It allows us to see eye-to-eye with our clients and meet their challenges with tailor-made solutions that bring sustainable change.

We strive to be responsible and create a positive social impact, a trait embodied by each and every one of our unique colleagues - all willing to contribute, accept challenges, and give substance to a new reality.

Our values represent the behaviour we promote and who we are. We expect all colleagues to live our values every day:

- We promote individualism but win as a team
- We take personal responsibility
- We value opinions but act on facts
- We are passionate about people development
- We embrace challenges and drive change





Important Note

While our values guide our behaviour, our Code of Conduct defines a set of expectations for the behaviour of all firm members. This Code of Conduct for employees applies to each employee of Strategy Engineers regardless of start date, contractual agreement or employee rank. Failure to comply with the policies set forth may result in disciplinary action, which can include termination of employment.

Great results often come from small deeds

We expect all colleagues to comply with this Code of Conduct and we expect others working on our behalf, such as contractors, advisors and other suppliers, to act in a manner that is consistent with our Code.



Human Rights



We respect, protect and promote the applicable regulations for the protection of human and children's rights.

A safe, diverse, inclusive and respectful work environment

As a company, we believe in treating all of our employees with equal opportunities and respect, regardless of their skin color, race, nationality, social background, disabilities, sexual orientation, political or religious convictions, gender, or age. We would never intentionally make anyone work against their will, and we strongly oppose the use of child labor, forced labor, modern slavery, and human trafficking. We also have zero tolerance for any unacceptable treatment of employees, including mental cruelty, sexual harassment, discrimination and all kinds of coercive, threatening, abusive, or exploitative behaviour. Our goal is to create a safe, inclusive, and respectful work environment for everyone.

Personal dignity and data protection

We understand that each person has the right to personal dignity and privacy, and we strive to uphold these values in all of our actions. Personal data of employees and contractual partners is used exclusively for the purposes for which it is made available and treated confidentially. Non-personal data resulting from a business relationship is also used and protected in an appropriate manner. Our privacy policy ensures that data worthy of protection is collected, processed, secured, and deleted appropriately, and confidential content is never published without authorization, passed on to third parties, or made available in any other form..



Business Ethics

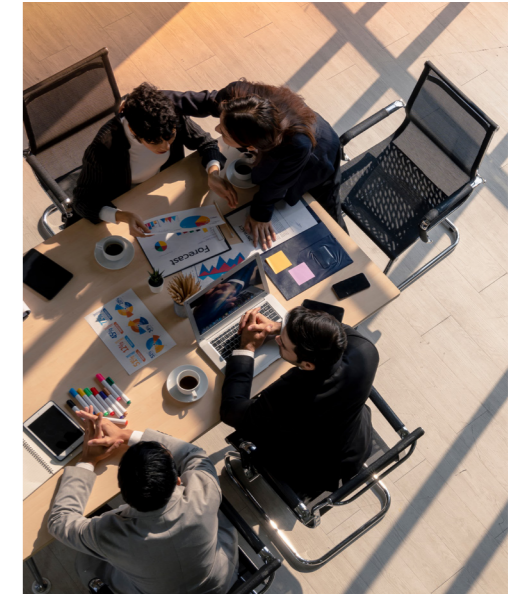
We promote the integrity of employees and live trusting relationships with customers and business partners.

Clients impact

Our company values integrity and provides independent and objective advice, always putting our clients' interests first. We protect our clients' confidential information and strive to make a positive impact through our services. In doing so, we expect our managers to be accountable for that positive influence. We expect our employees to protect our clients' confidential information, maintain their professional independence and avoid conflicts of interest.

Securing intellectual property

We hold a deep respect for the intellectual property rights of others and go to great lengths to avoid any conflicts of interest that could harm our business relationships. We place a particular emphasis on protecting against retaliation and safeguarding the identity of employees, business partners, or other third parties.



“There is no way for us to succeed in business without the **highest ethical standards**”

Plagiarism

The use of plagiarised or counterfeit materials is prohibited, and intellectual property is respected and not used or published without authorization, particularly intellectual property protected by patents, copyrights, or trademarks.

Competition and trade

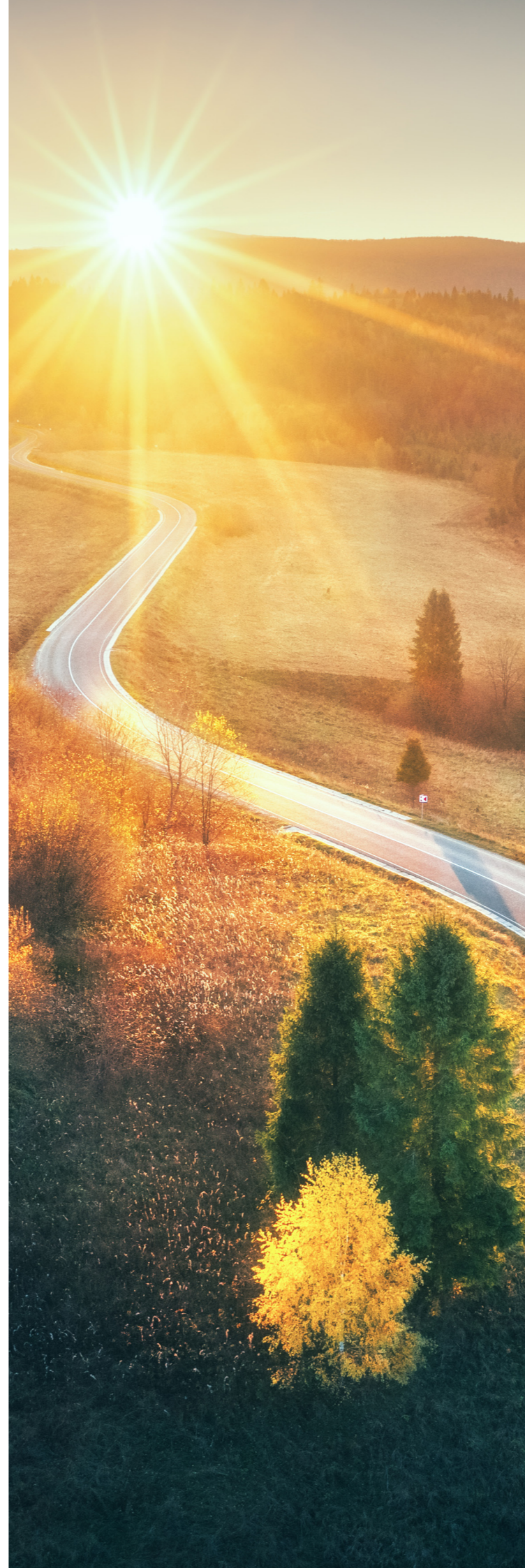
At Strategy Engineers, we are deeply committed to following the laws of the applicable legal systems and maintaining the highest ethical standards. This means that we absolutely do not tolerate any form of corruption or bribery, and we never engage in actions that could be seen as trying to influence official actions or gain improper advantages. We also take great care to follow competition laws and never participate in activities that could restrict fair competition, such as price fixing, market or customer allocation, market sharing, or bid rigging with competitors.

Accurate records and complying with law

All significant business transactions are documented in a traceable and timely manner, and financial records are prepared in accordance with applicable law and generally accepted accounting principles.

Seeking advise and having the chance to report

At Strategy Engineers, we want to create an environment where people feel comfortable and should not hesitate to ask questions. To this end, we provide each new colleague with a buddy and a mentor who are available to answer any questions, regardless of a professional assessment. However, we take the issue of misconduct and unethical behavior seriously. That's why we've implemented an whistleblowing service on our homepage, allowing our employees to confidentially report any concerns they may have about such behavior within or in regards to the company. We protect anyone who report known or suspected misconduct or violations. Any such report must not result in adverse consequences for the person making the report.



Health and Safety of Employees

We maintain a healthy, safe and productive work environment that aims to keep a balance between work and private life.

Risk Management

At Strategy Engineers, we prioritize the health and safety of our employees. We make sure to follow all relevant local regulations to reduce the risk of accidents and illnesses in the workplace. If necessary, we provide our workers with the appropriate personal protective equipment. We take steps to identify and control potential hazards, and do our best to prevent accidents and diseases from occurring.

Creation of a safe environment

We also make an effort to continuously improve the safety of our work environment by managing incidents and accidents proactively. In addition, we offer ergonomically designed workstations and comply with fire protection laws at all of our office locations. Since we do not manufacture products, but only provide services, we avoid all contact with chemical materials. With all the props we use, we take great care that everything is tested for functionality and safe to use. If necessary for the nature of the task, we will also provide appropriate protective equipment.

Trainings

Our team members receive training on health and safety topics and are encouraged to stay informed about these important issues. In the beginning, new employees get an emergency training sessions to ensure that our team is prepared for any unexpected situations that may arise.



Working Conditions

We create a work environment which allows us to attract, grow, and retain exceptional people, passionate to work with our clients.

Investing in our employees: The foundation of success

As a company, we understand that our employees are the foundation of our success and are our most valuable asset. We believe that by investing in our employees and creating a positive and supportive work environment, we can foster a culture of excellence and achieve our business goals. That's why we are committed to paying our employees fairly for their hard work and dedication, and offer competitive salaries and benefits such as healthcare and retirement plans. We also follow all relevant laws and regulations regarding working hours, to ensure that our employees are protected and treated fairly.

Fostering a culture of inclusivity, respect, and professional development

In addition to these financial considerations, we also place a strong emphasis on the well-being and overall satisfaction of our employees. We value the contribution of each and every one of our employees, and believe that they deserve to be treated with respect and dignity. That's why we promote a culture of openness, transparency, and inclusivity, and provide opportunities for personal and professional development. We recognize and reward employee achievements, and strive to create a workplace where everyone feels valued and supported. We believe that by fostering positive work conditions, we can attract and retain top talent and create a culture of innovation and collaboration. We are committed to creating a workplace where our employees feel valued, supported, and motivated to succeed.

Environmental Protection

We take our responsibilities towards the environment seriously. We strive to operate in an environmentally sustainable way, in accordance with applicable statutory and international standards. This includes considering the environmental impact of our actions, and taking steps to minimize any negative consequences. We are constantly reducing greenhouse gas emissions from travel, and even try to avoid traveling if possible. We strive to use sustainable resources, obtain green electricity, minimizing waste, and increasing recycling. We also expect our employees to treat the environment responsibly and to take sustainable impact into account when making business decisions.

Water and air quality

The company prioritizes the protection of the environment, including water and air quality, and works to minimize negative impacts through various measures such as reducing water and air pollutant emissions, implementing sustainable practices, and using cleaner technologies and

processes. The company also has a company car policy where only electric cars are offered. Additionally, the company encourages its employees to adopt environmentally-friendly habits, such as using public transportation and conserving resources. The company also takes steps to ensure compliance with relevant environmental regulations and standards.

Going beyond

In addition to these efforts, we also look for opportunities to go beyond compliance and take proactive steps to reduce our environmental impact. This may involve implementing new technologies or processes that help us to operate more sustainably, or collaborating with partners to find innovative solutions to environmental challenges. Ultimately, our goal is to create a company that is not only compliant with environmental regulations, but also actively works to protect and preserve the planet for future generations.





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