

TO WHOM IT MAY CONCERN

Wels, 11th February 2022

COMPLIANCE CERTIFICATE

We, the TroGroup GmbH, herewith confirm that all members of the TroGroup worldwide respect and comply with:

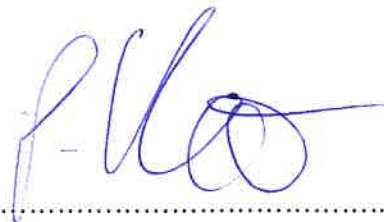
- all applicable local labour laws, in particular with respect to minimum age of work, working hours, wages and salaries and further employees and human rights,
- all laws combating money laundering, terrorism financing, unfair competition, bribery and corruption, and
- all applicable international and national laws and regulations in general.

In case you have any questions to the above, please see our Code of Conduct (https://www.trogroup.com/fileadmin/content/images/PDF/Code_of_Conduct.pdf) or contact us.



Norbert Schrüfer

CEO



Peter Köstler

CFO

SETTING NEW
STANDARDS