

TO WHOM IT MAY CONCERN

**Compliance Certificate**

Wels, 16.11.2022

We, the TroGroup GmbH, herewith confirm that based on our clearly formulated and communicated values and principles of conduct all the members of the TroGroup worldwide are obliged to respect and to 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,
- all applicable international and national laws against modern slavery, human trafficking and child labour,
- all national and international laws in respect of economic sanctions and export control regarding our products, and
- all applicable international and national laws and regulations in general.

These guidelines are summarized in our Code of Conduct ([www.trogroup.com](http://www.trogroup.com)) which we also ensure that all business partners comply with.



Norbert Schrüfer

CEO



Peter Köstler

CFO