

---

## CREDOS ON OUR BUSINESS CONDUCT



We want and promote a corporate culture where issues can be raised openly. All employees are encouraged to report suspected or actual violations of the Elektrosil Principles to their supervisor. We will ensure that whistleblowers and their reports are treated impartially.

### **QUALITY AWARENESS**

We ensure reliability in our products and services. When it comes to solutions for our customers, high quality is very important to us. And we attach great importance to binding quality with suppliers.

### **LEADERSHIP & ACTING**

In our cooperation we are aware of our own responsibility. This means that we are always open to critical reflection of our actions.

### **CREATIVITY**

We create a fertile environment for ideas, where we enable development and joint creativity.

### **PROFIT**

We affirm profit and see it as an essential driving force for the company, but without disregarding laws or our social or ethical principles.

### **LAW**

We operate within the laws at all times and do not break them.

### **HUMANS ON BOARD**

We see ourselves as colleagues who want to be motivated and committed to the cause.

### **CUSTOMER FOCUS**

We value our customers as partners: We respond to them and support them, learn from them and try to jointly find the best possible solution.

### **AUTONOMY**

We want to remain a self-determined, independent company.

### **STRATEGY**

We only do business that we understand and that suits us.

### **COMMUNICATION**

We speak openly with each other. We inform honestly, undisguised and responsibly.

### **ORGANISATION**

We strive for an organisation as decentralised as possible while recognising the need for centralised functions.

### **HUMAN RIGHTS & ETHICAL PRINCIPLES**

Within the company and in the case of all suppliers and partners, we comply strictly with all human rights, particularly with regard to the dignity of every individual, freedom of opinion and assembly, zero tolerance with regard to child or forced labour, corruption and bribery. We pursue fair wages and salaries taking into account all applicable legislation.

Any kind of discrimination based on racism, gender, language, religion, political or other opinion, national or social origin, membership of a national minority, wealth, birth or other status is not tolerated in any form and is punished accordingly.

### **FAIR OPERATING PRACTICES**

We secure to promote money laundering and terrorist financing neither directly nor indirectly. Furthermore, we pursue fair competition and compliance with the antitrust law as well as we respect the intellectual property. We avoid and/or disclose conflicts of interest, both internally and to interested parties.

### **WORKING CONDITIONS**

We do not tolerate hazardous working conditions or environmental contamination – irrespective of the applicable national statutory standards. Furthermore, we strive to improve general conditions at all times in order to achieve the best possible environment.

### **HEALTH**

The health of our employees is particularly important to us. Within a framework of free benefits such as training courses, consultation with company doctors, check-up appointments and careful and considerate dealings with one another within the company, we promote the health of all staff and provide a contribution to daily as well as longterm well-being.

### **SUSTAINABILITY**

We endeavour to minimise, and in the best case avoid, any possible negative influence on our environment at all times. We attempt to send materials for recycling, thus minimising environmentally damaging single usage. We seek to limit the consumption of electricity, water and other resources to greatest possible extent.

### **SAFETY**

We ensure that the safety of staff within the company is guaranteed at all time by means of various measures such as training for all staff and personalised incoming inspection. The security of data is likewise guaranteed by means of IT-supported servers processes, as the security of customer data and internal documents enjoys the highest priority.

WE ARE ELEKTROSIL.  
HOTHOUSE FOR IDEAS, SOLUTIONS AND PRODUCTS



## OUR OFFER

As Elektrosil, we create applications and systems for wide-ranging electronic applications. We provide a home for development throughout the entire process, from the initial idea to developing the solution and through to series production. This means we are our customers' go-to partner – a one-stop provider for requirements of all kinds.

## OUR EXPERTISE

We can be the perfect partner to turn ideas into ready-to-install products. We are the company that combines comprehensive understanding with dedicated engineering in a thoroughly human environment. This provides the productive, professional framework our customers need for their project.

## OUR GOAL

We want to make Elektrosil the best possible place for evolution, development and creation. The interactions within our team, and our collaborations with customers on products and technologies, are aimed at achieving precisely that.

## WHAT IS IMPORTANT TO US AND WHAT WE UNDERSTAND BY IT

### Reliability

Being true to your word, striving for quality and keeping others updated

### Flexibility

Facilitating, accommodating and being agile

### Trust

Confident, long-termist, steady, composed and sincere

### Authenticity

Being genuine, personable, honest and credible

### Humour

Being open, approachable and letting your guard down; speaking on equal terms and showing appreciation

### Meaningfulness

Smart, experienced and interdisciplinary; identifying and recognising your own weaknesses

## OUR PROMISE

We offer bright minds and their ideas an experienced environment squarely focused on finding solutions and creating products. Our team creates space for evolution and creativity, implementing streamlined communication channels and using their intuition and dynamism to make complex structures manageable.

This is made possible by our team of specialists, who possess expertise in various technical disciplines, supported by an established, international network.

## OUR INSPIRATION

We love identifying technologically attractive solutions that help to make the world both simpler and more advanced. Our inspiration comes from giving people the room to achieve this and honing our abilities in the field.

## OUR BELIEVE

For us to create a solution that addresses our customer's concerns and issues as closely as possible, an atmosphere of mutual trust and enablement is vital. We believe that we create this atmosphere through our openness, clarity, authenticity and humour.

Hamburg, November 1st, 2021

Hannes Collenburg  
Managing Partner

Hendrik Niemann  
Managing Partner