

## **Kroma - Integrity Policy**

This policy describes the basic standard of conduct of Kroma International GmbH, hereinafter referred to as kroma.

### **2.0 Integrity Policy**

2.1 kroma does not permit its employees to solicit or accept benefits from individuals or organizations that have business dealings with our company unless authorization for acceptance is granted.

2.2 kroma prohibits any employee, staff, or member of a government agency or public body from granting benefits while dealing with them in any way. We also prohibit all employees from directly or indirectly granting benefits to individuals from organizations to influence them in doing business with our company.

2.3 kroma employees are obligated not to accept lavish or frequent entertainment from others who do business with our company.

2.4 kroma requires all employees to avoid any conflict of interest or the perception of such a situation. If this is unavoidable, the personnel concerned should submit a declaration to the licensing authority, which should decide on the measures to mitigate the conflict.

2.5 kroma prohibits all employees from disclosing confidential information without authorization and from misusing company information.

2.6 kroma has an internal reporting mechanism through which our employees can investigate integrity issues and report possible violations of integrity requirements. Our company handles these reports promptly and in strict confidence.

2.7 Our company strictly prohibits retaliation against employees who, in good faith, report possible violations of integrity requirements or participate in the investigation of the allegation.

### **2.8 Prevention of Bribery**

Any employee who, without the permission of management, solicits or accepts a benefit as a reward or incentive for performing an act or providing a favorable treatment in relation to their business violates this policy and is committing a criminal offense. The person offering the benefit is also committing a criminal offense.

### **2.9 Data Protection (DSVG)**

Every employee is obligated to comply with the statutory (DSVG) and internal regulations. These are available for inspection at management or, in specific cases, can be requested at any time from our Data Protection Officer. Every employee is responsible for protecting their own data and the data made available to them by their colleagues from unauthorized access by third parties. If knowledge of misuse becomes known, the responsible manager must be informed immediately.

### 3. Measures

3.1 Any personnel found violating integrity requirements will be subject to internal disciplinary action, including termination of appointment and/or referral to the appropriate law enforcement authorities. Our company will fully cooperate with law enforcement authorities in the investigation of criminal offenses.

3.2 Our company strives to work with ethical business partners who share the same values and are committed to the same standards of integrity.

updated

Lahr, on 20th of Juni 2025



A handwritten signature in black ink, appearing to read 'E. G.', is placed over a horizontal dashed line. The signature is fluid and cursive.

Management/ Manager

The employee confirms that he or she has received the information by means of a separate signature.