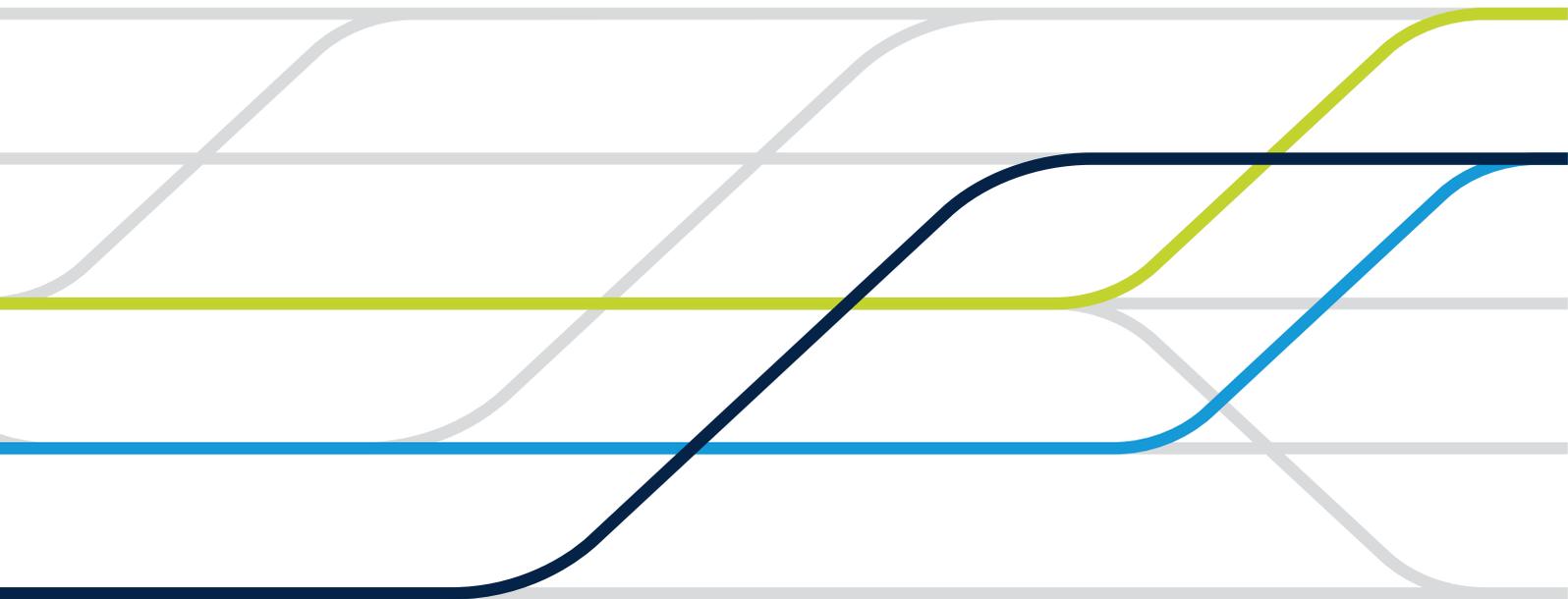


# Code of Conduct



# Introduction

IVU is distinguished by its unique corporate culture. Humanity, collegiality, partnership, accountability, compliance – these are the values we live out in practice every day in our dealings with colleagues, customers and suppliers. Our actions determine how we are perceived, and this contributes to the trust our customers feel towards us and our products to a significant extent.

With this Code of Conduct, we are making a clear statement to those both inside and outside the company of what it is we stand for. It serves to provide us with a framework for our conduct in day-to-day business and help us to make ethically and legally sound decisions. It provides our customers, partners, shareholders and the public with a reliable and transparent foundation for cooperation with IVU.

The principles of the Code of Conduct apply to all employees of IVU equally, regardless of position or seniority. We are committed not only to complying with the applicable legal requirements, but to creating an environment that each and every one of us wants to work in and can be proud of. We all contribute towards making IVU what it is: a successful manufacturer of leading IT solutions for the public transport sector, a valued business partner in an international environment and a professional home for hundreds of people from incredibly diverse backgrounds.

Together, we are working to demonstrate and preserve the values of IVU. The Code of Conduct contributes to ensuring our success.

## **The Executive Board**

# IVU Culture

## **a. Equal opportunities**

Everyone is welcome here. Employees of any gender, skin colour, background or sexual orientation, with or without disabilities, will be treated with fairness and respect and will benefit from equal opportunities to grow here at IVU. We do not tolerate any discrimination. In addition, bullying in any form is strictly prohibited.

## **b. Creating safe working conditions**

The health and safety of our employees is paramount. In order to ensure the well-being of employees in the workplace, IVU implements measures for health promotion and occupational safety. We work together to create a safe day-to-day working environment.

## **c. Ensuring work-life balance**

The individual well-being of our employees is important in our effort to create a healthy working environment. The unique culture of IVU is supported by the opportunity for all employees to determine their work time with a high degree of flexibility. This includes the ability to agree on personalised working arrangements and to enable personal time off when it is necessary.

## **d. Offering employees opportunities for continued development**

IVU's most important resource are the minds of those behind our products. IVU seeks, finds and retains employees who are not just good, but the best and brightest. In this context, we support the development of individual talents, both personally and professionally.

## **e. Cooperating on the basis of partnership**

We cultivate equal, collaborative and long-term partnerships with our customers, partners and employees. We are open and conscientious in our interactions and never exploit dependencies. High-quality services and products are rewarded appropriately.

# Social responsibility

## **a. Protecting human rights**

Compliance with internationally recognised human rights is a top priority for us. We categorically reject any form of child or forced labour.

## **b. Promoting environmentally-friendly mobility**

We make an important, indirect contribution to protecting our planet with our products. By facilitating the efficient deployment of buses, trains and other public transit modes, we contribute to a reduction in greenhouse gas emissions. In addition, our solutions can also increase the attractiveness of public transport, thus increasing the transportation modal share of environmentally-friendly alternatives.

## **c. Assuming ecological responsibility**

We strive to reduce our ecological footprint, including in our day-to-day operations. For this reason, we make an effort to use environmentally-friendly transportation for business travel and use resources of all types in a responsible manner in our day-to-day work.

## **d. Cooperating with sustainable suppliers**

Our supply chains should also be sustainable. When cooperating with suppliers, we ensure that they comply with the fundamental standards of resource-conserving production. We expect our partners and suppliers to respect the principles of human rights and comply with applicable legal requirements as well.

# Business practices

## **a. Observing statutory provisions**

IVU is committed to maintaining irreproachable business practices. We observe all national and international laws and regulations which apply to us, our customers and our partners. We will not accept legal violations by third parties which affect our business activities.

## **b. Combating corruption and bribery**

We do not engage in any active efforts to influence policy. Our interests are represented by the respective industry associations we belong to. In addition, we do not engage in any arrangements to the detriment of our competitors, and we strictly refuse to accept or offer money or benefits in kind in exchange for preferential treatment in business. We do not tolerate any equivalent conduct and will report any instances we encounter.

## **c. Ensuring quality**

Our products are business-critical for our customers, which is why their quality is our highest priority. We deliver our software and hardware products only when we are convinced that they are safe and fully functional and will remain stable and reliable even during demanding operational situations.

## **d. Creating transparency**

As a joint stock corporation, we are obligated to ensure transparency towards investors, customers, partners, employees and authorities. Our external and internal reports provide truthful and complete information on the financial and non-financial situations of IVU. Any events which could impact an investor's decision to invest in our stock are immediately announced to the public via stock exchange notification. Insider information is handled in accordance with the law.

## **e. Using information responsibly**

Exercising due care is our highest priority when dealing with the personal and confidential data of our customers, partners and employees. We do not collect unnecessary data or share it with third parties without consent. We protect data against misuse and employ corresponding procedures to ensure data security.

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