

## Nedap Code of Conduct

At Nedap, we work according to one basic principle: would you behave in a way that would get you on the front page of a national newspaper? This simple basic principle can be applied to any question regarding desirable and undesirable conduct by Nedap employees and anyone working for Nedap. Without this basic principle ever having been put to paper, it has proven to work well over the past years within our corporate culture - a culture based on transparency, integrity, and personal responsibility.

But in a changing society and business environment, solely going by an unwritten basic principle is no longer enough. On account of the increasing juridification of our society and a continuous drive towards more explicit rules, Nedap simply cannot afford to leave a number of guidelines unwritten, no matter how obvious they may seem to us. With this in mind, we have compiled the following rules of conduct for all Nedap employees in the Netherlands and beyond.

Needless to say, this is by no means an exhaustive list of rules of conduct. Merely abiding by these rules is therefore not enough. We continue to expect personal entrepreneurship from everyone, targeted on creating added value, with every individual employee remaining at all times personally responsible for behaving in a way that reflects Nedap's values. In case of doubt about whether certain conduct is befitting of our company, an employee can consult with their immediate superior about what position to take or how to act in certain situations.

### *Nedap code of conduct:*

1. In our professional activities, we always abide by applicable international, national, and local legislation and regulations and respect fundamental human rights.
2. Together, we offer our employees a safe and healthy work environment where they are challenged to be the best they can be. We treat each other with respect and never discriminate based on ethnicity, age, gender, sexual orientation or religion.
3. To the greatest degree possible, business decisions taken by employees are based on business considerations. Employees' personal interests or activities must never harm Nedap's interests or activities. We will also always aim to avoid the appearance of a conflict of interest.
4. We exercise the utmost care in handling the business assets made available to us by Nedap.
5. We protect and respect the confidentiality of information belonging to Nedap, employees, our customers and business partners.

6. We always conduct business with our customers and our suppliers to the highest standards of fairness, integrity and business ethics, and we value our reputation as a reliable partner in the broadest sense. We strongly reject practices such as bribery in any form or promising individuals any kind of personal benefits or advantages.
7. We will not enter into agreements with competitors that go against the interests of our customers or society.
8. We always conduct business in a socially responsible manner. In doing so, we operate to high standards of integrity and transparency, accepting responsibility towards all our stakeholders, society and the environment.
9. In all our activities, our aim is to minimize our environmental impact. We not only require that of ourselves, but also of our suppliers and business partners.
10. We reject any form of child labour. If we find that one of our suppliers or partners uses child labour, we will exert our influence in trying to change this. If such efforts are unsuccessful, we will proceed to the termination of our business relationship with the party in question.
11. We do not do business with individuals, parties, partners, and organisations who act contrary to the spirit of our code of conduct.