

Business Code of Conduct

Introduction

This Business Code of Conduct outlines the principles and standards that guide all actions and decisions of Inno | Solutions, Inh. Alexander Nassl. It reflects the commitment to integrity, respect, compliance, and ethical behavior in all aspects of the business operations.

Integrity and Ethical Behavior

Inno | Solutions, Inh. Alexander Nassl is committed to conducting the business with integrity and maintaining the highest ethical standards. All related employees are expected to act honestly, fairly, respectfully, responsibly, professionally, confidently, transparently and in the best interests of the company and its stakeholders. The company continuously improves its operations. The company therefore aligns to national and international laws and rights such as given standards. For fulfilling these tasks, Inno | Solutions, Inh. Alexander Nassl is confirming to use regulatory European frameworks such as Eur-Lex, N-Lex and e-Justice such as the UN Global Compact sustainability initiative. Objectives are tracked and measured.

Respect and Inclusion

Inno | Solutions, Inh. Alexander Nassl values diversity and inclusion and is dedicated to creating a respectful, inclusive and collaborative workplace. All related employees should treat each other with respect, dignity, courtesy, empathy, recognition, support, equity, accessibility, belonging, collaboration and fairness, fostering a positive work environment. The company continuously supports diversity. The company therefore aligns to national and international laws and rights such as given standards. For fulfilling these tasks, Inno | Solutions, Inh. Alexander Nassl is confirming to use regulatory European frameworks such as Eur-Lex, N-Lex and e-Justice such as the UN Global Compact sustainability initiative. Objectives are tracked and measured.

Compliance with Laws and Regulations

Inno | Solutions, Inh. Alexander Nassl is committed to complying with all applicable laws, regulations, and industry standards. All related employees must adhere to legal requirements and company policies in all business activities. The company continuously improves its risk management practices and transparency. The company therefore aligns to national and international laws and rights such as given standards. For fulfilling these tasks, Inno | Solutions, Inh. Alexander Nassl is confirming to use regulatory European frameworks such as Eur-Lex,

N-Lex and e-Justice such as the UN Global Compact sustainability initiative. Objectives are tracked and measured.

Confidentiality and Data Protection

Inno | Solutions, Inh. Alexander Nassl respects the confidentiality of sensitive information and is committed to protecting personal data. All related employees must safeguard confidential information and use it only for legitimate business purposes. Privacy, security and response are highly valued facts across the company and gets always improved. The company therefore aligns to national and international laws and rights such as given standards. For fulfilling these tasks, Inno | Solutions, Inh. Alexander Nassl is confirming to use regulatory European frameworks such as Eur-Lex, N-Lex and e-Justice such as the UN Global Compact sustainability initiative. Objectives are tracked and measured.

Conflict of Interest

Inno | Solutions, Inh. Alexander Nassl encourages all related employees to avoid situations that create or appear to create conflicts of interest. Any potential conflicts must be disclosed to management to ensure impartiality, integrity, transparency, fairness, disclosure, recusal, monitoring, enforcement and appropriate action. The company improves continuously its conflict of interest policy. The company therefore aligns to national and international laws and rights such as given standards. For fulfilling these tasks, Inno | Solutions, Inh. Alexander Nassl is confirming to use regulatory European frameworks such as Eur-Lex, N-Lex and e-Justice such as the UN Global Compact sustainability initiative. Objectives are tracked and measured.

Environmental Responsibility

Inno | Solutions, Inh. Alexander Nassl is committed to environmental sustainability and responsible resource management with all related components such as pollution prevention, waste management or climate action. All related employees should strive to minimize the environmental impact of the company's operations and promote sustainable practices. The company continuously improves its resource efficiency. The company therefore aligns to national and international laws and rights such as given standards. For fulfilling these tasks, Inno | Solutions, Inh. Alexander Nassl is confirming to use regulatory European frameworks such as Eur-Lex, N-Lex and e-Justice such as the UN Global Compact sustainability initiative. Objectives are tracked and measured.

Reporting Violations

Inno | Solutions, Inh. Alexander Nassl is encouraging all related employees to report any violations of this Code of Conduct or unethical behavior. Reports can be made confidentially and without fear of retaliation. The company therefore aligns to national and international

laws and rights such as given standards. For fulfilling these tasks, Inno | Solutions, Inh. Alexander Nassl is confirming to use regulatory European frameworks such as Eur-Lex, N-Lex and e-Justice such as the UN Global Compact sustainability initiative. Objectives are tracked and measured.

Conclusion

This Code of Conduct serves as a guide for the company's actions and decisions. By adhering to these principles, we can build a strong, ethical, collaborative and successful work environment.