

Anti-Bribery & Corruption Policy Statement



As of the date on which this statement is published, **Mosca GmbH and its affiliates** are not required to produce or submit a statement. This is a voluntary joint statement for informational purposes only. Mosca GmbH and its affiliates make no warranties, express or implied, with respect to the information provided herein.

Mosca Group's Guiding Values and Ethical Climate

The Management of **Mosca Group (including its > [affiliates](#))** does not condone bribery or corruption in any form. This is firmly enshrined in the Code of Conduct of Mosca Group, particularly under §§ 2.1, 5.3 and 6 of the Code of Conduct.

At Mosca Group:

- we are committed to conducting business in an honest and ethical manner;
- we are committed to resisting efforts made by others (including suppliers, customers or clients) to unfairly affect any official decision-making process in order to achieve unfair advantage or benefit; and
- inappropriate promises, gifts, or excessive hospitality to gain unfair advantage or benefit for and/or on behalf of Mosca Group, in violation of applicable anti-corruption laws and regulations, are strictly prohibited by the top management of Mosca Group.
- donations and other forms of social commitment should be provided by Mosca Group solely in the interests of the company.

Employees and suppliers of Mosca Group are:

- required to be committed in conducting business in an honest and ethical manner;
- required to be committed in resisting efforts made by others (including suppliers, customers or clients) to unfairly affect any official decision-making process in order to achieve unfair advantage or benefit; and
- not permitted to make, give or accept inappropriate promises, gifts or excessive hospitality to gain unfair advantage or benefit, in violation of applicable anti-corruption laws and regulations.
- only allowed to provide donations and other forms of social commitment for and on behalf of Mosca Group solely in the interests of the company.

In June 2021, we signed the WIN Charta (<https://www.nachhaltigkeitsstrategie.de/wirtschaft/win-charta/win-charta-unternehmen/detail/mosca-gmbh>), committing to the twelve guiding principles where Principle 10 relates to anti-corruption.

Education

Our Code of Conduct is made publicly available on website for access by our employees, business and contractual partners.

We continue to train and remind our management and employees on a regular basis to encourage their compliance with our Code of Conduct.

Record Keeping

We keep and maintain financial records in the manner as required under applicable laws and regulations.

We implement internal controls, as and where needed.

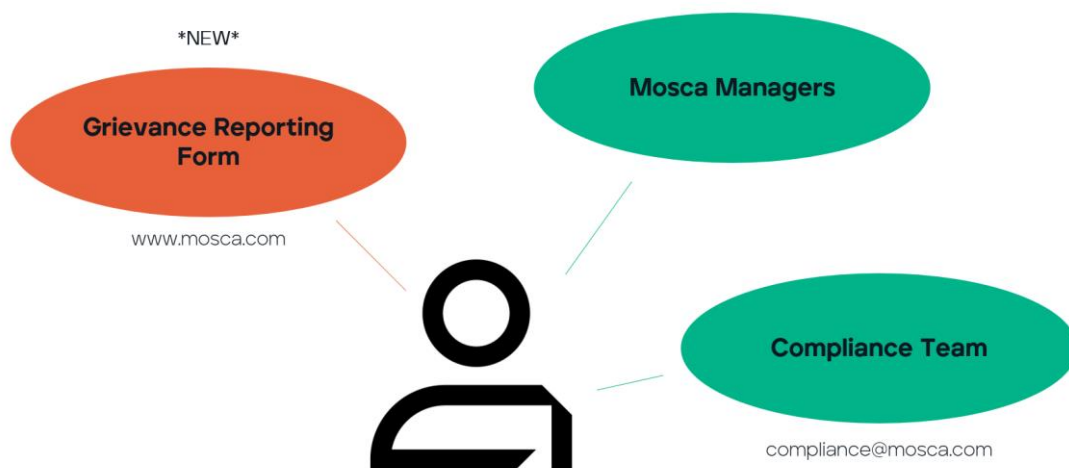
Risk Assessment

From time to time, we conduct risk assessments to understand our risk profile.

Risk Area

With the help of third-party consultants, we have identified our corruption risks in the context of human rights are mainly in Asia or with suppliers from the Asian region (China & Thailand).

Grievance Mechanism



Actual or suspected bribery or corruption acts can be reported through Mosca Managers, via a dedicated compliance email or online anonymously at our website by employees, suppliers, customers and others.

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This policy statement dated October 31, 2023 has been approved by the Board of Directors of Mosca GmbH, the Management Holding Company for the globally operating Mosca Group

Waldbrunn, October 31, 2023

Mosca GmbH
Managing Board