

Code of Conduct



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Preface

Dear dSPACE colleagues,

dSPACE is a successful family business that has been shaped by the integrity, honesty, and openness of its founders and the owner family. From the very beginning, all employees have communicated at eye level. To this day, problems are solved quickly, in the shortest possible way, and in a mature manner. dSPACE has grown continually in the past years and now operates internationally.

We introduced new management levels and opened dSPACE offices around the globe. The world has become much more complex for our company. There are more rules and laws, and in some cases they can be comprehensively understood only with the help of technical experts. It is therefore all the more important that we live up to our high standards of integrity and honesty and live them consistently.

Our common goal is to take responsibility for our company and to continuously confirm our positive public image and our customers' trust by our actions. Because as the old saying goes: It takes years to gain trust, seconds to lose it.

In our corporate values, we have firmly anchored reliable, sustainable, and ethical actions both internally and externally. To this end, we have committed ourselves to a code of conduct and appeal to all employees to join us in our commitment.

A consistent application of the code, combined with our market-leading range of products, makes dSPACE a global partner for simulation and validation.



Martin Goetzler
Chief Executive Officer

Herbert Hanselmann
Owner

Our Corporate Values

Our corporate values form the basis of the company culture that we live every day. They are the core values for our corporate leadership and our employees. They serve as guidelines for our behavior and actions.

They influence our daily work and are an expression of our employees' interactions, our leadership actions as well as our attitude towards our customers and business partners.

Continuity

As a family-operated business, dSPACE stands for independence and continuity.

Innovation

Our initiative and willingness to change are the key to innovation.

Result Orientation

Driven by the will to perform, as a team we achieve the best possible results.

Reliability

Our reliable and sustainable actions build trust within the company and without.

Fairness

Our cooperation is based on fairness, appreciation, and respect.



Our Responsibility as a Member of Society

Human Rights

We respect, protect, and promote the applicable regulations for the protection of human and children's rights worldwide. We reject any use of child, forced, and compulsory labor as well as any form of modern slavery and human trafficking. This applies not only to all dSPACE group companies, but naturally also to the cooperation with our business partners.

Background:

We base our regulations on the United Nations Universal Declaration of Human Rights and the European Conventions for the Protection of Human Rights and Fundamental Freedoms.

Product Safety and Quality

We ensure that dSPACE products do not pose a risk to persons, the surroundings, or environment by performing comprehensive product safety and quality tests. Our quality assurance process is continuously expanded and improved.

Background:

The process is based on the legal requirements and the internal procedures for product safety.

Protection of the Environment

As part of society, we feel obliged to preserve the environment and to use natural resources as sparingly as possible. This applies to company processes and products alike. We comply with the applicable environmental legislation, standards, and other regulations. We take environmental protection into account in our daily business operations and strive to minimize environmental pollution and hazards as far as possible.

Background:

We use an environmental management system in accordance with ISO 14001 to ensure that we meet our environmental targets and objectives.



Our Responsibility as a Business Partner

Avoiding Conflicts of Interest

We take our decisions solely on the basis of objective criteria and do not allow ourselves to be influenced by personal interests and relationships. dSPACE makes a point of avoiding conflicts between private and business interests, or even the appearance of such conflicts.

Background:

If an employee puts their personal interest, such as that arising from secondary employment or personal relationships, above that of the company, this can be detrimental to dSPACE.

Gifts, Hospitality, and Invitations

We have drawn up an internal guideline to assist employees in behaving appropriately when being offered non-cash benefits (gifts, invitations, or other benefits).

Background:

Accepting benefits beyond a reasonable scope that violate legal or internal guidelines may be punishable by law or result in consequences under employment law.

Anti-Corruption Guidelines

We strictly reject any form of corruption, including extortion and bribery. The same applies to granting or accepting benefits outside the legally permissible scope, regardless of whether it is for the benefit of the company, a third party, or the responsible person themselves.

Background:

We see our company's products and services as the key to our success. For us, fair competition is imperative.

Dealing with Public Authorities

In our contacts with public officials and mandate holders, we strictly comply with the law to avoid conflicts of interest and corruption.

Background:

Special legal conditions often apply when dealing with public officials or elected representatives as well as governments, authorities, and other public institutions, whereby even individual violations can have serious consequences.



Accounting and Financial Reporting/Taxes/Duties

We strictly comply with the legal framework for proper accounting and financial reporting. Transparency and correctness are our top priority.

Background:

Through proper accounting and correct financial reporting, dSPACE avoids damaging effects on the company. If irregularities occur, this may have serious consequences for the company and also for the persons responsible.

Transparent and Fair Business

We conduct business exclusively according to the performance principle and on the basis of the market economy. Therefore, we promote free, unobstructed competition among our suppliers and provide unrestricted and neutral opportunities for them to recommend themselves as business partners with their products and services.

Background:

Restricting free competition on the basis of collusion, convenience, or taking advantage weakens competitiveness, inevitably leads to a loss of quality and, in the case of legal violations, to personal consequences.

Export Control

We ensure compliance with all regulations governing the import and export of goods, services, and information. We avoid doing business with individuals, companies, and countries on sanctions lists.

Background:

Economic cross-border transactions are subject to prohibitions, restrictions, authorization reservations or other monitoring measures within the framework of export control. Goods, services, and information are affected by export control legislation.



Our Responsibility in the Workplace

Equal Opportunity and Equal Treatment

When selecting new employees, we consider only their qualifications and skills. We ensure equality of opportunity during the hiring process and the entire period of employment.

Background:

We do not tolerate any form of discrimination on the basis of ethnic or national affiliation, gender, religion, ideology, age, disability, sexual orientation, skin color, political views, social origin, or any other legally protected characteristics.

Occupational Safety and Health Protection

Our work areas are regularly checked for risks and optimized to avoid hazards. All employees are familiarized with the regulations applicable to their area and receive regular training on the subject of occupational safety.

Background:

We guarantee a safe and hygienic work environment in compliance with the established international and national standards.

Data Protection

We collect, gather, process, use, and store personal data only in accordance with the legal requirements.

Background:

The legal basis for the processing of personal data is the General Data Protection Regulation (DS-GVO) of the European Union.

Information Security

The dSPACE GmbH regulations for handling information and IT devices are defined in the corresponding information security guidelines. Our employees are regularly trained according to the applicable guidelines.

Background:

These guidelines are intended to protect confidentiality, integrity, availability, and proof of information as well as to safeguard the rights and interests of dSPACE and all natural and legal entities that have a business relationship with dSPACE or work for the company.

Information, Knowledge, and Intellectual Property

We are aware of the value of proprietary know-how and protect it very carefully. We acknowledge the intellectual property of competitors, business partners, and other third parties.

Background:

Unauthorized disclosure of such knowledge can cause significant damage to the company and may result in employment, civil, and criminal consequences for the employee involved.

Right of Association and Right to Collective Bargaining

We recognize the fundamental right of every employee to join employee organizations and form employee representation.

Background:

Long-term, economic, and technological competitiveness can be ensured only in cooperation with the employees.

Help and Contact

If you have any questions about the Code of Conduct or are unsure how to adhere to it, contact your direct supervisor or the compliance officer.

If you notice a possible violation of the Code of Conduct or a serious breach of the rules in your environment, you

can also contact the compliance officer or consult an external body that is bound to secrecy.

Contact

Compliance Officer

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External body

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Anonymized report (postal route/internal in-house mail)

CEO

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Compliance Officer

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