

Compliance Regulations

Resolution adopted by the Extended Board of Directors on August 31, 2012

Effective from: August 31, 2012

Last updated on: February 6, 2021

1. Based on various suggestions from tekomb members, the Extended Board of Directors has established the following basic principles concerning tekomb's work with regard to the Antitrust Legislation for ensuring undistorted competition:

tekomb Deutschland advocates free and undistorted competition. Therefore, it strongly opposes any distortion of competition by companies or professional associations.

Antitrust Laws prohibit companies – and in particular competing companies – from agreeing or coordinating their market behavior in any way.

Within its capabilities, tekomb Deutschland, as a professional association, shall not provide its members with a forum for illegal and anticompetitive agreements. This applies to the following points in particular

- Agreements to fix prices or price components
- Agreements on delivery and payment terms
- Agreements on allocation of customers or customer groups
- Agreements regarding distribution areas
- Agreements regarding service capacities that are made available to the market
- Bid-rigging regarding prices or terms
- Agreements regarding technical innovations
- Agreements with direct or indirect effects on non-competing parties such as sales agents
- Calls for boycotts or other measures which impede business activities

Antitrust Laws apply to companies as well as professional associations. "Decisions by associations of undertakings" are strictly prohibited. Therefore, it must be stated that the following actions are strictly prohibited within tekomb Deutschland:

- Decisions that demand uniform market behavior from its members.
- Decisions, recommendations, opinions, position papers, press releases, presentations, and trainings that are intended to serve as guidelines for market behavior.
- Decisions, recommendations, opinions, position papers, press releases, presentations and training courses intended or to be understood as guidelines for market behavior.
- Requests or demands that members should not cooperate with certain companies.

2. The Extended Board of Directors instructs all function holders, especially if they chair a tekomb board, committee, working group or event, to specifically emphasize compliance with this regulation and the Code of Conduct at the beginning of all meetings and events. If more

detailed information is required, this resolution of the Extended Board of Directors can also be quoted. Compliance with this regulation shall be noted in the meeting minutes with this sentence:

“name of chair / function holder explicitly referred to the tekomp Deutschland Code of Conduct, and in particular, the Compliance Regulations.”

Each member, function holders, notably the chairs of boards and working groups, shall immediately report to the Extended Board of Directors any indication of possible infringements of fair competition.