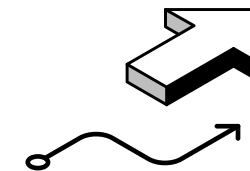


WMV COMPLIANCE



I – The foundation of our actions

WMV views compliance as more than just adherence to the law and our own internal rules. Compliance forms the foundation of all our activities and is a fundamental part of our integrity.

Lawful and ethical conduct are the basis for the trust of our customers and business partners, as well as our reputation as a company. We know that our business success in recent years has been largely based on such behavior.

WMV does not tolerate corrupt behavior or other forms of unfair influence, whether on the part of our employees or our business partners. Only when all parties involved adhere to applicable law and ethical standards and align their professional behavior to the relevant principles our cooperation with our partners can be sustainable.

II – The WMV-Compliance-System

Responsible corporate governance is the foundation of our business. With our compliance system, we aim to permanently embed compliance in the thinking and actions of our employees. In doing so, we are guided **by the standards of recognized compliance management systems.**

For WMV, standing up for integrity means: Wherever we do business, we act in accordance with our values. Our guiding principle is: Zero tolerance for corruption and violations of competition law.

The WMV-Compliance-System is divided into three levels of action: Prevention, Detection, and Response. Within this framework, we have established a comprehensive system of measures designed to ensure that our business always remains fully in compliance with the law and our internal principles and rules.

WMV COMPLIANCE

MANAGEMENT'S RESPONSIBILITY

PREVENTION

- Compliance Risk Management
- Policies and Procedures
- Training and Communication
- Consulting and Support
- Integration into Human Resource Processes

RECOGNIZE

- Reporting Channels and Ombudsman
- Compliance Controls
- Monitoring and Compliance Reviews
- Compliance Audits
- Compliance Investigations

REACT

- Disciplinary action for misbehavior
- Follow-up on cases
- Case tracking

