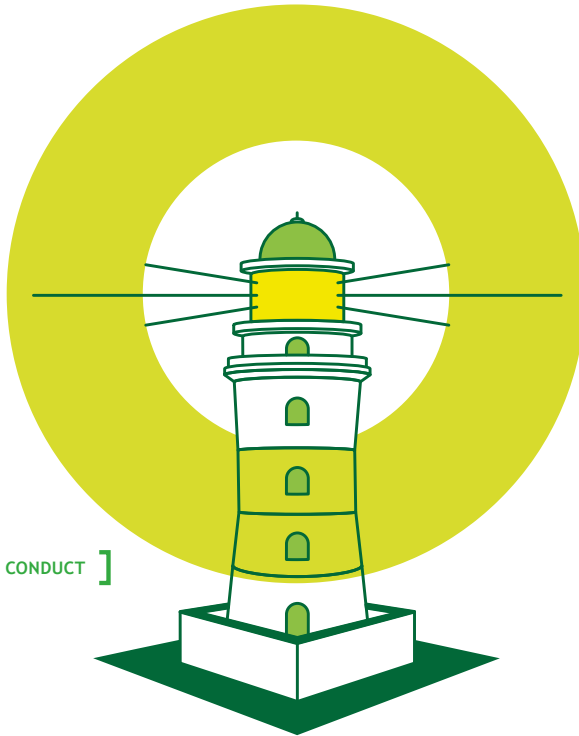


Koelnmesse's

Code of Conduct

[CODE OF CONDUCT]





Koelnmesse's Code of Conduct



Dear colleagues,

Koelnmesse's Code of Conduct forms the basis for all of the existing internal and external regulations. It takes into account all of the relevant laws and standards as well as our management principles.

The Code of Conduct brings together our key rules and principles and demonstrates to people within and outside the company that Koelnmesse has clear guidelines that govern its daily work. For us, business success and responsible behaviour are inseparably linked. People who refuse to abide by the Code of Conduct's principles or who break the law in general harm everyone: the company, their colleagues, the shareholders and in the final analysis the general public. As a result, we do not tolerate violations, which we unrelentingly punish.

It goes without saying that the guiding framework that the general Code of Conduct provides applies equally to the Executive Board, the managers and all of the employees.

Yours sincerely,

Gerald Böse
President and Chief Executive Officer

01

| Koelnmesse

We connect people, markets, and ideas worldwide.
Our events are catalysts for growth and innovation.

02

| Our vision

By 2035, Koelnmesse will consistently rank among the world's five leading trade fair companies with their own venue - locally rooted, globally connected, and guided by sustainability.

03

| Our mission

We create intelligent platforms for exchange and innovation – both physical and digital. These platforms connect industries in ways that are reliable, efficient, and future-oriented.





04

Our objective

Koelnmesse - We energize your business. Since 1924

We face up to the challenges of society and the future trade fair business according to our vision, our mission and our claim. The commitment and the work of every employee form the foundation for this. As a result, employee development stands in first place. The design of secure and healthy workplaces has top priority.

An open and appreciative cooperation characterizes our actions in the interests of Koelnmesse and our customers. We aim for a win-win situation between ourselves and our business partners.

The founder of Koelnmesse, the then Mayor of Cologne, Konrad Adenauer, was also one of the fathers of Germany's Basic Law. In this tradition the fundamental rights and the Universal Declaration of Human Rights of the United Nations are the basis for our actions, also with regard to our responsibilities to society.

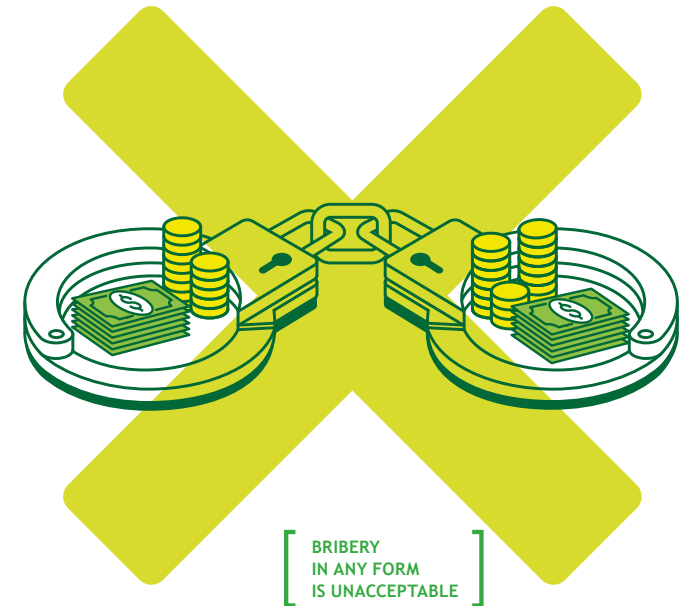
Our guidelines implement this self-image for our daily work. Every employee who does not uphold these guidelines must expect to face corresponding consequences.

05

Adherence to the laws and standards

We act in compliance with the laws and regulations of the countries in which we are active. Should regulations there extend beyond this Code of Conduct, these regulations apply independently of this Code of Conduct. Long-term economic success is only possible when we work in harmony with the respective applicable laws. This includes, when appropriate, our foregoing business that violates laws, even if this action is linked to short-term commercial disadvantages.

This Code of Conduct along with the guidelines mentioned takes precedence in the event of contradictions to other internal rules or recommendations for action.



06

Fair competition

Corruption and violations of competition law endanger the market-places we have created and are therefore not tolerated. We reject every form of indirect or direct bribery, the acceptance or granting of bribe money or any form of anti-competitive arrangement. Gifts, e.g. in the context of invitations, may not be inappropriately high nor may they exceed the boundaries of what is normal in business - taking account of the standard of living of the recipient. A connection with current business decisions must be excluded. Managing directors, managers and employees are required to actively implement this philosophy in their respective areas of activity. This means that we refuse business that would only be possible with the help of illegal measures.



07

| Money laundering

Koelnmesse complies with its legal obligations to prevent money laundering and has taken the measures required to prevent money laundering activities. As a result, every employee is required to report when any unusual financial transactions (in particular cash business or the use of unusual bank accounts) that could give rise to a suspicion of money laundering are observed. In case of doubt, the employee is required to inform the Whistleblower Committee or the Head of Compliance.

08

| Conflicts of interests

Private and business activities are to be separated, also with regard to relations or other close (befriended) persons or organizations (e.g. associations) with which contacts exist.

In the event that such conflicts of interest cannot be avoided, these are only to be severed in accordance with the laws and the corporate guidelines. It is important that the conflict of interest be transparently and openly communicated to the supervisor, the Whistleblower Committee or the Head of Compliance.



09

| Employee rights, human rights

We strictly reject every form of child labour or exploitation. We see trade unions and employee representation as a cooperative instrument of collaboration for the benefit of our company. An appropriate remuneration of our employees and the fair payment for services that we obtain from third parties are part of our self-image. This also includes the protection of human and environmental rights along the supply chain.

10

| Equal treatment

Equality of opportunity and the prevention of every form of discrimination are the basis for the recruitment and personal development of our employees. Equal treatment regardless of gender, age, skin colour, ethnic origin, sexual orientation and religion or worldview is natural for us.

We strive for an inclusive work environment where diverse, multicultural, and international teams and employees collaborate.



11

| Occupational safety

Our operational processes take account of occupational health and safety from the start. Their observation is checked as part of a risk assessment regularly carried out by means of a survey of all employees.

These aspects are integrated in the technical and economic decisions. Our managers in particular are required to take account of their responsibility in these areas and to support their employees in the implementation of occupational health and safety measures. This rule also applies to activities carried out by subcontractors at our exhibition centre.

12

| Environmental and climate protection

We are striving to ensure a continual reduction of the effects of our operations on the environment and the climate.

This takes place by means of efficient use of resources according to corresponding rules, through the use of corresponding technologies and through the motivation of employees and the contractual obligation of our service providers to corresponding behaviour.

13

| Donations

Koelnmesse regards itself as a committed member of society. Every type of social commitment, including donations and sponsoring, are performed not only in the interests of the company but also in the interests of society. Koelnmesse does not make donations to political parties or to similar or party-political organizations.

14

| Communication in public

Every employee of Koelnmesse is also a representative of the company when he or she appears in private. In view of this, expressions of private opinion should not be made in connection with the job at Koelnmesse.

This does not affect the right of every individual to freedom of expression in their private life and their right to privacy.

15

| Data protection/ information security

Personal data of our customers, suppliers and employees have a special importance for us and are therefore only used to fulfil our own respective tasks under observation of the data protection laws. There is no collection or processing of personal data without the consent of the persons affected outside the permissions that are granted by law.

16

| Confidential business information

Koelnmesse takes all measures necessary to ensure that confidential information and business documents are protected in suitable ways against access by third parties.

17

| Media coverage

A transparent and truthful reporting about products, services and business processes of our company to employees, customers and the media is the basis of our understanding of communication.



18

Governmental and regulatory authorities

Business contacts to state and public institutions are subject to special requirements. In the event of official inquiries of any type the legal department must be involved in order to comply with the legal requirements. This does not apply to the usual communication with the authorities by specialist departments or the Executive Board in the course of fulfilling their duties.

19

Protection of company property

The buildings, furnishings and work equipment of the company and all other objects and also the intellectual property are to be used exclusively for the purposes of the company and not for the personal gain of individual employees. We take the security measures necessary to ensure this is the case. The careful handling of digital tools and passwords by our employees is a matter of course.

Misuse in this connection (e.g. fraud, embezzlement, theft, breach of trust and tax evasion) is to be reported immediately to the Whistle-blower Committee or the Head of Compliance.



20

| Managers

Due to their special exemplary function our managers have a high degree of responsibility in the implementation of this Code of Conduct.

They undertake to observe our management principles and are the first contact partners for our employees in the event of questions concerning the interpretation of these guidelines.

They take appropriate measures in order to prevent violations of rules within their areas of responsibility while simultaneously guaranteeing an open, trusting collaboration with their employees.

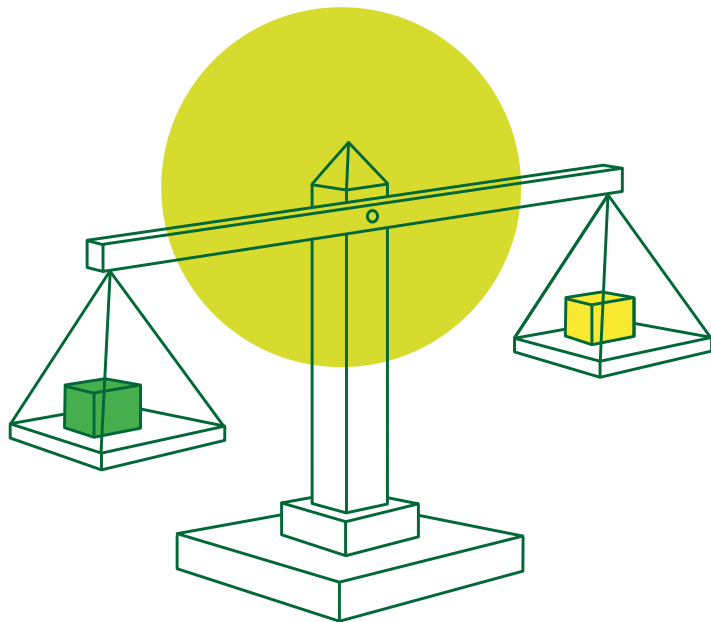
| Guiding principles

- **Mutual appreciation, reliability and integrity** are our guiding principles and the observation of compliance rules is a given. Every colleague assumes responsibility for the observance of our rules. We are committed to upholding human rights and protecting them by our actions.
- **Concrete regulations** are unambiguously formulated in the corporate guidelines and are accessible for all employees at any time.
- **Commercial action and observance of the law** are fundamental principles for everyone in the company. The avoidance of conflicts of interest and the established practice and observation of fair competition are maxims to which all employees have committed themselves and to which they are bound.



[OUR GOAL: APPRECIATION,
RELIABILITY, AND INTEGRITY]

- The principles of equality and non-discrimination are upheld at all times in all career-related decisions, such as recruitment processes, internal transfers, or access to training opportunities.



[EQUAL TREATMENT]

- Our collaboration within Koelnmesse, as well as our exchange with our customers, is characterised by respect and trust.
- The close and trusting collaboration with the employee representatives is an important component of corporate policy.
- Commercial corporate success and satisfied employees belong together, and this is also expressed in our company agreement on pay and conditions.
- An efficient use of resources in relation to the environment is an important company objective. The company contributes to environmental and climate protection through corresponding measures at the workplace and when holding our events.
- Both the protection of confidential company information and the protection of personal data have a special importance for everyone in the company, and consequently compliance with them has a very high priority.
- Our managers have an exemplary function in observing our Code of Conduct. They act as contact partners for the colleagues with regard to the Code of Conduct and are required to initiate appropriate measures in the event of violations.

The Code of Conduct and other guidelines

The [Code of Conduct](#) takes into account all relevant laws and standards as well as Koelnmesse's management principles. It takes precedence over all existing guidelines and directives.

- [Accounting Guideline](#) (German)
- [Procurement Guideline](#) (German)
- [Signature Guideline](#) (German)
- [Projects / Investments Guideline](#) (German)
- [Collections Management Guideline](#) (German)
- [Contract Drafting Guideline](#) (German)
- [Loans Guideline](#) (German)
- [Travel Guideline](#) (German)
- [Anti-Corruption Guideline](#) (German)
- [House Regulations](#) (German)
- [Whistleblower Committee Rules of Procedure](#) (German)
- [Handling of Critical Documents Guideline](#) (German)
- [Data Protection Guideline](#) (German)
- [Incident Communication Manual](#) (German)
- [Public Corporate Governance Code](#) (German)
- [Guideline on Competition Law Considerations during Events](#) (German)
- [Guidelines for Conduct During Official Searches in the exhibition towers or on the exhibition grounds](#) (German)
- [CD Guideline](#) (German)
- [Information Security Guideline](#) (German)
- [Mandatory Guidelines for the Use of AI at Koelnmesse](#) (German)
- [Social Media Guidelines](#) (German)

Support and contact

We offer support in dealing with the [Code of Conduct](#).

The following e-mail address is available to all colleagues, managers, business partners and customers for questions regarding this Code of Conduct:

codeofconduct@koelnmesse.de

The above-named e-mail address can also be used in the case of information regarding possible violations.

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