



Compliance profile of the VERDER Scientific Group

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GLOBAL REACH, LOCAL EXPERTISE





1. Company Profile and Governance

1.1 Company Profile

VERDER Scientific is an internationally operating group of companies that develops, produces and sells laboratory equipment, analytical instruments and scientific advanced technologies worldwide. The group consists of several specialized units whose common structure closely interlinks research, development, production, sales and service.

Production is carried out in individual shifts, no subcontractors are used

Verder Scientific is made up of the following companies.

Enterprise	Address	VAT ID	Employees (headcount)
Retsch GmbH	Retsch-Allee 1-5, 42781 Haan, Deutschland	DE 814 357 675	>100
ELTRA GmbH	Retsch-Allee 1-5, 42781 Haan, Deutschland	DE 120 691 381	>40
Microtrac Retsch GmbH	Retsch-Allee 1-5, 42781 Haan, Deutschland	DE 813 037 233	>50
ATM Qness GmbH	Emil-Reinert-Str. 2, 57636 Mammelzen, Germany	DE 148 004 768	>145
ATM Qness GmbH	Reitbauernweg 26, 5440 Golling, Austria	ATU 654 951 45	>35
Carbolite Gero GmbH & Co. KG	15, 75242 Neuhausen, Germany	DE 246 622 498	>75
ERWEKA GmbH	45, 63225 Langen, Germany	DE 113 54 59 77	>75



1.2 Governance structure

The Group has clearly defined responsibilities for social sustainability, environmental management, compliance, human rights and supply chain due diligence. Each relevant function is led by qualified executives who perform coordinated management tasks across the organization.

1.3 Management Systems

VERDER Scientific relies on an integrated management system that combines quality management, environmental management, occupational safety, information security, data protection, compliance and sustainability. ISO 9001 and ISO 14001 certifications as well as internally established security and data protection structures form the basis for systematic, auditable operation.

All affiliated companies of the VERDER Scientific Group are certified according to ISO 9001; individual locations also have ISO 14001 certification. The valid certificates are available in the respective download area of the corresponding company website. Verder Scientific is in the process of obtaining ISO 14001 certification in all production locations.

1.4 Documentation and Retention

All documentation processes are subject to clearly defined statutory retention periods. Compliance is anchored in the company's internal management systems.



2. Ethics, Compliance, and Business Principles

2.1 Code of Business principles

A Verder Group wide Business Code of business principles regulates the conduct of all employees and business partners. It defines standards of conduct that go beyond national and international legal requirements. All employees are trained on this (including an exam which needs to be passed).

2.2 Anti-corruption and bribery prohibition

Any form of impermissible granting of advantages, bribery or influence is excluded. Low-value gifts are also only allowed under strict conditions.

2.3 Conflicts of interest

Business decisions must be made free of personal conflicts of interest. Any potential influence must be disclosed.

2.4 Competition rights

VERDER Scientific is committed to strict compliance with all antitrust requirements and prohibits price fixing, market sharing and any form of anti-competitive cooperation.

2.5 Export controls and sanctions

All relevant export control, embargo and sanctions requirements are complied with. Chemical and substance regulations are binding. Verder Group have a group wide Verder export compliance program where all relevant employees are trained on, in order to comply with local and international laws and regulations.

2.6 Confidentiality, data protection and information security:

Confidential information, intellectual property and personal data are subject to strict protection. The processing is carried out in compliance with data protection regulations and in an information-secure manner. Data protection complies with the GDPR.



2.7 Grievance mechanisms

A Group-wide, anonymous and confidential whistleblower system ("Compliance Hotline") ensures secure reports and protects against reprisals. There is an internal and external hotline available.

3. Human Rights and working conditions

3.1 Principle

VERDER Scientific is committed to respecting and promoting fundamental human rights along the entire value chain.

3.2 Child labour

The employment of minors under the minimum age is prohibited. The work of young employees only takes place under safe and legally compliant conditions.

3.3 Forced labor and modern slavery

Any form of involuntary or forced work is excluded. Employment relationships must be voluntary.

3.4 Wages and benefits

Remuneration at least corresponds to legal or collective bargaining requirements. Overtime is paid in full and fairly, depending on function.

3.5 Working hours

Working hours correspond to the legal limits. Exceptions are only permitted under safety-relevant protective measures.

3.6 Freedom of association

Employees are allowed to organize themselves in trade unions. Reprisals are excluded.

3.7 Non-discrimination and equal treatment

Discrimination based on personal characteristics is prohibited. Recruitment and promotion are performance-based.

3.8 Migrant work and recruitment

Migrant employees receive equivalent conditions. Recruitment fees are not permitted.



4. Occupational health and safety

4.1 Principle:

VERDER Scientific ensures safe working conditions and pursues a preventive safety culture.

4.2 Occupational health and safety policy:

Written guidelines regulate the handling of hazards and the prevention of accidents at work.

4.3 Occupational health and safety management system:

Systematic occupational health and safety management controls safety, health and risk control.

4.4 Occupational health and safety measures:

Safety instructions, personal protective equipment, fire protection structures and ergonomic measures are an integral part of operational processes.

ENABLING PROGRESS





5. Environment, Energy and Emissions

5.1 Environmental policy

The Group's environmental policy includes targets for emission reduction, resource conservation and environmental protection.

5.2 Environmental management system

A structured system monitors environmental impacts, processes and legal requirements.

5.3 Energy supply and consumption

A high proportion of renewable energies is used. Total consumption is recorded, analyzed and reduced.

5.4 Water consumption and quality

We are committed to using the scarce resource of drinking water carefully and to minimizing the use of drinking water. The applicable national standards for the disposal of wastewater are complied with to the same extent.

5.5 Emission targets

Reduction targets for greenhouse gases have been defined and are continuously pursued.

5.6 Hazardous substances, waste and resources

Hazardous substances are handled safely; Waste is reduced and demonstrably disposed of properly; Resources are used efficiently.

5.7 Air and soil quality

Regarding air and soil quality, we apply the applicable local regulations.



6. Product safety, quality and traceability

6.1 Quality Management

Certified quality management systems ensure process reliability and product compliance.

6.2 Production Control

All products are manufactured and controlled according to documented specifications.

6.3 Change-Control

Changes are subject to a binding review and approval process.

6.4 Traceability

Material and supply chains are documented.

6.5 Complaint management

Complaints are systematically analyzed and lead to structured improvement measures.

6.6 Product safety

Legal safety requirements are complied with; technical risks are minimized. In addition, we confirm the conformity of our products according to:

- EU Regulation 1907/2006/EC – REACH
- 2011/65 / EU (ROHS 2)
- US Conflict Minerals Law / Dodd-Frank Act Sec. 1502 as well as the EU Conflict Minerals Regulation (EU) 2017/821 for the 3TG minerals gold, tantalum, tungsten, tin, copper



7. Supply chain, due diligence and SAQ compliance

7.1 Principle

Suppliers must meet the same social, environmental and ethical standards as the group itself.

7.2 Supplier Requirements

The requirements cover areas such as human rights, working conditions, health, safety, environment, ethics and compliance.

7.3 Audits and Evaluation

Suppliers are monitored through audits, document reviews and self-assessments.

7.4 Supply chain grievance mechanisms

The internal reporting mechanism is transferred to the supply chain.

8. Risk analyses, KPIs and analysis

8.1 Risk Framework

A comprehensive system analyses human rights, environmental, ethical and supply chain risks.

8.2 Risk analysis

Risks are assessed according to probability of occurrence and impact.

8.3 Key figures

KPIs drive sustainability, safety, quality, and supply chain performance.

8.4 Effectiveness Controls

Regular reviews ensure continuous improvement.



9. Emergency Management and Business Continuity

9.1 Emergency preparedness

Fire, evacuation and safety structures protect employees and facilities.

9.2 Business Continuity Management

Contingency plans ensure production, delivery capability and data integrity. For each location a local plan is in place.

9.3 IT Emergency Management

Access rights, firewalls and backups protect digital systems. IT business continuity including response plan is in place. For more detailed information we refer to the IT policy from our IT SSC (responsible for security in the group).

10. Sustainability goals and reporting

10.1 Sustainable Development Goals

The Group pursues strategic goals for emission reduction and resource efficiency.

10.2 Reporting

Regular ESG reports document progress and transparency.

10.3 Legal due diligence obligations

National and international due diligence obligations are systematically fulfilled.



11. Governance, control and documentation

11.1 Responsibilities

Responsibilities for the environment, quality, safety, compliance and human rights are clearly defined.

11.2 Internal Audits

Ongoing internal audits monitor system stability.

11.3 Documentation and Retention

Documents are managed and archived in a legally compliant manner.

11.4 Escalation levels


Deviations lead to graduated consequences up to and including supplier blocking.

12. Attached: VERDER Code of Conduct

The VERDER Code of Conduct is an integral and binding part of this document and applies to all interested parties.

We confirm the accuracy of the information provided

Haan, den 27.02.2026


Dr. Jürgen Pankratz
Managing Director

RESPONSIBILITY SAFE TRUST
INTEGRITY RESPECT HEALTH
HONESTY
LAW ETHICS

Verder Code of Business Principles

The Verder Group has earned a reputation for conducting its business with integrity and respect in the interests of all those who have a relationship with our Group. This reputation is an asset alongside our brands, clients, suppliers and employees.

Our core aim is to be a successful business which means investing in our growth in both the short and long term. It also means that we care for our customers, employees and suppliers and other business partners as well as for the environment.

The Code requires the highest standard of behavior from all those related to the Verder Group and applies to all persons working for the Verder Group or her subsidiaries (hereafter referred to as "personnel").

The 7 points of our Code of Business Principles are:

1. We obey the law.
2. We conduct our operation with honesty and integrity.
3. We work together based on mutual trust and respect regardless of race, religion, sex or culture.
4. We are committed to a safe and healthy working environment.
5. We do not use, directly or knowingly indirectly, any forced, compulsory or child labor.
6. We do not give or receive, directly or knowingly indirectly, bribes or other improper advantages for business or financial gain.
7. We avoid activities with potential conflict of interest with our company's responsibilities.

Our Code of Business Principles describes the operational standards that everyone at Verder follows, wherever they are in the world. It also supports our approach to corporate responsibility.

Standard of conduct

We conduct our operations with honesty, integrity and openness, and with respect for the human rights and interests of our employees. We shall similarly respect the legitimate interests of those with whom we have relationships.

Obeying the law

Verder companies and our employees are required to comply with the laws and regulations of the countries in which we operate.

Employees

Verder is committed to diversity in a working environment where there is mutual trust and respect and where everyone feels responsible for the performance and reputation of our company. We want our employees to work together based on mutual respect regardless origin, religion, sex or culture. Therefore an individual employee is not allowed to impose religious or cultural beliefs on colleagues. We want our employees to avoid sexual intimidation in any shape or form. We will recruit, employ and promote employees on the sole basis of the qualifications and abilities needed for the work to be performed. We are committed to safe and healthy working conditions for all employees. We will not use any form of forced, compulsory or child labour. We are committed to working with employees to develop and enhance each individual's skills and capabilities. We respect the dignity of the individual and the right of employees to freedom of association. We will maintain good communications with employees through company based information and consultation procedures.

Business partners

In our business dealings we expect our partners to adhere to business principles consistent with our own.

Community involvement

Verder strives to be a trusted corporate citizen and, as an integral part of society, to fulfil our responsibilities to the societies and communities in which we operate.

Public activities

Verder companies are encouraged to promote and defend their legitimate business interests. Verder will co-operate with governments and other organisations, both directly and through bodies such as trade associations, in the development of proposed legislation and other regulations which may affect legitimate business interests. Verder neither supports political parties nor contributes to the funds of groups whose activities are geared to promote party interests.

The environment

Verder is committed to making continuous improvements in the management of our environmental impact and to the longer-term goal of developing a sustainable business. Verder will work in partnership with others to promote environmental care, increase understanding of environmental issues and disseminate good practice.

Innovation

Our innovation is focussed on meeting our consumers' needs. In this we will respect the concerns of our consumers and of society. We will work on the basis of sound science, applying rigorous standards of product safety.

Competition

Verder believes in vigorous yet fair competition and supports the development of appropriate competition laws. Verder companies and employees will conduct their operations in accordance with the principles of fair competition and all applicable regulations.

Business integrity

Verder does not give or receive, whether directly or knowingly indirectly, bribes or other improper advantages for business or financial gain. No employee may offer, give or receive any gift or payment which is, or knowingly is construed as being, a bribe. Any demand for, or offer of, a bribe must be rejected immediately and reported to management. Verder accounting records and supporting documents must accurately describe and reflect the nature of the underlying transactions. No undisclosed or unrecorded account, fund or asset will be established or maintained.

Conflicts of interests

All Verder employees are expected to avoid personal activities and financial interests which could conflict with their responsibilities to the company. Verder employees must not seek direct or indirect gain for themselves or other individuals through misuse of their positions.

Compliance - monitoring - reporting

Compliance with these principles is an essential element in our business success. The Verder General and Financial management of the group and divisions are responsible for ensuring that these principles are applied throughout Verder. The Verder General and Financial management of the group and divisions are responsible for implementing these principles.

Day to day responsibility is delegated to all senior management of business units in territories we operate. They are responsible for implementing these principles, if necessary through more detailed guidance tailored to local needs. Compliance with the Code is subject to review by the Verder General and Financial management of the group and divisions.