COMPLIANCE DECLARATION

Status from: March 2025

Adherence to the principles of business ethics and all applicable laws is a key corporate objective of Messe Düsseldorf GmbH and shapes the company's business activities.
Compliance with the law is of a paramount importance to Messe Düsseldorf GmbH. We hereby undertake and declare to comply with the applicable national and European Union legislation. Messe Düsseldorf GmbH undertakes and hereby declares to avoid any violation of relevant laws.
Messe Düsseldorf GmbH has implemented guidelines under the heading "Compliance" (e.g. Compliance Guideline, Compliance Manual and Corporate Governance Codex), which, in accordance with the relevant legislation, contain the basic rules vis-à-vis business partners and the public. These rules are strictly adhered to by the management and employees of Messe Düsseldorf GmbH.

Messe Düsseldorf GmbH undertakes to comply with the principles listed below:

- Respecting human dignity, observing the human rights of their employees and customers, safeguarding general personal rights and the exclusion of discrimination;
- Compliance with the laws against child labour (compliance with e.g. JArbSchG) and the guarantee of humane working conditions;
- Assuming responsibility for the health and safety of their employees (compliance with e.g. ArbSchG);
- The prevention of any suspicion or acts of money laundering (compliance with e.g. GwG);
- The prohibition of corruption, i.e. any prevention of the possibility of suspicion of or acts of bribery, the acceptance or granting of advantages or fraud;
- Compliance with relevant national and European regulations on environmental protection (compliance with e.g. BImSchG and KrWG) as well as the principles of ecological sustainability;
- Compliance with national and European regulations on proper accounting and the respective applicable tax law (compliance with e.g. UstG);
- Compliance with relevant data protection regulations (compliance with e.g. DSGVO and BDSG) as well as the maintenance of confidentiality and compliance with IT security principles as well as ethically and legally compliant behaviour in social networks;
- Compliance with national and international rules of antitrust law (compliance with e.g. GWB and AUEV) and competition law (compliance with e.g. UWG);

Messe Düsseldorf GmbH undertake and declare that we will carefully and regularly check the integrity and reliability of our business partners with whom Messe Düsseldorf GmbH wish to establish or maintain a business relationship.