

## Corporate Governance / Code of Conduct

1. EAST-4D<sup>®</sup> is a strategic long-term oriented company and, in this context, stands for integrity in inter-personal relations and for sustainability in the internal handlings, in the relationships with customers and suppliers, as well as towards the environment.
2. EAST-4D<sup>®</sup> is a technology company and therefore orients itself on constant innovation and further developments. It is ambition that maintains the already existing positive innovation culture or rather even increases it, whereby technological, primarily process-directed innovations, are developed.
3. The company's executive board looks after the keeping of legal regulations and of the company's internal norms. Every employee should hereby support the company within his/her own capabilities.
4. The company's executive board ensures an adequate risk management and risk control within the company.
5. Every EAST-4D<sup>®</sup> employee is committed to the company's goals. He/She can neither pursue political interests nor use business chances for him/herself that might interfere with the company's interests. Racism and discrimination is not tolerated.
6. Every employee is committed to a relationship of mutual trust with each other. Possible conflicts are to be addressed and resolved as early as possible, so as to create a comfortable and productive work environment for all.
7. Good company management is based on open discussion between EAST-4D's employees and the executive board. The full respect towards confidentiality is hereby of paramount importance.

8. Every employee should be responsibly and independently active within the company and seek to contribute as much as possible for the benefit of the company.
9. The performance of each employee is honored in regards to his/her contributions. Motivation and commitment are continually encouraged and extended with new attractive tasks and goals. The natural continuous personal and professional development is expected from all employees and encouraged by the company's executive board.
10. Cooperation is to be carried out with the company's customers, defined by open communication. Problems and risks in regards to the provision of services are to be communicated, in order to reach a clear solution. An open atmosphere should enable a "win-win" situation between EAST-4D<sup>®</sup> and its customers to be achieved.
11. The service for the customers shall be confidentially handled within the negotiated scope; therefore, each EAST-4D<sup>®</sup> employee is towards the keeping of confidentiality obliged.
12. EAST-4D's executive board leads the company responsibly with the interests of the company in mind, thereby considering the interests of employees and stakeholders alike whilst aiming for sustainable value creation.
13. No employee is allowed to use EAST-4D's business connections for his/her own benefit or for the benefit of third parties. This also means, that no employee is allowed to actively or passively take unauthorized private benefits (e.g.: money, assets, services) from commercial transactions, which might influence legal decisions.
14. All individuals involved with the company should seek the sustainable use of given resources. The use of raw materials and energy is hereby of primary importance.

15. The guiding principles for the company management require from all leaders a cooperative and communicative leadership.

Dresden, June 1<sup>st</sup> 2014  
The executive board

EAST-4D<sup>®</sup> Carbon Technology GmbH  
Raimund Grothaus  
CEO