



# COMPLIANCE-POLICY

## DiaSys Diagnostic Systems GmbH

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**DiaSys**

Diagnostic Systems

## **1. PREAMBLE**

Our corporate culture and awareness of social responsibility form the basis for our compliance management system, which has been in place since 2023 in accordance with ISO 37301 and ensures systematic control and monitoring of our compliance requirements.

## **2. MEASURES TAKEN BY MANAGEMENT**

The commitment to compliance is clearly communicated by the management. A code of conduct has been drawn up and published and serves as a binding basis for our daily actions. An independent compliance function and a compliance committee have been established to advise and support the management and to further develop the compliance management system.

## **3. COMPLIANCE-SPECIFIC FRAMEWORKS**

With the implementation of compliance-specific processes, guidelines, and the provision of relevant legal requirements in our company-specific legal register, our rules are clearly and transparently defined. We comply with legal requirements and the binding obligations we have defined ourselves. These requirements and regulations are regularly reviewed, monitored, and updated.

## **4. SYSTEMATIC TRAINING OF EMPLOYEES**

We regularly raise awareness among all employees about important compliance issues. Training courses cover the relevant legal requirements and our internal rules of conduct. They take place in person or online and promote responsible and compliant behavior in everyday work. Employees whose tasks involve particular compliance risks receive additional specific training.

## **5. REPORTING IRREGULAR BEHAVIOR**

We promote an open and responsible corporate culture. Employees can report possible irregularities or violations at any time and in confidence. A whistleblower system with various secure reporting channels is available for this purpose. All reports are carefully investigated. Employees who provide information in good faith do not have to fear any negative consequences.

## 6. CONSEQUENCES OF UNETHICAL BEHAVIOR

We expect all employees to act responsibly and in compliance with the rules. Violations of legal or internal compliance requirements can have consequences for both the company and the individuals involved. Our principle is: Compliance violations will not be tolerated and will be dealt with appropriately in accordance with the applicable regulations. In doing so, we value fairness, transparency, and careful examination of each individual case.

## 7. SCOPE OF THE COMPLIANCE MANAGEMENT SYSTEM

The compliance management system has been successfully established within DiaSys Diagnostic Systems GmbH, and initial implementations in other companies within the group have already been completed. Further rollout steps are currently being implemented and will be continued in accordance with the respective organizational requirements.

Holzheim, December 2025

For the management



Dr. Günther Gorka



Dr. Jan Gorka



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Peter Zöller