



Code of Conduct

It is the policy of Plus Germany GmbH (in the following "Company") to conduct its affairs in strict compliance with the letter and spirit of the law and to adhere to the highest principles of business ethics. Accordingly, all managing directors, employees, and independent contractors must avoid activities that are in conflict, or give the appearance of being in conflict, with these principles and with the interests of the Company. The following are potentially compromising situations that must be avoided:

1. Misappropriating confidential information whether or not for personal gain and whether or not harm to the Company is intended.
2. Improperly using or disclosing to the Company any confidential information of any prior employer or other similar entity.
3. Engaging in or approving any form of personal or social harassment of employees or otherwise taking any actions that contribute to a hostile work environment, including but not limited to any form of sexual harassment, use of profanities, lewd remarks or images, or any other inappropriate conduct such as bullying, harassment, or inappropriate comments regarding any person's race, national origin, color, religion, language, gender, age, disability, or sexual identity or orientation.
4. Accepting or offering to vendors or other private third parties: gifts, entertainment, meals, or other items worth more than EUR 20.00 up to 50.00 without approval from the Legal Department of PlusAI, Inc. Cash should never be accepted or offered. Items that might influence any parties' business decisions should never be accepted or offered.
5. Investing or holding outside directorship in suppliers, customers, or competing companies, including financial speculations, where such investment or directorship might influence in any manner a decision or course of action of the Company.
6. Borrowing from or lending to employees, customers, or suppliers.
7. Acquiring real estate of interest to the Company.
8. Making any unlawful agreement with distributors with respect to prices.
9. Improperly using or authorizing the use of any inventions that are the subject of patent claims of any other person or entity.
10. Engaging in any conduct that is not in the best interest of the Company.

Each managing director, employee, and independent contractor must take every necessary action to ensure compliance with these requirements and to bring problem areas to the attention of the Legal Department of PlusAI, Inc. for review.



In the event of violations of this policy, the Company is entitled to apply all measures under labor law including termination without notice or with notice. Criminal sanctions and civil consequences such as compensation for damages are also possible.

A copy of this policy has been given to the employee.

Receipt confirmed:

Michael Bosch

Name of employee

Michael Bosch

Signature of employee

Ulm, 14th July 2022

place, date