

# CODE OF ETHICS



## SCOPE & CORPORATE IDENTITY

**We are dedicated to always being one generation ahead through perfect silicon solutions creating lasting values for customers, employees and shareholders. Our vision and values guide the way we act.**

**As a global enterprise we are committed to deal with all our stakeholders with the highest ethical standards and as a responsible corporate citizen.**

**We conduct our operations with honesty, integrity and openness and with respect to the human rights and interests of our employees.**

**Within Siltronic, each of us feel bound to these values and act accordingly.**

## LEGAL COMPLIANCE

Siltronic and our employees must strictly comply with the laws and regulations of all countries in which we operate.

We ensure that our decisions and actions are reasonable, fair and appropriate to the circumstances as well as based on consideration of all relevant facts.

## RESPECT FOR COMPETITION

Siltronic will conduct its operations in accordance with the principles of fair and free competition and all applicable regulations.

## CONFLICTS OF INTEREST, GIFTS & COURTESIES

We require our employees to observe the highest standards of integrity and honesty to act with care, diligence and fairness in the conduct of business.

All Siltronic employees are expected to avoid personal activities and financial interests which could conflict with their responsibilities to the company. Internal resources and information are only used for work related purposes.

Where any potential conflict of interest may arise, employees shall declare the conflict and seek advice from senior management.

No employee should seek or accept gifts or personal favors which might be believed to have any influence on business transactions. An offer of this kind should not be accepted unless the offer is within the bounds of accepted business hospitality.

The same principle applies to presents or courtesies given by Siltronic. Accordingly, we will not give bribes or other inappropriate advantages for business or financial gain.

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## INFORMATION

Employees must not use confidential information obtained through their work for personal gain or provide such information to third parties. People who have insider information with regard to Siltronic AG are not allowed to deal in the company's securities. Insider information means any information which is not public knowledge and which may influence an investor's decision to sell, purchase or keep a security.

Siltronic is required to keep proper accounting and other records in order to enable us to give full, fair, accurate and understandable information about the company's situation.

Siltronic provides relevant information promptly, in an appropriate format that is easy to understand for recipients and ensures, that the information is clear, accurate and complete.

## RESPECTING THE INDIVIDUAL

We respect the personal dignity, privacy and personal rights of every individual.

We treat all employees with equal respect and dignity and provide them with the same opportunities to develop themselves and their careers. Siltronic is committed to diversity at all levels of the organization. We value the individuality and creative potential that every employee brings to our business.

Success within Siltronic shall depend on personal ability and work related performance only. We will work with employees to develop and enhance each individual's skills and capabilities and achieve their full potential.

Mutual trust and respect are basic values of our work environment. We do not tolerate any discrimination, harassment or offence, be it sexual or otherwise personal.

## QUALITY & CUSTOMERS

Siltronic sees quality as an essential prerequisite for everything else. This applies to products and processes alike. We cooperate closely with our customers and provide the same high level of quality for our customers throughout the world.

Dealings with customers are handled with consistency, promptness and equity and in accordance with our approved procedures.

## ENVIRONMENT & SAFETY

We assign a high priority to the forward-looking concept of sustainable development, meaning to balance the needs of today's generations and the quality of life of future generations.

Siltronic is committed to make continuous improvements regarding economical, ecological and social issues. We have high safety and environmental standards which are constantly revised to incorporate new knowledge about environmental compatibility and safety of our products and processes.