

## Appendix K: Community Initiatives

Neways contributes to the social, industrial and economic development of the countries and regions where it is in business and promotes appropriate, volunteer activities by its Employees. Our approach is to apply our skills and resources strategically to projects, programs and initiatives that have a positive impact on community development for the short- and long-term.

Neways wants to support especially the skills of our future innovators in the fields of science, technology, engineering and math (STEM). The support of organizations, institutions or companies outside of these subject areas should be in agreement with the Compliance Officer.

We aim for innovative and strategic partnerships with educational institutions like local universities and schools as well as with nonprofit organizations, local governments and local communities that research for new technologies and strategies related to our business or that create new talents for the future. The strategy for community investment should take account of the broader reputational impact on Neways.

The partnership of Neways can take place via material or immaterial support but always in line with this Code of Conduct:

### Donations

Donations made by Neways are always made transparently as a society commitment and on a voluntary basis, without the expectation of compensation. In order to ensure transparency, the donation purposes, recipients and donations confirmation have to be documented.

The following rules must be observed when awarding donations:

- No payments to private accounts
- No contributions to persons or organizations which are detrimental to reputation
- Compliance with the transparency requirement
- Prohibition of donations, which can directly or indirectly influence the decision-making processes of business partners or third parties regarding Neways

### Sponsoring

All sponsoring activities must be carried out on the basis of written contracts and in proportion to the sponsoring services. Sponsoring may not be used to avoid the guidelines for donations.

Sponsoring offers something in return. For example, Neways may gain communication or marketing efforts in return.

### Volunteering

We want to encourage our Employees to engage in the community or in politics. The personal political activities of employees are not allowed to take place in the company or during working hours. It also may not have negative consequences for Neways or its Stakeholders.

### Prohibited support

Neways doesn't support any direct or indirect material or immaterial donation or sponsorships to political organizations, parties or single politicians, sectarian or religious organizations.

Neways doesn't offer financial or immaterial support to organizations whose funding request is for the benefit of their own members and not for programs that contribute to the wider community.

We don't support local projects that only take place in geographic areas where Neways doesn't operate.