

United Robotics Group Meetings with Multiple Customers

- Competition Law Guidelines -

A. General competition law caution

United Robotics Group (URG) organizes from time to time workshops or other meetings with its customers, e.g. to present new products or to receive a general feedback to URG's services. In all such meetings customers need to be aware that they are or could be actual or potential competitors. Therefore, all attendees need to observe the applicable competition laws. These laws prohibit any anti-competitive agreement and any exchange of sensitive (confidential) business information among actual or potential competitors. Any infringement could lead to serious consequences including high financial sanctions.

The following guidelines apply at all such meetings. They also apply before and after the meetings, during breaks and during informal parts. The guidelines do not replace legal advice in the individual case.

B. Don'ts

Do not discuss or disclose any sensitive business information nor agree on any such topic, e.g.:

- **Sales or purchase prices** or other commercial terms and conditions
- **Sales or purchase data or information** (e.g. volumes, turnovers, capacities, market shares, individual customers)
- **Sales or purchase plans or strategies** (e.g. participation in tenders, costs of sales, marketing plans, details of sales organisation)
- **Production data or information** (e.g. production costs, capacities)
- **Business strategies** (e.g. introduction of new products, new markets, market exits, capacity plans, R&D projects, acquisition plans)

unless the information is already in the public domain.

C. In case of doubt ...

... do not discuss or disclose the relevant information but seek prior legal advice via the URG Compliance Officer Diego van Muylem (d.vanmuylem@unitedrobotics.group).