

COMPLIANCE IS EVERYONE'S COMMITMENT

Our commitment to ethical and principled behaviour guides us in all our dealings as a company.

This idea, which is the genesis of our company values, must be present across all tiers of Teltronic Group and extending to our valued business partners.

Within our compliance model, the Code of Ethics and the Criminal Compliance Policy are of paramount importance, which makes their knowledge and compliance by all members of the organisation essential to make this ethical and legal commitment a shared responsibility.

Alongside this, working together to effectively and consistently manage the compliance requirements established for each area of the company, including our subsidiaries, is fundamental to meeting our compliance **objectives**.

We also continue to strive to update the measures necessary to comply with current regulations and best practices in the area of compliance. The ever-changing reality we face makes it necessary for all of us to work continuously. At the same time, as **we celebrate our 50th anniversary** in 2024, we continue to work on a series of measures to help improve **transparency** and minimise risks in Teltronic's internal and external relations.

I would like to take this opportunity to remind you of the existence of a [Whistleblowing Channel](#) at your disposal, through which you can report any irregularity confidentially, anonymously and with a full guarantee of no reprisals against the whistleblower acting in good faith. In this regard, remember that **your active involvement is essential** to prevent our organization integrity and detect inappropriate behaviour.

Ultimately, regulatory compliance **is a collective responsibility shared by each member of our organization**, as this is the only way to maintain and safeguard our esteemed reputation and preserve the trust of our customers and business partners.

Thank you very much to all of you.
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Juan Ferro Arranz