

Compliance - corporate statement

The ÜSTRA, as a publicly funded mobility service, bears a special responsibility to behave in an exemplary manner in all business operations.

Exemplary behaviour is understood as especially the compliance with laws, legal regulations, and internal rules, as well as the consideration of rights and expectations of others and fair negotiations and contract compliance.

The trust of our customers, public shareholders, funding agencies, employees, as well as the public decisively depends on the personal and professional integrity and the proper behaviour of each individual.

The management board therefore considers compliance as an essential management task and takes responsibility for the ethically and lawfully impeccable conduct as an integral part of our corporate culture and as a basis for good compliance. The primary responsibility for compliance lies with the chairperson of the management board.

It is expected of our management and employees that they are visible role models in their attitude and values and support the corporate culture of ÜSTRA in all respects.

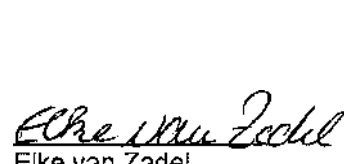
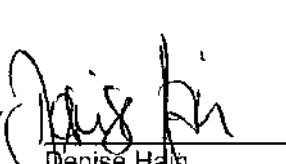
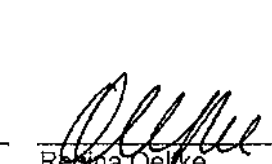
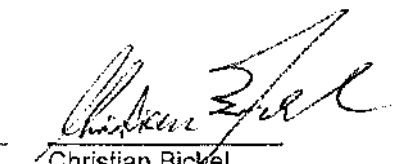
ÜSTRA has set up a Compliance Management Systems (CMS) tailored to the needs of a mobility service, which takes into consideration the size and complexity of the company. It builds on the recognised Standard of the German Institute of Certified Public Accountants (PS 980) and forms the basis for further rules, which serve to attain the compliance objectives such as the protection of a fair competition and dealing with business partners and funding bodies as well as the IT security and protection of personal data, etc.

The compliance programme consists of the areas of prevention, exposure, and response. The regular compliance trainings have a great importance in the area of prevention so that our employees and business partners understand and abide by the compliance rules.

The compliance system is supplemented by a whistle-blower system. We want a culture ready to learn from the mistakes and an open and transparent handling of criticism. But it is not always feasible for various reasons such as personal concern. Therefore, we offer our employees, business partners, as well as third parties the option to anonymously report irregular conduct at any time.

In a fast changing environment, we are continually reviewing our compliance system to be able to adapt our rules and processes to new legal and other developments as applicable.

Hannover, 24.03.2022

 Elke van Zadel Chairperson of the management board, Technology, IT, Infrastructure and Marketing	 Denise Hahn Member of management board, Operation and HR	 Regina Oelke Member of management board, Finances and Law	 Christian Bickel Chairperson of the works council
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