

The Exasol Code of Conduct

Exasol exists to accelerate insights
from the world's data.

Leadership commitment

We strive to be the analytics platform trusted by the world's most ambitious organizations.

But we can't live up to our mission and vision without being a company that does its business responsibly and ethically with regards to our customers, our employees and third parties.

This is why we, as the Exasol Board, have committed to a set of values that embodies the best of this company and the people that make it successful.

We live by these every day. We do it the Exasol way.

This Code of Conduct points out what we expect from each other as a team, here at Exasol. We also recognize that compliance management, like risk management, contributes to risk avoidance and safeguarding the existence of our company. This is why we ask you to please take your time to read, understand and comply with this document which outlines our commitments in this regard. It applies to all employees, no matter which Exasol entity you belong to, members of the Board, temporary workers, freelancers and consultants.

Let's take these commitments into our work each day and be proud of what we represent.



Aaron Auld,
Chief Executive Officer



Mathias Golombek,
Chief Technology Officer



Jan-Dirk Henrich,
Chief Financial Officer /
Chief Operating Officer

Our Values

Our aspiration is to create a company culture that reflects the 6 values we care about most. We translated each value into actionable behaviors that we can teach, reinforce, measure, recognize, and engrain in our culture, as we grow. Here's what we're committing to.



Extraordinary Customer Experiences

Why this matters to Exasol

We are customer obsessed. Customer success defines our success. As a result, we set the highest bar possible, always striving to create extraordinary customer experiences, through our products and people.

What this looks like in action

- Go the extra mile and do whatever it takes to solve customer issues
- Always be honest and transparent with customers
- Focus on the relationship not just what is agreed in the contract



All for One, One for All

Why this matters to Exasol

We are all pulling towards one shared mission and vision. Our targets are ambitious, but we can accomplish anything we put our minds to by working together as one team.

What this looks like in action

- Have each other's backs and support each other's success, regardless of role or function
- Always do what's best for our customers, partners, and company
- Communicate and collaborate across teams and geography
- Trust each other and assume good intent



Every Voice Counts

Why this matters to Exasol

We hire exceptional people, who each bring a unique and diverse perspective to the company. Everybody's opinions, contributions and voices are critical to our continued success.

What this looks like in action

- Seek out each individual perspective
- Listen with an open mind and empathy
- Speak up and say what needs to be said
- Debate, and then commit



Always Learning

Why this matters to Exasol

Continuous learning drives innovation, progress and growth. We need to stay ahead of the curve and set the bar, and so we are always learning to inform what we do next.

What it looks like in action

- Try new things and experiment
- Learn from your mistakes
- Challenge conventional thinking and always ask how can we do things better



Bring it!

Why this matters to Exasol

We are a small company with huge aspirations. Like David in David vs. Goliath, we will overcome great obstacles and achieve success through tenacity, persistence, and a commitment to results. We need to bring it (the attitude of David; our best selves) to work with us each day.

What it looks like in action

- Set ambitious targets - shoot high and strive for excellence
- Execute with urgency
- Deliver on your commitments
- Go the extra mile to find creative solutions



Hearts and Minds

Why this matters to Exasol

Exasol must always retain the authentic personal connection, warmth and caring spirit that our company grew up with. We are committed to a culture of authenticity, trust, openness, and personal well-being.

What it looks like in action

- Be yourself - bring your quirkiness, sense of humor, and authentic self to work
- Promote a culture of "safe", open communications - be empathetic and respectful when providing feedback
- Encourage work-life balance and personal health and well-being

Compliance commitments

Our values are what we will measure ourselves by, as people and as an organization. They will underpin our approach to compliance and risk management and ensure that we leave no stone unturned to meet these requirements. The following commitments are what we expect all Exasol employees to stay true to throughout our daily work.

The Code of Conduct is based on international standards protecting human rights and fundamental freedoms, which are seen as fundamental commitments by organizations worldwide and central to our own values. Those standards are (especially)

- [UN Global Compact](#)
- [UN Universal Declaration of Human Rights](#)
- [European Convention on Human Rights and Fundamental Freedoms](#)
- [International Labour Organization \(ILO\) Declaration on Fundamental Principles and Rights at Work](#)

1. Committing to laws

We are committed to conduct our business in full compliance with all applicable laws and regulations and to achieve a high standard of corporate and social responsibility. Each of us is responsible for being familiar with this Code and for seeking guidance when we need advice regarding either the principles of this Code, the laws that should be followed or the conduct that is acceptable.



2. Committing to our people and the world

We believe that we should all enjoy equal opportunities and equal rights. When it comes to decisions in recruitment, promotion or training, we understand what counts is competence, experience and performance. We know that successful teams are diverse teams. We respect and value the differences between each other. We never tolerate any kind of discrimination, bullying or harassment, be it based on gender, age, disability, ethnic origin, religion, sexual orientation or ethnic or social origin.

We provide a professional environment that follows applicable labor laws and also promotes physical and social well-being. Our facilities comply with applicable safety regulations. We respect the rights of all employees under guidance of applicable international standards (such as the UN Global Compact and the ILO Declaration). This includes the freedom of association and the right to collective bargaining.

We also nurture and safeguard the environment by following our environmental guidelines.



3. Committing to our assets

We respect that all our assets must be safeguarded. Assets include not only our equipment (like desktops, laptops, phones, software etc.), but also our intellectual property, strategy, business knowledge and data. Everyone is responsible for protecting and using them correctly.

We agree to use Exasol's IT assets for legitimate and authorized business purposes only.

We respect confidential information and data, that we might have access to during our work, as something that needs to be protected and treated lawfully. We agree that this also applies if we leave Exasol.

Our accounting and financial records are also one of our main assets. Therefore, we commit to keep them accurate, reliable, complete and timely and always follow all applicable laws, regulations and standards for financial book building and record keeping.





4. Committing to the right way

We believe that there is never a wrong time to do the right thing and so we behave ethically towards everyone.

We do not tolerate any form of bribery, corruption or inducement to act improperly. More details can be found in our [Anti-Corruption Policy](#).

We also avoid and eliminate conflicts of interest following the set out [rules and definitions](#) and are aware of our internal [guidelines](#) with regards to gifts and benefits .

In competition, we present ourselves vigorously but always fairly. We follow all applicable competition and antitrust laws.

Wherever we, as employees of Exasol, are in the world, we always behave as ambassadors for Exasol and we respect local culture and laws at all times.



5. Committing to information

We respect and protect personal data (either entrusted to us by clients or partners or the data about our employees) and we comply with all data protection laws. Our [Data Protection Manual](#) provides an overview and guidance on data protection requirements and documents our internal processes.

If we have information about Exasol (or a customer, partner or supplier) which is not available outside the company, we do not share this information or conduct any transactions based on this information.

This also applies with regards to insider information as defined in the capital market regulations. We therefore follow our [Insider Trading Policy](#).



6. Committing to openness

At Exasol we promote a culture of openness, accountability and responsibility. We want everyone to be able to raise concerns. If you believe that a violation of this Code of Conduct or applicable law has taken place or will take place, please tell us immediately. Here at Exasol, we can raise any concern without worrying about a negative reaction. All concerns will be taken seriously.

How can you raise concerns?

- Through the usual reporting lines as appropriate
- Via an e-mail to compliance@exasol.com
- To the Compliance and Risk Manager directly.
- Through our [Whistleblowing Process](#), which includes an independent and confidential reporting system.

Please be assured, that the Board clearly committed to ensure that there will be no retaliation measures against anybody that is raising concerns as pointed out in the [Whistleblowing Process](#).

You can find further information about our whole Compliance and Risk Management System at:
[Compliance and Risk Management](#)



Let's commit

This Code of Conduct shall be our compass in our daily situations. Our Code of Conduct is available in German and English as our local business languages. If you need a version in another language, please refer to compliance@exasol.com.

If you are unsure about anything, you can always ask the person in charge of compliance in our department or the Compliance and Risk Manager (compliance@exasol.com). The Code of Conduct is part of our regular training offers. If there are additional questions, please refer to compliance@exasol.com as well.

Never hesitate to seek guidance!