Erbe Elektromedizin GmbH P. O. Box 14 20 72004 Tuebingen Germany

[Name of the customer]

Click here to select date.

Erbe's Compliance Program

Dear Sir or Madam,

Thank you for your interest in our products and services and your request regarding our Compliance Program.

We, the management of Erbe Elektromedizin GmbH, can assure you that the issue of compliance is very important to us and we take our responsibilities in this area very seriously. For this reason, we have implemented a comprehensive compliance program in our company, focusing on the areas of anti-corruption and anti-trust law.

As part of the implementation, our employees have been trained by specialists. Furthermore, all employees have access to guidelines on anti-corruption and anti-trust law.

We are pleased to enclose Erbe's Code of Conduct for your attention.

Please do not hesitate to contact us if you have any questions. Your contact person is our Compliance Officer, Mr. Daniel Zimmermann (email: daniel.zimmermann@erbegroup.com).

Yours faithfully,

Erbe Elektromedizin GmbH

Christian O. Erbe
President & Co-CEO

Enclosure

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