

Our reference / GA-6-A-E

May 25, 2020

**Minimum wage**

Dear Sirs,

since January 2015 in Germany the minimum wage law is in force. Of course, we herewith confirm, that our company will comply with the applicable rules for the payment of the minimum wages.

Regarding the compliance of these minimum wage laws we are in regular communication with our suppliers and business partners.

We will inform you in case we will obtain knowledge that one party of our process chain will not comply with these laws.

ZETTLER electronics GmbH

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