



March 10, 2025

TO: ALL SEILER EMPLOYEES AND CONTRACTORS

Seiler Instrument & Manufacturing Company, Inc. (“Seiler”) strives to deliver quality products and services which meet or exceed customer requirements and expectations in all of the markets we serve. This is what we do.

But how we serve our markets is even more important and by that we mean that Seiler is committed to conduct business fairly, ethically, with integrity, and in full compliance with all applicable laws and regulations.

Quality, fairness, ethics, integrity, and compliance are the cornerstones of the Seiler culture and values and form the basis of our reputation in the markets and communities we serve. It is incumbent upon all Seiler employees, agents, and subcontractors to uphold and express these values every day and without compromise in the performance of their duties.

Questions or concerns regarding appropriate business conduct or any matter regarding regulatory, legal, or contractual obligations and requirements should be directed to either Louise Schaper, Compliance Manager (314-218-6310, [Ischaper@seilerinst.com](mailto:Ischaper@seilerinst.com)), or Rick Gray, Chief Operating Officer (314-218-6340, [rgray@seilerinst.com](mailto:rgray@seilerinst.com)).

Thank you for your ongoing support of these core business principles.

Sincerely,

Rick Seiler  
President and CEO

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