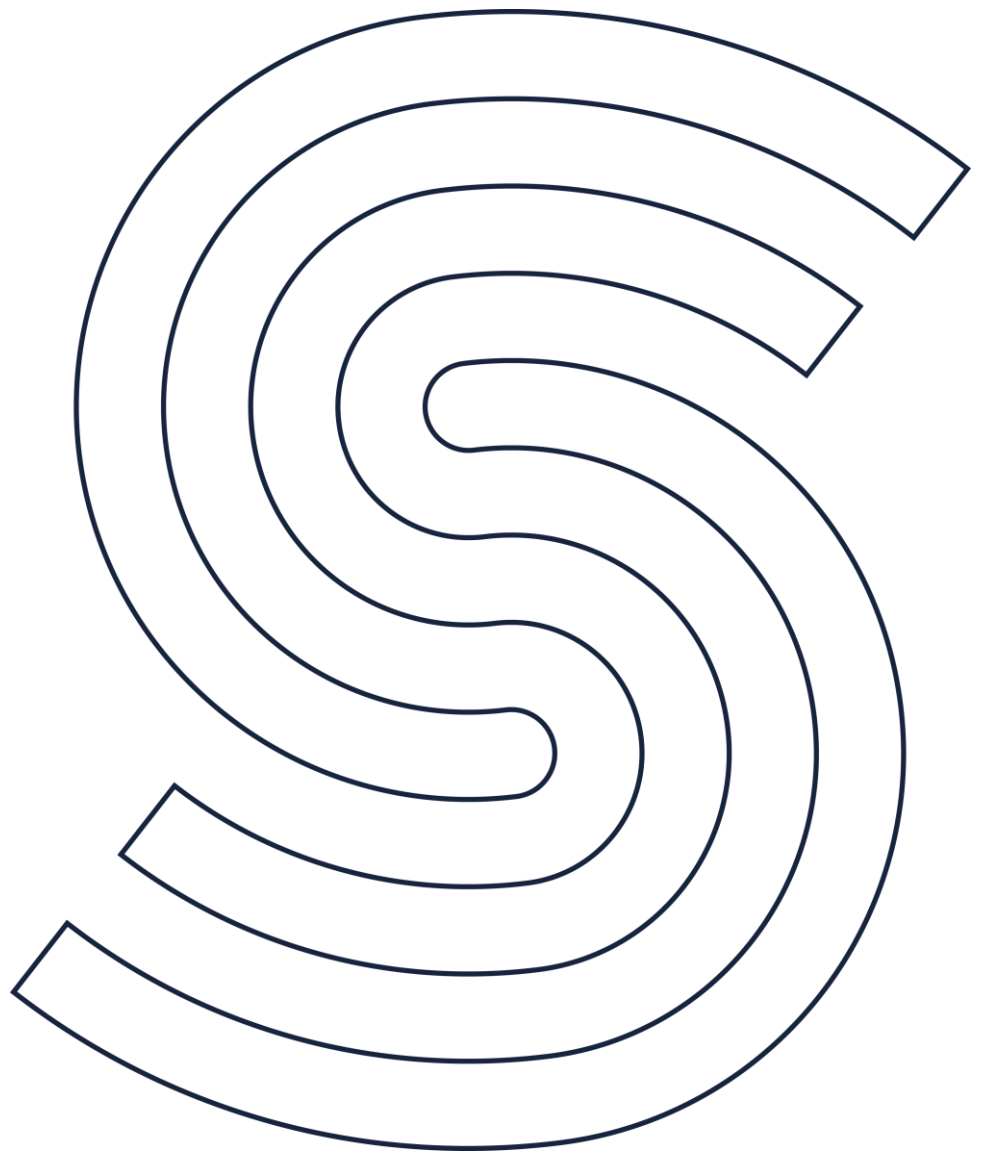


SECURIKETT®



CORPORATE
GOVERNANCE

April 2024

Content

1	Corporate Governance of Securikett	3
1.1	Compliance with laws and other legal requirements as well as Securikett's internal regulations.....	3
1.2	Antitrust law – fair competition	3
1.3	Bribery and corruption.....	4
1.4	Avoidance of conflicts of interest.....	4
1.5	Social Responsibility Principles, Human Rights	4
1.6	Prohibition of forced and child labour	4
1.7	Fair working conditions.....	4
1.8	Health and safety at work.....	4
1.9	Discrimination & Harassment.....	5
1.10	Environmental protection	5
2	Whistleblowing Platform.....	5
3	Responsibilities.....	6
4	Appendix.....	6

1 Corporate Governance of Securikett

Securikett's value landscape includes trust as the most important value, appreciation in dealing with each other, openness to new things, consistency in connection with responsibility and team spirit in connection with success.

This Corporate Governance defines the principles and requirements for Securikett itself and describes the business practices we manage, as well as key values and elements of the corporate culture.

This Code of Conduct encourages us and our suppliers to conduct business responsibly. This is to ensure that our suppliers and their subcontractors also act in an ethical manner in the context of their business relationship with Securikett. As an internationally active company, we have to take into account a wide range of social, political and legal framework conditions. Violations of these terms and conditions can cause significant financial disadvantages to the company and significantly damage the company's reputation.

Securikett is guided by the [17 Sustainable Development Goals](#) of the United Nations. Furthermore, with this corporate governance, we are committed to the FSC core labour requirements.

1.1 Compliance with laws and other legal requirements as well as Securikett's internal regulations

All business transactions, actions and decisions must be strictly in accordance with applicable and applicable local, national and international laws, regulations and guidelines (including internal policies) and other regulations. The employees of Securikett must inform themselves about the legal provisions applicable in their area of responsibility and, in case of doubt, contact their direct supervisor or the competent legal authorities.

1.2 Antitrust law – fair competition

Securikett respects fair competition. Employees are obliged to comply with the relevant laws regulating competition. In particular, the applicable legal provisions prohibit collusion or concerted practices with competitors with regard to prices, conditions, market or customer sharing, as well as unfair competition practices. It prohibits not only specific agreements, but also concerted practices and informal discussions which have as their object or effect a restriction of competition.

1.3 Bribery and corruption

In connection with business activities of any kind, no employee may provide inadmissible advantages to business partners, their employees or other third parties. It is considered bribery or corruption if the nature and extent of this advantage are likely to unduly influence the actions and decisions of the recipient. This applies both in relation to state institutions and public officials and in relation to employees of business partners (e.g. customers, suppliers, service providers, etc.). The management and employees of Securikett may not offer, promise, demand, grant or accept any gifts, payments, invitations, services or other direct or indirect benefits that are made with the intention of influencing a business relationship in an impermissible manner. This is generally not the case with gifts and invitations that are within the framework of customary business practices.

1.4 Avoidance of conflicts of interest

All employees must avoid situations in which their personal or financial interests conflict with those of Securikett. Relationships with existing or potential customers, suppliers, contractors and competitors must be in the best interests of the company. Personal benefits should be avoided, in particular a participation with customers, suppliers, contractors or competitors. Ancillary activities that contradict the obligations towards Securikett or lead to a conflict of interest require prior written permission in any case.

1.5 Social Responsibility Principles, Human Rights

Securikett is clearly committed to the protection of human rights and respects and supports the observance of internationally recognized human rights.

1.6 Prohibition of forced and child labour

Securikett rejects all forms of forced and child labour. We will only tolerate the employment of minors if the well-being of the young people is guaranteed and the employment is lawful.

1.7 Fair working conditions

The employment relationships of Securikett's employees comply with local and legal requirements. Wages and salaries for regular working hours, overtime and overtime compensations meet or exceed the statutory minimum wages or industry standards. Applicable national laws and industry standards on working hours and public holidays are also complied with. Securikett respects the right of all employees to join a legally recognized workers' organization.

1.8 Health and safety at work

Securikett ensures health and safety at work within the framework of the respective national regulations. Continuous improvements and further developments of safety and health conditions are sought. To this end, a security representative has been appointed and security delegates have been appointed. Their tasks include advising and supporting employees in all matters of safety and health protection. In addition, safety deficiencies are

to be identified and proposals for improving working conditions are to be sought. Strict adherence to safety regulations is an indispensable requirement. Employees are obliged to report any violations of these regulations to the company's safety representatives.

1.9 Discrimination & Harassment

Any discrimination in the workplace based on gender, age, religion, social background, disability, ethnic or national origin, nationality is prohibited and must not be tolerated or supported. Securikett undertakes to oppose any form of discrimination within the framework of the applicable laws and regulations. Any form of sexual, psychological, physical or other harassment that endangers the integrity of the working relationship and affects the dignity and respect of persons in the workplace must be avoided and will not be tolerated by Securikett.

1.10 Environmental protection

We are committed to complying with all laws, regulations and requirements that have been issued to protect the environment. For sustainable development, we strive to actively use new environmentally friendly technologies and processes and to minimize the impact on the environment. Employees are required to pay attention to environmental protection in all areas of the company, including technological development, planning, design, production, distribution and material flow, in order to contribute to a better environment.

2 Whistleblowing Platform

Securikett has set up an anonymous reporting channel (internal and external for supply chain partners) to provide whistleblowers with the opportunity to report violations related to their work activities.

With this platform, we are not only implementing the new Whistleblower Protection Act, but it is also important to us to offer a modern, easily accessible way through which violations can be reported without the reporter having anything to fear.

That is why the whistleblowing platform was set up. As a result, the new Whistleblower Protection Act is deliberately exceeded by the possibility of submitting anonymous reports! Serious violations of corporate governance or internal rules can be reported on this platform.

Every employee should be able to report legal violations and unethical/anti-ethical behavior as easily as possible and without having to fear reprisals.

Examples of reporting categories: occupational safety, bribery, fraud, discrimination, ethics & integrity, money laundering, corruption, company reputation, child protection, sexism, criminal offences, violation of company policies, etc.

Every report and communication can be 100% anonymous!

There is no room for discrimination or legal violations of any kind.

Reports can be submitted at the following link:

[Securikett Whistleblower Channel](#)

3 Responsibilities

Each employee is responsible for compliance with the rules. This is checked by the Executive Board, in the absence by HR.

4 Appendix

