

Declaration of principles of EUROGATE GmbH & Co. KGaA, KG and the EUROGATE Group companies ("EUROGATE")

EUROGATE is convinced that sustainable business is only possible by acting ethically, in compliance with the rules and with integrity. Social responsibility is an important factor in the success of our company. Respect for law and order, in particular human rights, is therefore an integral part of the EUROGATE Group's corporate culture. As part of our business activities, we are fully committed to our social responsibility and, as an international company, we take compliant conduct within the company and along our supply chain very seriously.

Respect for and appreciation of human rights is a fundamental value of EUROGATE. EUROGATE is committed to respecting all nationally and internationally recognized human rights and bases its declaration of principles on

- the Supply Chain Due Diligence Act (LkSG),
- the Charter of Human Rights (Universal Declaration of Human Rights of the United Nations),
- Guidelines on children's rights and corporate behavior,
- the 8 core labor standards of the International Labor Organization (ILO),
- the United Nations Global Compact and
- the United Nations Guiding Principles on Business and Human Rights (UNGP).

EUROGATE is committed to environmental protection. We always strive to act in a sustainable and environmentally friendly manner. When designing our products and services, we take responsibility for continuously improving their environmental compatibility and reducing the use of natural resources while taking economic considerations into account.

In addition to the EUROGATE Group itself, we also expect our business partners to pass on our commitment to respect human rights to their business partners. The EUROGATE Supplier Code of Conduct is intended to ensure this.

In order to review the impact of our actions on human rights, we carry out regular risk analyses for our own business areas and in relation to our suppliers as part of our risk management. The aim of the risk analysis is to identify potential human rights and environmental risks, minimize risks and remedy any violations. The process we have established for this is

based on a combination of internal analyses, such as a screening of business partners and the use of software, in order to establish an appropriate due diligence process for human rights and environmental risks.

We take measures to prevent and mitigate adverse human rights and environmental impacts and risks that we have identified and prioritized. An important instrument for strengthening human rights, improving working conditions and promoting responsible action are the existing corporate guidelines, which set out the framework for our employees and expectations of our business partners, including our suppliers.

We take all incidents and concerns seriously, regardless of whether they are raised by our employees, external auditors, business partners, the media or other stakeholders. In the event that there is a suspicion that our business activities are causing or contributing to human rights or environmental violations, we will investigate, address, respond to and take appropriate remedial action. If there is a reasonable suspicion or concrete indication of possible human rights or environmental violations along our supply chain, this will be investigated carefully and consistently. Depending on the severity of the violation, we reserve the right to respond appropriately to our business partners, from requesting that the violation be remedied immediately to taking legal action and even terminating the business relationship.

The Group Management Board of EUROGATE GmbH & Co. KGaA, KG is responsible for our risk management and delegates the relevant tasks to the responsible divisions and functions. The Human Rights Officer is responsible for monitoring risk management in the area of human rights and environmental due diligence in accordance with the LkSG.

An independent complaints procedure is available to enable people to inform us of human rights and environmental risks or breaches of duty in our own business area or in our supply chain. Violations can also be reported anonymously by employees and third parties via the various reporting channels on our website <https://www1.eurogate.de/Ueber-uns/Compliance>.

We will regularly review and adapt the declaration of principles to take account of changing circumstances and processes. We continuously document the fulfillment of our human rights and environmental due diligence obligations. The documentation is kept for at least seven years. The report in accordance with the requirements of the LkSG will be submitted to the Federal Office of Economics and Export Control for the first time for the 2023 financial year and will be published on our website in accordance with the legal requirements.

We are aware that human rights and environmental due diligence is a responsibility that we must continuously face up to. We therefore regularly review the business areas and situations in which there could be a risk of human rights and environmental issues being violated. We also regularly review how we can improve and strengthen our approach to respecting human rights and environmental issues. This also includes reviewing our standards and guidelines at appropriate intervals.

EUROGATE GmbH & Co. KGaA, KG
The Group Management Board