

Declaration of Principles of schnaitt GmbH

according to the German *Supply Chain Duty of Care Act*
(Lieferkettensorgfaltspflichtengesetz, LkSG)

1. Introduction

We, schnaitt Internationale Messe- und Ladenbau GmbH - hereinafter referred to as schnaitt - and affiliated companies are not only committed to applicable standards, but also assume social responsibility. This applies in particular to the recognition and respect of human rights and the environment. Both elements are an expression of our self-image, whereby the demands on schnaitt today go far beyond our familiar national environment and our own cultural identity. This is due to an increasingly globalized economy, also for schnaitt, with contractual partners and sales markets in many countries with very different social concepts.

In this complex environment, a commitment to responsible entrepreneurial action is all the more important. Most important for this maxim are the internationally recognized human rights, as promulgated by the United Nations General Assembly on December 10, 1948, and thus binding for most countries in the world. In addition, there are a large number of laws and regulations as well as internationally recognized standards in the field of environmental protection.

schnaitt respects these standards in its own business activities and expects the same from business partners in the value and supply chain. Business relationships with business partners who do not share our commitment to respecting human rights and the environment, or who reject this commitment, will be terminated in case of doubt.

This in mind, schnaitt takes all measures to identify and avoid actual or potential negative impacts on human rights and the environment in which we could be involved through our own business or our business relationships. We do this on our own responsibility as well as for our employees, consumers, business partners and shareholders.

This policy statement applies to schnaitt and all its affiliated companies.

2. Description of the procedure for fulfilling due diligence obligations

We have developed a risk management system which is anchored in all relevant business processes in order to identify and minimize human rights and environmental risks. Furthermore, this is meant to prevent, end or minimize the extent of violations of human rights or environmental obligations.

We carry out risk analyses in our company and with regard to our suppliers - both regularly and on an ad hoc basis. To this end, we have defined risk factors, their weighting and other criteria that enable us to identify human rights and environmental risks and respond appropriately. Depending on the results, we may carry out an in-depth risk analysis, e.g. by evaluating a supplier's self-disclosure.

If we identify a relevant risk to a human right or the environment at our company or at a supplier on the basis of the risk analysis, we take preventive measures. In addition to this policy statement, the preventive measures include

- defining and documenting expectations of our employees in our Code of Conduct or of our suppliers in our Supplier Code of Conduct;
- implementing our strategy for human rights and the environment in our business processes, particularly in purchasing;
- taking into account our expectations with regard to human rights and the environment when selecting our suppliers;
- asking our suppliers to commit to these expectations and to address them with their suppliers, for example in our General Terms and Conditions of Purchase;
- monitoring, including on-site audits, to verify that our employees and our suppliers are meeting our expectations.

If we determine that a violation of a human rights or environmental obligation has already occurred or is imminent at our company or at a supplier, we take appropriate remedial action to prevent, end or minimize the extent of such a violation.

We have set up a complaints procedure, which is described and accessible on our internal website, in order to learn about human rights and environmental risks at an early stage and to be able to offer support and take remedial action in good time.

We review the effectiveness of the aforementioned measures and repeat or adapt them as necessary.

We document our measures to fulfill our human rights and environmental due diligence obligations on an ongoing basis. In future, we will prepare a report on these measures once a year and publish it if necessary.

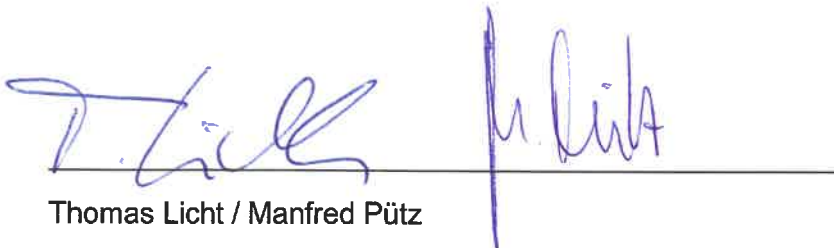
3. Priority risks

As part of our risk analysis, we have not currently identified any priority human rights-related risks or priority environmental risks.

4. Expectations of employees and suppliers

We expect our employees and suppliers to comply with our Code of Conduct and our Supplier Code of Conduct. This includes our suppliers committing their suppliers to the standards of our Supplier Code of Conduct.

Bergheim, January 2024

Two handwritten signatures in blue ink are positioned above a horizontal line. The signature on the left is for Thomas Licht, and the signature on the right is for Manfred Pütz.

Thomas Licht / Manfred Pütz