

**CHARTA OF THE CHS
CONTAINER GROUP**

Table of Contents

	Page
FOREWORD	3
1. INTRODUCTION	4
2. PRINCIPLES OF CORPORATE AND SOCIAL RESPONSIBILITY	4
3. CONDUCT TOWARD COMPETITORS, PUBLIC OFFICIALS, AND BUSINESS PARTNERS	5
4. CONDUCT OF OUR EMPLOYEES	6
5. HANDLING OF COMPANY PROPERTY, INSIDER TRADING, AND DATA PROTECTION	8
6. IMPLEMENTATION OF THE CODE OF CONDUCT	9
7. COMPLIANCE OFFICER / CONTACT PERSON	9

Charter of the CHS Container Group

Foreword

Dear Colleagues, Over the past few years, the CHS Container Group and its companies have steadily grown into an internationally active group of companies with more than 400 employees. Given our multicultural workforce, the wide range of national and international business relationships—from small and medium-sized enterprises to large corporations—and the diverse scope of our projects, a well-defined corporate structure is essential for us.

A common code of conduct, compliance with legal and ethical regulations, and the pursuit of shared values form a solid foundation for our daily work and provide reliable guidance for our employees. Transparent and proportionate conduct is always at the heart of our actions.

Regular reviews of the Code of Conduct are intended to ensure that we remain responsive to current developments. Management has therefore revised and adopted this Code of Conduct. It is binding for all employees. In particular, we would like to highlight the exemplary role played by our managers, who make a significant contribution to the implementation of our values.

For us as employees of a medium-sized corporate group, open and honest interaction with one another and with all business partners is a matter of course. Likewise, loyalty to the companies of the CHS Container Group has been an essential component of our success and will continue to be so in the future.

We expect all employees not only to read and formally comply with this Code of Conduct, but also to live by it and internalize it.

Bremen, March 31, 2026

The Management of the CHS Container Group

Signed in the original

1. Introduction

This Code of Conduct is binding on the management and all employees of the core companies and affiliated companies of the CHS Container Group. All business transactions or activities conducted under the name of our company "CHS" or in connection with a company of the CHS Container Group are subject to the guidelines defined below.

This Code of Conduct, and thus ethical behavior, forms the core of our corporate structure and is part of our philosophy. We should always approach our daily work in light of applicable national and international laws, ethical principles and values, as well as applicable rules. The behavior and demeanor of each individual employee toward colleagues, customers, and business partners reflects the image of the entire corporate group.

With this policy, we are providing a guide for fostering a sense of community among colleagues and business partners in a multicultural and fast-paced world. Of course, it is not possible to address every potential problem or challenge here. In such cases, it is essential to exercise sound judgment and common sense. If there is any doubt regarding the correct course of action, you may, of course, consult your supervisor for advice. Together, we will then develop a solution that aligns with our values and is worth advocating for.

Definition of Compliance

The term "compliance" is used below. Compliance refers to adherence to rules (legal provisions and internal company guidelines).

2. Principles of Corporate Social Responsibility

Responsibility

As a medium-sized group of companies, we are mindful of our responsibility toward society, future generations, and compliance with national and international laws. Our business practices are always in harmony with the interests of society and the environment. The following paragraphs briefly and concisely describe what we mean by this responsibility and what we stand for:

Human Rights and Laws

We respect and promote compliance with internationally recognized human rights. This applies to our interactions with one another, with business partners, and with all people we come into contact with in our daily work. Every employee is also required to comply with the applicable laws and regulations of the countries in which we operate.

Child Labor and the Protection of Young Workers

The CHS Container Group does not tolerate child labor and complies with the applicable legal minimum age for employment. Under no circumstances do we employ individuals under the age at which compulsory schooling ends under the law of the place of employment, nor do we employ individuals under the age of 15. Internships are organized in accordance with legal requirements. The CHS Container Group expects its contractual partners to have adequate means of verifying age in order to prevent child labor. If child labor is discovered among business partners, all necessary measures must be taken immediately, prioritizing the well-being, protection, and development of the child. For individuals under the age of 18, the rights of young workers must be observed; they may only

be hired if it is ensured that the working and employment conditions do not pose a risk to their health, safety, or morals, nor are they harmful to their development.

Forced Labor

We reject forced or compulsory labor in any form. This also applies to any form of debt bondage, serfdom, slavery, or slavery-like practices associated with human trafficking, and extends to all forms of involuntary labor and services that are incompatible with internationally recognized labor and social standards.

Equal Opportunity and Tolerance

We uphold equal opportunity for our employees regardless of gender, age, skin color, ethnic background, disability, nationality, or sexual orientation. We respect different religions and political beliefs, provided they are based on a free and democratic social order and tolerance toward those with differing views. We reject any discrimination or disadvantage against our employees, colleagues, and all people.

Diversity and Inclusion, Non-Discrimination

The CHS Container Group values the diversity of its employees and promotes a work environment that fosters inclusion. Therefore, we are committed to equal opportunity and reject any form of discrimination or unequal treatment based on national or ethnic origin, social background, health status, disability, sexual orientation, age, gender, political opinion, religion, or worldview. The CHS Container Group upholds the principle of equal pay for male and female employees for work of equal value.

Safety, Health, and the Environment

Workplace safety, the maintenance and promotion of health in the office, logistics, or production, the productivity and job satisfaction of our employees, and the minimization of environmental impact are central principles guiding our business operations and the actions of every individual employee. All employees are therefore expected to comply with safety regulations and maintain an awareness of potential hazards during their daily work. As an industrial company, we view environmental protection and all associated measures as worthy goals.

Integrity

The personal integrity of every employee is a cornerstone of our corporate group. By acting with awareness and in accordance with their own convictions and values, employees help project an image of the CHS Container Group that reflects honesty, openness, and professionalism.

3. Conduct Toward Competitors, Public Officials, and Business Partners

Corruption

The CHS Container Group does not tolerate corruption. This also includes other unfair business practices by our employees or third parties we engage. These will not be tolerated either.

Acceptance of Benefits and Bribery

We do not accept, offer, or solicit—either directly or indirectly through third parties—any benefits, incentives, privileges, or favors that could impair the ability to make objective and fair decisions.

We comply with all relevant competition law requirements. We do not enter into any agreements or arrangements that influence terms or prices. Fair competition is therefore not restricted by us in any impermissible manner.

Intangible and tangible gifts to public officials, employees, or agents of government agencies, political parties, their representatives, politicians, elected officials, and candidates for political office, as well as their relatives, are strictly prohibited.

Exceptions to this include business meals within the usual scope and promotional gifts of minor value. In addition, every employee must always familiarize themselves with the specific regulations of the respective public institution.

Ambiguous or compromising situations in which employees enter into any obligations toward third parties will not be tolerated.

The CHS Container Group expects its employees to exercise sound judgment and demonstrate a high degree of responsibility.

Business Relationships

We do not view ourselves merely as a supplier or service provider to our customers—rather, we strive to build long-term partnerships characterized by openness and sincerity. Regardless of the demands our customers place on us, we see it as our mission not only to develop secure and effective solutions, but also to create solutions that deliver lasting value to our customers. However, we only enter into business partnerships where our core values are also reflected. We protect the data and know-how entrusted to us by our partners and customers with the same care as we do our own.

The same naturally applies to our suppliers as well. Here, too, we strive for a business relationship based on partnership, honesty, trust, and commitment. Furthermore, we expect our suppliers to operate in accordance with the values and standards we uphold through our Code of Conduct.

4. Employee Conduct

The CHS Container Group expects its employees to take responsibility for their duties, demonstrate initiative, and learn from their mistakes.

Confidentiality and Handling of Information

All internal, confidential, and proprietary information regarding the business activities of the CHS Container Group is subject to confidentiality. This also applies to all information from our business partners that has not been publicly disclosed. We protect such information in accordance with legal and contractual requirements. The same applies to information regarding our business partners.

Knowledge of this information may be used by employees and officers of the CHS Container Group exclusively for business purposes and not for personal gain, nor may it be disclosed to

third parties. In this context, third parties may also include friends, acquaintances, family members of employees, and colleagues of the CHS Container Group who do not need to have (work-related) knowledge of the information in question.

Information subject to a confidentiality agreement may not be disclosed to third parties without authorization. The information must be handled with care and stored securely. The details are governed by the terms of the respective agreements.

Strict confidentiality must be maintained regarding all confidential information both during and after the employee's period of employment. To this end, each employee signs a confidentiality agreement along with their employment contract.

Conflicts of Interest and Outside Activities

We avoid situations in which the personal or financial interests of employees and members of the executive bodies (whether directly or indirectly through related persons or entities) conflict with the interests of the CHS Container Group or our business partners. The interests of the CHS Container Group must not be compromised in situations of conflict. This does not affect the work-life balance.

Holdings in competitors or business partners, as well as secondary employment, must not pose a risk of a conflict of interest. The supervisor must be informed of any actual or suspected conflict of interest. In principle, the CHS Container Group is open to its employees engaging in secondary employment. However, here too, the secondary employment must be reported to the supervisor and approved by them.

Furthermore, the CHS Container Group encourages its employees to engage in social causes through public roles, citizens' initiatives, or associations. Naturally, this engagement must not conflict with the legitimate interests of the CHS Container Group.

Bullying

The CHS Container Group has an anti-bullying policy. All employees, customers, business partners, and other stakeholders are treated fairly, with dignity, and respect at all times. Any form of bullying, including physical, sexual, verbal, or other forms of harassment, is prohibited and will not be tolerated under any circumstances. We are all responsible for and required to avoid actions or behaviors that constitute bullying or could be perceived as such.

Invitations and Gifts

In connection with their work for the CHS Container Group, our employees and officers may accept and extend invitations within the framework of internal regulations. Invitations must be appropriate and may not be made in anticipation of an improper consideration or preferential treatment.

The same applies to the giving and acceptance of gifts and other benefits or advantages of any kind.

5. Handling of Company Property, Insider Trading, and Data Protection

Protection of Company Assets

Every employee of the CHS Container Group is obligated to protect company property from loss, theft, misuse, and unauthorized use. Company equipment, inventory, vehicles, office supplies, documents, files, and data storage media may not be used for personal purposes unless expressly permitted by a specific agreement.

Insider Trading

Should employees of the CHS Container Group receive insider information from publicly traded companies in the course of their business activities (e.g., during project work with customers), such information must not be used for personal gain. Anyone in possession of material insider information who discloses this information to others is in violation of applicable securities laws and our corporate group's policies.

Data Protection

The data protection regulations set forth in the Federal Data Protection Act (BDSG) must be strictly adhered to. The success of the CHS Container Group also depends on the respectful and secure handling of personal data, which requires a high level of data protection. This applies to the personal data of employees, customers, business partners, and third parties.

Cash Transactions, Unregistered Cash Registers, and Money Laundering

Undocumented cash transactions facilitate money laundering. Therefore, payments made with cash or cashier's checks are permitted only with a receipt for small amounts.

6. Implementation of the Code of Conduct

Compliance Officer

The role of Compliance Officer for the entire CHS Container Group is performed centrally in Bremen by Mr. Reimond Menke of ECOVIS MKM Menke & Kollegen GmbH Wirtschaftsprüfungsgesellschaft.

The Compliance Officer will conduct regular audits within the corporate group and review the implementation of the Code of Conduct. In cases of suspected violations, appropriate interviews will be conducted with the relevant individuals.

The Compliance Officer has unrestricted access to data in the course of specific audits or suspected violations. The applicable regulations regarding personal data will, of course, be observed in this process.

Questions and Reports

Questions regarding the Code of Conduct may be directed to your immediate supervisor or the Compliance Officer.

Please direct any reports of suspected misconduct to either management or the Compliance Officers. Strict confidentiality is maintained regarding all reports and information. Reports submitted to the Compliance Officer are always anonymized.

Violations and Sanctions

Violations of the Code of Conduct may result in disciplinary action, up to and including termination, and legal proceedings. All supervisors at CHS Container Group are responsible for ensuring that all employees in their respective departments are familiar with the contents of this Code of Conduct and comply with its rules. This Code of Conduct is therefore considered a legal obligation under labor law.

Management reserves the right to amend the contents of this Code of Conduct.

7. Compliance Officer / Contact Person

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