

DECLARATION OF PRINCIPLES FOR THE RESPECT FOR HUMAN RIGHTS

A LOUD COMMITMENT & LIVED RESPONSIBILITY

1.0 Our commitment to respecting human rights and the environment

The mission of 1KOMMA5° GmbH and its affiliated companies within the meaning of Section 15 AktG (hereinafter "1KOMMA5° Group", "we") is to have a positive impact on people and the planet. We therefore see it as our deep and lived responsibility to actively address environmental, social and governance issues (both risks and opportunities). We are convinced that this contributes to greater value creation, a reduction in operational and financial risks and a more sustainable world. Our Sustainability Policy forms the basis for our actions and is the foundation for our business and thus for successful and fair economic activity.

The entire 1KOMMA5° Group is committed to respecting internationally recognized human rights and to taking decisive action to protect the environment. We are committed to the standards of the following frameworks:

- **United Nations Universal Declaration of Human Rights**
- **United Nations Guiding Principles on Business and Human Rights**
- **United Nations Convention on the Rights of the Child**
- **United Nations Convention on the Rights of Women**
- **United Nations Covenant on Economic, Social and Cultural Rights**
- **Core labor standards of the International Labor Organization (ILO)**
- **Guidelines for Multinational Enterprises of the Organization for Economic Cooperation and Development (OECD)**
- **Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (OECD)**
- **Due Diligence Guidance for Constructive Stakeholder Engagement in the Extractive Sector (OECD)**

We oppose any disregard for internationally recognized human and environmental rights and are particularly committed to protecting the following rights and obligations:

- Ban on child labor
- Protection from slavery and all forms of forced labor
- Freedom from discrimination
- Safeguarding labor rights and occupational safety

- Appropriate remuneration for work performed
- Safeguarding the right to form a coalition, association and collective action
- Lawful deployment of private and public security forces
- Safeguarding land rights
- Soil and water protection
- Careful use, movement and disposal of mercury and other hazardous substances

2.0 Our requirements for ourselves and our partners

This declaration of principles applies to our employees worldwide in all divisions and subsidiaries. It forms the basis of our daily actions. On the other hand, we also expect our business partners and suppliers to commit to respecting human rights, to establishing appropriate due diligence processes and to passing on these expectations to their own suppliers. We regularly communicate this declaration of principles and its underlying human rights strategy internally to our employees and externally to our business partners.

3.0 Our approach to implementing human rights and environmental due diligence obligations

Respect for human and environmental rights is an ongoing process. The implementation of specific measures is subject to constant review and further development in line with changing conditions and our business activities. Our risk management has a 3-step structure and comprises a comprehensive risk analysis, preventive measures derived from this and, if necessary, individual remedial measures.

3.1 Risk analysis

A key component of our duty of care is knowledge of potential and actual adverse human rights risks and the impact of our business activities on people along the entire value chain. This enables us to derive and take appropriate measures to prevent these risks and to eliminate or at least reduce them. As part of our risk management, we work continuously to identify and prioritize existing risks in our own business area and in direct business relationships. If there are actual indications that a breach is possible (substantiated knowledge), we also take indirect suppliers into consideration.

To identify the risks and those potentially affected, we rely on our knowledge of those sectors and countries that are particularly at risk. In addition to our own findings, we also look in particular at official information (especially from BAFA), reports and tools from non-governmental organizations such as the UNEP risk assessment and press releases. Reports via our Reporting System also help us to identify relevant risks.

Risks are prioritized taking into account the type and scope of business activities, the probability of occurrence and severity of a possible breach, the individual contributions to causation and the possibilities of exerting influence.

Based on identified industry risks, we place particular emphasis on the risks associated with the supply chain for renewable energy systems. We recognize that the extraction, processing, and transportation of critical materials require heightened sensitivity regarding environmental, social, and occupational health and safety risks. This also extends to the safe disposal and recycling of waste and end-of-life products. Throughout the supply chain, we are committed to adhering to strict labor standards to prevent forced labor and all forms of slavery.

3.2 Preventive measures

We focus on areas where we see human rights or environmental risks. To this end, we rely on the interaction of various preventive measures in our own business division and at direct suppliers. The selection of the respective measures is based on the type and scope of the risk identified in the risk analysis.

When developing suitable procurement strategies and purchasing practices and when selecting a direct supplier, we ensure that we share the same attitude to human rights and environmental issues.

Our Supplier Code of Conduct outlines the expectation that our business partners commit to respecting human rights and environmental concerns, establish appropriate due diligence processes and address this expectation along the supply chain. The Supplier Code of Conduct is sent to the most relevant suppliers for their information. Our contractual partners are required to notify us immediately and proactively of any risks and violations they identify.

In addition, we carry out risk-based control measures to check compliance with the human rights strategy in our own business area and at our direct suppliers. Possible measures include sustainability questionnaires as well as internal and independent on-site inspections.

If necessary, we carry out internal training and training for our business partners in the relevant business areas to ensure the implementation of the human rights strategy set out in this declaration.

3.3 If necessary: appropriate remedial action

Whenever we learn of existing human rights violations at our direct suppliers, we expect and demand that they put an end to them immediately. If necessary, we support our suppliers in overcoming associated challenges and improving. Measures depend on the individual case and may include the creation of a joint approach to mitigation, compensation and future risk avoidance, control measures and the implementation of industry-specific or cross-industry initiatives. At the same time, as a last resort, we reserve the right to look for possible alternatives and to terminate supplier relationships if our standards continue to be breached.

4.0 Responsibility and Reporting System

The company management bears overall responsibility for sustainability and is responsible for reporting and following up on 1KOMMA5°'s sustainability targets. If the targets are not achieved, the company management is responsible for taking appropriate measures.

We have also created the position of a Human Rights Officer, who monitors risk management and ensures operational implementation through coordination and monitoring activities. The Human Rights Officer reports to management at least once a year.

The relevant specialist departments are involved in the operational implementation of human rights and environmental due diligence processes. They provide human resources to ensure due diligence along the supply chain and report on their results regularly and as required. Risk management ensures that the human rights strategy is anchored in all relevant business processes.

Despite taking great care with regard to human rights, we are aware that violations can occur. We therefore consider the establishment of our Reporting System to be essential in order to identify risks, investigate suspected violations and initiate countermeasures. We ask our employees, business partners and other persons associated with the 1KOMMA5° Group to contact our Reporting System if they suspect a violation of human rights or environmental concerns along our supply chain. Nobody who makes a report in good faith may suffer any disadvantage as a result. We will investigate the matter carefully and take the necessary action.

5.0 Regular review and final provisions

The world and our market environment are constantly changing. Our risk assessment and measures, as well as this policy statement, are therefore reviewed for their effectiveness at least once a year, as well as when new products are launched or a new business area is entered, for example.

The company management is responsible for the implementation of and compliance with this declaration.

Philipp Schröder

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