

Compliance strategy for the MEYER WERFT Group

Living integrity. Shaping responsibility. Securing trust.

Introduction

The MEYER WERFT Group Stands for honesty, fairness and trust, as well as for innovation, quality, reliability and responsible action. Our compliance strategy combines attitude with System: it creates Orientation, promotes awareness and integrates clear structures into our daily decisions.

For us, compliance is not an instrument of control or an unpleasant duty, but an expression of responsibility in practice - it shapes our culture, our actions, our management style and our Claim to operate sustainably and with integrity.

1. Attitude and leadership responsibility

Integrity is the foundation of our success. The MEYER WERFT Group is committed to value-oriented corporate management that combines economic, social and ecological responsibility.

Our managers exemplify these values and create an environment in which open approach and responsible action are a matter of course.

The Compliance Unit Supports all employees with advice, training and practical support. It translates legal requirements into understandable guidelines and ensures that compliance is perceived as part of our self-image.

Because we are convinced that business that would be possible through rule violations contradicts our fundamental values-and is not an Option for us.

2. Systematically anchored - preventive thinking

Compliance is systematically integrated into structures and processes in the MEYER WERFT Group.

The Compliance Unit works closely with the specialist departments, the sites and the Companies of the Group to identify risks at an early stage and implement appropriate measures.

The focus is on prevention: training courses, information campaigns and dialogue-oriented formats promote awareness of compliance in everyday life. Our aim is to create an environment in which violations of the rules are prevented from the outset.

New employees are sensitized at an early stage, and existing teams are regularly trained - practical, understandable and related to real situations.

3. Topics and priorities

For example, our compliance work focuses on the risk areas that are particularly relevant for the MEYER WERFT Group:

- Corruption prevention
- Compliance with human rights along our supply chains
- Data protection
- Protection of employees, whether internal or employees of partner Companies
- Compliance with applicable laws, guidelines and self-imposed Standards

It also covers coordination and advisory Support in sustainability (ESG), occupational safety, environmental protection and know-how protection.

Compliance is thus understood as a cross-sectional task that combines legal requirements, value orientation and sustainable corporate management.

4. Whistleblower System and transparency

Transparency is a key component of our compliance culture.

Employees, business Partners and third parties can use the internal whistleblower System to report possible violations confidentially and, if desired, anonymously.

In this way, we promote an open culture of discussion in which information is understood as a contribution to continuous improvement. Every report is carefully examined and Whistleblowers are protected from disadvantage. This trusting approach to information is prevention in action - and an expression of a responsible corporate culture.

5. Control, reporting and further development

The results of our risk analyses, audits and dialogue formats are regularly evaluated and incorporated into structured reporting to the management of the MEYER WERFT Group.

On this basis, priorities are defined, measures are prioritized and progress is transparently documented.

We understand compliance as a dynamic System. The legal and social framework conditions are constantly changing - and we are evolving with them.

The Compliance Unit continuously reviews the effectiveness of existing regulations, adapts processes and initiates improvements in order to always meet the high requirements for integrity and transparency and in the future.

6. A culture of trust

Trust does not come from control, but from attitude!

The MEYER WERFT Group creates the conditions for employees to act in the right way on their own responsibility and with conviction.

In this way, we combine culture and systematics - prevention and control - into an effective whole. Our goal is clear and non-negotiable: a working environment in which compliance is not only observed but lived - as part of our identity and as the basis for sustainable success.

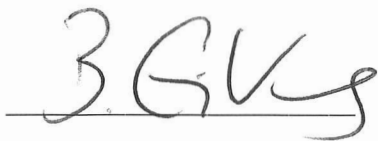
7. Essential Guidelines and Principles

The implementation of this strategy is based on central guidelines and guiding documents of the MEYER WERFT Group, which set binding Standards for all employees and business Partners. These include, in particular:

- Compliance Code of Conduct
- Supplier Code of Conduct)
- Declaration of Principles on Human Rights and the Social Charter
- Guideline on the whistleblower System (HinSchG)
- Information Security Guideline
- Conflict of Interest and Gift Management Policy
- Data protection principles of the MEYER WERFT Group
- Employee Compass

These documents form the normative framework of our compliance System, among other things. They are regularly reviewed, updated and adapted to legal and internal Company developments.

The management sets the course, the Compliance Unit implements the course and is responsible for the maintenance, coordination and continuous development of these guidelines.



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