

Declaration of Principles on Human Rights and Social Charter 2026

1. Who we are

We are one of the largest and most modern shipyards in the world! As a traditional Company founded in 1795, future-oriented, ecological and socially responsible action has always been a matter of course for us as the MEYER WERFT Group. In our modern production and construction dock halls, cruise ships have been built for decades for international shipping Companies and cruise enthusiasts all over the world. Our product portfolio also includes yachts, special ships and river cruise ships. Together with our customers and partners, we develop innovative, environmentally friendly and energy-efficient technologies.

In our activities, we always observe, check and respect the observance and realisation of human rights, as well as compliance with environmental Standards. We are firmly convinced that respectful interaction with our fellow human beings, the environment and nature form the foundation for our actions.

2. Our Commitment

We feel connected to people and the environment! It is therefore our constant concern to maintain, promote and further improve the balance between responsibility for people, economy and ecology - in the spirit of sustainability.

As the MEYER WERFT Group, we are therefore expressly committed to protecting people and the environment. We respect and promote the observance of human rights both in our Company and in all our business relationships and along our supply chains. This also applies to compliance with environmental Standards.

Our activities are always oriented towards internationally recognised human rights, and in particular the values embodied in the current versions of the following regulations:

- United Nations Universal Declaration of Human Rights (UN-UDHR) of 1948
- International Covenant on Civil and Political Rights of 19 December 1966
- International Covenant of 19 December 1966 on Economic, Social and Cultural Rights
- Fundamental principles and rights in the work of the International Labour Organization (ILO) of 1998, including the MLC

- ILO Trilateral Declaration of Principles on Multinational Enterprises of 1977
- Ten principles of the UN Global Compact
- United Nations Guiding Principles on Business and Human Rights of 2011

Regarding environmental Standards, we promote compliance with the following conventions in particular, as amended:

- Minamata Convention of 10 October 2013 on Mercury
- Stockholm Convention on Persistent Organic Pollutants of 23 May 2001
- Basel Convention of 22 March 1989 on the Control of Transboundary Movements of Hazardous Wastes and their Disposal

We respect, respect and consider numerous other written and unwritten environmental Standards, such as the Corporate Sustainability Reporting Directive (CSRD) or the European Deforestation Regulation (EUDR).

Consolidation of the previous Social Charter and Declaration of Principles on Human Rights

Our new Declaration of Principles on Human Rights and the Social Charter, which now bundles our previous Social Charter and Declaration of Principles on Human Rights in a joint declaration, underlines our commitment to safeguarding the MEYER Werft Group and the jobs associated with it as the foundation of our corporate culture. Our operational Cooperation is based on mutual appreciation, cooperative conflict resolution and the social commitment of the MEYER Werft Group in our region. A special expression of this Obligation is the safeguarding and development of employment, training and further education as well as the qualifications of all people employed by us.

3. Implementation of this Policy Statement

To ensure that human rights, social and environmental Standards are respected and implemented in all our relevant business areas, we have created extensive precautions and mechanisms that form the basis of our activities.

3.1 In our Company

The respectful and fair treatment of our employees as well as the respectful and fair treatment of employees among each other is our highest priority. We focus on equal opportunities in the workplace.

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Our internal values are accessible to all employees within the framework of our Code of Conduct for Good Cooperation (formerly Compliance Code of Conduct) and our Policy on Integrity and Transparency.

Together with our customers and partners, we develop environmentally friendly and energy-efficient technologies. For this reason, we have created internal structures that enable us to take the environmental Standards into account in the best possible way.

Compliance with labor and social law Standards, values and norms has always been a matter of course for us. This includes the following defined principles:

a) Right to organize

The fundamental right of all employees to form and join trade unions and workers¹ representatives is recognised and guaranteed. The MEYER Werft Group works openly, constructively and cooperatively with trade unions and employee representatives.

b) No discrimination

Equal opportunities and equal treatment, regardless of ethnic origin, skin colour, gender, religion, nationality, sexual Orientation, social origin or political opinion, is guaranteed and actively promoted. Employees are selected, hired and promoted on the basis of their qualifications and skills.

c) Free choice of employment

The MEYER Werft Group rejects any use of forced and compulsory labour, including debt bondage or involuntary prisoner labor.

d) No child labor

Child labor is prohibited. The minimum age for admission to employment in accordance with the statutory provisions shall be observed.

e) Working hours and rest periods

The legal requirements on working hours and rest periods are complied with. This applies to all people working in the MEYER Werft Group without exception.

f) Occupational health and safety

The national Standards for a safe and hygienic working environment are complied with. Appropriate measures ensure health and safety at work.

g) Adequate accommodation

Apartments or accommodation for posted employees of partner entrepreneurs must meet a minimum Standard that ensures an appropriate living and housing Situation. The MEYER Werft Group checks this on an ad hoc basis and if necessary.

h) Remuneration

The MEYER Werft Group is committed to appropriate remuneration. Partner Companies that work for us in Germany must comply with the German minimum wage law and pay the minimum wage owed. Salary Statements must be submitted on request.

3.2 Implementation and control

All employees are informed about the Code of Conduct for Good Cooperation (formerly the Compliance Code of Conduct). The works council and management regularly monitor compliance and determine measures if necessary. The works council and the compliance department are available as contact persons. Employees are informed about the possibilities for information or complaints.

In addition, the MEYER WERFT Group expressly supports its business Partners in taking our Supplier Code of Conduct into account in their own corporate policy. This code, drawn up by the MEYER Werft Group, is an integral part of all supply contracts.

We always maintain several thousand direct relationships with partner Companies (suppliers) who either directly or indirectly provide materials, equipment or Services for the ship projects to be built.

As part of our operational risk management, we have created extensive preventive measures to avoid human rights violations and non-compliance with environmental Standards. Our risk analyses identify human rights, social and environmental risks, which we prioritize and address through prevention and remedial measures. Audits, training and our business partners¹ commitment to the Supplier Code of Conduct are key elements of our assurance Systems.

If we become aware of risks and breaches along our supply chains, we immediately request our Partners to minimize the risks and/or eliminate/stop the breaches and take further action if necessary. If we become aware of grievances and do not remedy them immediately, we reserve the right to terminate the Cooperation.

Our risk analysis, which we are continuously developing, complements our long-established and proven (supplier) management System.

In the analysis of our supply chains, we have identified an increased risk potential in the areas of equal treatment, compliance with the country-specific minimum wage and respect for freedom of association.

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Regarding these potential hazards, as well as the environmental risk of violations of waste management rules that we have also identified, we pay particular attention to compliance with legal requirements within the supply chain.

We pay special attention to the observance of appropriate accommodation for employees of Companies that work for us based on contracts for work or Services.

We continuously support the authorities responsible for monitoring accommodation in the performance of their tasks, for example by identifying and providing extensive information on accommodation and by carrying out our own inspections on an ad hoc basis and within the scope of legal permissibility.

4. Complaint and whistleblower System

We are aware that despite the greatest possible sensitivity, grievances can occur. Therefore, we have set up various channels for reporting grievances:

- Our Compliance Unit can be reached at any time on compliancehotline@meyerwerft.de or by phone on +49 4961 81 4500.
- The online whistleblower System is available at any time, in which anonymous reports can be submitted. Access to the System is possible via the respective website of each Company that belongs to the MEYER WERFT Group.
- In addition, the works council and human resources department are available as contact persons.

5. Commitment to Compliance

We are responsible for compliance with human rights, social Standards and environmental Standards in our Company and its supply chains.

With this in mind, we are committed to upholding, complying with and reviewing these rights and Standards in our Company and in all our business relationships. We monitor our Standards on an ongoing basis and regularly report to the relevant authorities on their compliance.

Responsibility for the implementation of this policy lies with the management of the MEYER WERFT Group in close Cooperation with the Compliance Unit. This ensures that each division is aware of its responsibility to respect human, social and environmental rights and integrates this into its day-to-day business.

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This declaration of principles comes into force upon signature by the management of the MEYER WERFT Group and replaces earlier versions of the Declaration of Human Rights and the Social Charter with this consolidated overall declaration.

Status: 05 January 2026
Management Board of the MEYER WERFT Group



Bernd Eikens