

COMPLIANCE

Code of conduct

Foreword of the Executive Board

Bizerba SE & Co. KG is a globally acting family-owned business. In the Bizerba Group (hereinafter "Bizerba") we set standards in the areas of weighing, slicing, labeling, control and inspection. We consider ourselves a solutions provider for our customers, known for precision, safety and reliability of our products. From this claim on us, our tradition and international orientation arises a responsibility towards our customers, partners, employees, society and the environment.

Bizerba's Code of Conduct defines our central duties and values for the interaction of employees with each other and third parties.

The Bizerba Code of Conduct cannot regulate each individual case but provides a value framework for responsible action by Bizerba. The Bizerba Code of Conduct is supplemented by guidelines, process descriptions and management systems. Managers demonstrate compliance with the Bizerba Code of Conduct within their field of activity and are responsible for ensuring that the Bizerba Code of Conduct is followed by their employees. Therefore, they also monitor and verify its compliance. Bizerba's managing directors for the relevant countries must appoint a capable compliance officer (Regional Compliance Officer) for the respective subsidiary as a contact person for Bizerba's Central Compliance Officer. Regional Compliance Officers assist and advise on implementing or answer questions on individual cases. Bizerba Code of Conduct training provided by the respective Bizerba compliance departments is intended to help establish and maintain a uniform and responsible corporate culture. Corporate Audit conducts process-independent audits in order to monitor group-wide compliance with the Bizerba Code of Conduct.

Any violations of the Bizerba Code of Conduct may be reported to allow corrective action to be taken. Disadvantages under labor law must not be incurred by employees for their assistance in preventing violations. Identified violations of these behavioral guidelines cannot be tolerated by Bizerba. Consequently, Bizerba must reserve the right to terminate any contractual relationship with business partners or suppliers and to take steps under labor law. In individual cases, there may also be consequences under criminal or civil law. However, it is our common goal to avoid these far-reaching consequences.

Balingen, March 2026

Signed: A. W. Kraut

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Signed: Peter Riedel

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Introduction

This Bizerba Code of Conduct is binding for all employees of Bizerba SE & Co. KG, Wilhelm-Kraut-Straße 65, 72336 Balingen, Germany. Bizerba's worldwide subsidiaries implement the Bizerba Code of Conduct as a minimum in accordance with their respective legal requirements (Bizerba SE & CO. KG and Bizerba subsidiaries worldwide hereinafter referred to as "Bizerba").

The Board of Directors of Bizerba SE & Co. KG also expects for business and cooperation partners, suppliers, sales partners, commercial agents and other service providers of Bizerba worldwide (hereinafter referred to as "business partners or suppliers") to comply with the Code of Conduct and demand corresponding commitments within their area of activity.

The Bizerba Code of Conduct is subject to a formal review process, in coordination with the Board of Directors, lasting at least two years. A review is coordinated by the Compli-

ance Department and includes an evaluation of effectiveness and any necessary modifications in line with new legal or regulatory requirements. The results of this review are documented and submitted to the Board of Directors for approval. Bizerba's governance structure ensures that responsibilities are clearly assigned. Managers are responsible for the implementation of and compliance with the Code of Conduct. In addition to the processes used to date, the acknowledgment of and agreement with the Bizerba Code of Conduct by new employees is integrated into the onboarding plan. Internal Auditing monitors compliance and reports directly to management. Responsibilities are defined in the Compliance Manual. Violations of the Bizerba Code of Conduct are pursued in coordination with the Board of Directors in a consistent manner. Depending on the severity of the violation, sanctions in accordance with labor law, extending all the way to termination, may be imposed.

Law-abidance, respect for human dignity and integrity in the course of business

Bizerba considers every action to be guided by **the law**, regulations and minimum industrial standards as a matter of course. Bizerba respects human dignity and is committed to respecting and protecting **human rights** as part of its supplier and business partner management.

Bizerba **does not tolerate corruption** and trains its employees accordingly: No Bizerba employee may influence decision-makers in companies, public authorities or state institutions in an unlawful manner by promising, offering or granting them benefits not matched by a legal claim in the corresponding amount. It is also prohibited to solicit, be promised or accept such benefits from third parties in the conduct of business. Bizerba has the goal of training at least 85% of all relevant employees in roles involving a risk of corruption (Procurement, Sales, Service, Marketing) by the next audit of this Code of Conduct at the latest and annually thereafter. This training rate is calculated on the basis of the total number of employees regardless of whether individual persons are temporarily unable to participate during the reference period. The degree to which the goal has been achieved is measured and documented at the individual subsidiaries and disclosed in the Compliance Report.

To **prevent money laundering**, Bizerba requires the identity verification of its customers, service providers, consultants

and other third parties with whom legal relationships are established, of supplier and business partner management individuals and of customer service. Business relationships are maintained exclusively with reputable business partners or suppliers whose business activities are in compliance with the law and whose financial resources are of legitimate origin. Incoming payments are to be allocated to the relevant services and properly posted.

Bizerba considers **sensitive transactions** to be business transactions with a higher risk, such as those involving large cash payments, high-risk countries or politically exposed persons. Mandatory control mechanisms apply to these transactions: Regular sanctions list checks, individual order reviews, restrictions for sanctioned countries, cash payment bans, the two-person rule and transparency obligations. In addition, Bizerba carries out risk analyses, provides training and conducts internal audits. Violations can be reported through the whistleblower system.

Bizerba must also observe **foreign trade law** regulations, in particular foreign trade law and international embargo regulations. Employees are therefore required to check potential export rules before making decisions about importing or exporting goods, services or information. If in doubt, advice should be sought from the relevant export/foreign trade department.

Social responsibility, sustainability

Bizerba provides a **safe and healthy work environment** in the interest of employees to avoid potential accidents related to the work process. For this purpose, Bizerba is setting up an occupational safety management system which also provides for the reporting of grievances to the responsible safety officer or supervisor.

Bizerba **does not tolerate any form of child labor or exploitation** of children and adolescents. No employee shall be directly or indirectly forced into employment by pressure, violence and/or intimidation. Bizerba expects dignified and respectful cooperation while ensuring **minimum working conditions**. Specifically in cases where Bizerba procures work and services from partners, Bizerba expects partners to observe all tax and social security regulations as well as to comply with minimum wages in order to meet its obligations towards its workforce.

The legally standardized right of employees to establish and join associations or organizations for the purpose of promoting and protecting **employees' interests** as well as to be active on their behalf shall be respected within the framework of the provisions of the national law.

Bizerba promotes diversity and tolerance with the goal to achieve the highest level of productivity, creativity and efficiency. All employees must ensure that nobody is discriminated against because of ethnic or national affiliation, race, gender, religion, ideology, age, disability, sexual orientation or other characteristics protected by state law. Bizerba **does not tolerate any discrimination** in this regard.

Bizerba is aware of its responsibility towards the environment and the **careful use of resources**. Minimum requirements for waste management, the handling of chemicals and other hazardous substances, emissions and wastewater treatment must therefore be observed in all company areas. Employees must inform themselves about respective requirements in their work environment through appropriate training or contact the officer or their supervisor for questions. Aside from this, Bizerba is already producing a sustainability report.

Bizerba explicitly requires these principles along the supply chain as well and is setting up a supplier management system to ensure them which also provides for the reporting of grievances to the responsible officer or supervisor.

Innovation, fair competition, product safety

Bizerba seeks to be measured against its competitors solely on the principle of performance and rejects any non-competitive behavior. For the **protection of fair competition**, concerted practices and abuse of dominant position are prohibited. Unlawful and/or criminally relevant practices are therefore prohibited for Bizerba. These are, for example, unlawful bid rigging which excludes, restricts or distorts competition, price fixing, unlawful sharing of regional markets or of customers.

Bizerba has the goal of training at least 85% of all relevant employees in roles relevant to competition by the next audit of this Code of Conduct at the latest and annually thereafter.

This training rate is calculated on the basis of the total number of employees regardless of whether individual persons are temporarily unable to participate during the reference period. The degree to which the goal has been achieved is measured and documented at the individual subsidiaries and disclosed in the Compliance Report.

Bizerba products stand for innovation, quality and safety. Possible risks and hazards to health from handling our products must be avoided. It is therefore the task of Bizerba's product safety management to observe technical standards and to avoid compromising to the detriment of **product safety**.

Avoiding conflicts of interest, power of representation, fraud prevention

All employees are committed to the welfare of Bizerba. Bizerba relies on all employees to make their decisions solely on the **basis of factual criteria** and not to be influenced by personal interests and relationships.

In the interest of a good business relationship with Bizerba's partners and for its own protection, Bizerba shall always be **properly represented** when concluding contracts. For that

reason, before signing a contract, each employee must verify his or her authority.

To **prevent cases of fraud** resulting, e.g., from the deliberate or unintended misrepresentation of sales or revenue figures or costs or the creation of false invoices, Bizerba has introduced internal control systems such as the two-person rule and regular checks based on internal and external audits.

Data protection, trade secrets, information security

Bizerba agrees to **handle all information securely**, responsibly and in a legally compliant manner, especially personal data, confidential company information and trade secrets. Protecting this information is a shared obligation of all employees and all external partners.

Personal data is processed exclusively in compliance with all applicable legal requirements and in conformity with the principles of data minimization and purpose limitation. Requirements concerning “privacy by design” and “privacy by default” are systematically taken into account especially during the development and design of products, IT systems and processes.

Bizerba maintains a data protection management system and an information security management system (ISMS). The ISMS ensures that information, IT systems and processes are protected in conformity with internationally recognized security standards. This includes risk assessments within

the defined target ISMS certification scope, access controls, information classification, regular audits and role-based security strategies.

Bizerba agrees to train at least 85% of all employees with mandatory training on information security and data protection. This training rate is calculated on the basis of the total number of employees regardless of whether individual persons are temporarily unable to participate during the reference period. The training rate is measured, documented and provided in ISMS reporting on a monthly basis.

For all information values classified as critical in the target ISMS certification scope, Bizerba conducts a documented information security risk assessment in conformity with ISO/IEC 27001. This assessment is updated at least once a year and is incorporated into our risk management and management review. Additional risks are managed with the higher-level risk management system.

Compliance of business partners and suppliers

Bizerba is entitled to monitor compliance with and the implementation of the principles in this Code of Conduct itself or through third parties in coordination with the business partner and/or supplier and/or to demand the submission of documents proving compliance. The business partner and/or supplier will assist with this verification. As soon as the

business partner and/or supplier becomes aware of a violation of the principles in this Code of Conduct, they will report this to Bizerba. In the event of culpable violation of the principles regulated herein, Bizerba reserves the right to withdraw from the business relationship.