



Human Rights Statement

TAKKT is committed to developing an organizational culture which implements a policy of support for human rights. Respect for human rights is a fundamental value of TAKKT. We support the principles contained within the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises and the ILO Core Conventions on Labour Standards. We also comply with all national laws and respect all internationally recognized human rights.

In order to comply with the principles contained in this Statement, TAKKT places emphasis on avoiding violations of human rights by all means. This Statement on Human Rights applies to all companies of the TAKKT group as employers and to all of their employees. In addition, TAKKT seeks to promote the principles and values of this Statement within all its activities, in the implementation of projects and in its relations with external parties.

Employees

TAKKT Group treats every employee with respect and dignity. The Company provides a working environment free from harassment and unlawful discrimination. The company has a code of conduct and a whistleblowing system in place where employees of TAKKT can report violations of the code of conduct or this Human Rights Statement and similar concerns – even anonymously, if so wished. Furthermore, local compliance managers have been appointed for each company in the TAKKT group. Additionally, employees receive regular training on compliance topics. TAKKT and all its affiliated companies are committed to workplace diversity and to cultivating, fostering and preserving a culture of inclusion. Our staff is our greatest value and we put people first. We also strongly believe that diverse teams are successful teams. We take into account the different possibilities and needs of employees and are valuing every single perspective to create an inclusive company culture. The detailed concept of diversity and how we implement it is described in the Diversity & Inclusion Policy.

The health of our employees is our top priority. Occupational health and safety is therefore present for us every day and coordinated by an international QESH organisation.

Society

We recognize that we are part of the communities in which we operate. To contribute to the effective implementation of this Human Rights Statement, TAKKT is committed to improving economic, environmental and social conditions and strives to have a positive impact on the communities in which we engage.

We make a valuable contribution to a healthier life and we do everything in our power to make sure that our services contribute to that.

Suppliers and Partners

Caring for human rights must not end with our own employees. That is why TAKKT has adopted a specific procedure for social compliance in the supply chain. This procedure imposes on our employees specific measures related to the assessment, prevention and mitigation of human rights-related risks in our supply chain. TAKKT wants to work with suppliers who demonstrate the highest standards of ethical business conduct. We take the steps necessary to ensure that our key suppliers understand the standards we apply and expect our business partners to follow. In addition, we implement solutions in our own systems to support the ongoing evaluation of our suppliers and to catch non-compliance with our policies. Responsibility for these activities has been assigned to each division of the company. We consider all recognized human rights in our supply chain activities. However, given the industry in which we work and the locations of the suppliers we work with, we consider the following principles to be a priority:

- The rights of Freedom of Association and Collective Bargaining;
- No Discrimination
- Fair remuneration
- Decent Working Hours
- Occupational Health and Safety
- No Child Labour
- Special protection for young workers
- No Precarious Employment
- No bonded labour
- Protection of the Environment

Implementation and Continuous Improvement

This Human Rights Statement is overseen by the Board of Directors of TAKKT AG. However, to better manage specific incidents that may arise in the future, the Board of Directors will establish a Human Rights Council.

The tasks of the Human Rights Council, in particular, will include:

- Supporting the resolution of particularly difficult human rights situations within the company and our supply chain;
- Receiving reports, proposals and ideas for change in this area;
- Supporting other people in the company who are responsible for human rights;
- Communication of human rights related topics;
- Updating this Human Rights Statement.

Based on the above principles, we strive for continuous improvement of our activities in line with international standards.

Reporting

We report to the public on our human rights-related commitments, efforts and statements, consistent with this Human Rights Statement, as part of our UN Global Compact commitment and annual Sustainability Report. This policy is available for all stakeholders internally and externally.

Compliance Management System

We implement the following measures and processes to avoid sanctions against the company as well as liability risks for its management team:

- Establish a **risk management system** with the aim of identifying, preventing, ending, or at least minimizing risks to and infringements of human and environmental rights along its supply chains, including setting clear responsibilities within the company for the purpose of monitoring the risk management system (Section 4 SCDDA)
- Conduct a **risk analysis** for the purpose of identifying, assessing, and prioritizing relevant human rights and environmental risks (Section 5 SCDDA)
- Adopt a Management Board **policy statement** on the company's human rights strategy and communication with its employees, the Works Council, direct suppliers, and the public (Section 6 SCDDA)
- Establish appropriate **preventive measures** for its business activities and its direct suppliers for the purpose of implementing the human rights strategy set out in its policy statement (Section 6 SCDDA)
- Take **remedial actions** if an infringement of protected legal positions is identified in the company's business area or at a direct supplier (Section 7 SCDDA)
- Establish a company-internal **complaints procedure** to enable reporting of human rights and environmental law infringements (Section 8 SCDDA)
- Continuous **documentation and reporting requirements** with regard to the measures implemented (Section 10 SCDDA)

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Sabrina Raith (TAKKT Head of Sustainability, Human Rights Officer)