

HELLMANN'S COMMITMENT TO COMPLIANCE

The Hellmann Worldwide Logistics Group ("Hellmann") is committed to conduct business with a high degree of ethics, integrity, and Compliance with the laws of the countries in which we operate. These commitments form the cornerstones of our unique corporate culture. In the current environment of increasing global tensions, challenges and new legal restrictions, Compliance has become mission critical for the success of our business. Our goal is not merely to be compliant but to foster a culture of honesty, trust, cooperation and accountability. Our commitment to sustainable success is deeply rooted in our core values: Reliability, Caring, Entrepreneurship, and Forward-thinking. These values form the "Hellmann Promise" and emphasize that relationships of integrity and ethical behavior matter in all aspects of our business. This is how we strive for a better world together.

Hellmann's Code of Conduct and its related policies serve as an extension of our values and is the foundation for our long-term success. It establishes the general principles of our global business and provides our directors, executive officers, and employees with the policies and the tools necessary to make sound decisions.

We expect and encourage a high level of personal responsibility among our people, just as we cultivate a speak-up culture.

It is the duty of each employee to not only familiarize themselves with the Code of Conduct, but to stay abreast and regularly refresh their understanding of these rules. Hellmann employees must always act in accordance with Hellmann's high ethical standards. Bribery, violations of trade Compliance policies and other non-compliant behavior have no place at Hellmann as we follow a strict zero tolerance policy. Our employees are the basis of our strength, and we provide them with the best support, training, and motivation to honor their commitment to our values.

If our people should have any questions concerning Hellmann's Code of Conduct or any other Compliance or ethics concern, they can trustfully turn to our trusted advisors in the Compliance Department, no matter whether on global, regional or local level.

Every Hellmann employee is encouraged to report any known or suspected non-compliant behavior to their direct manager or a member of our Compliance Department. Hellmann also provides a whistleblowing hotline, where concerns can be reported.

Compliance is a shared responsibility for all of us. We count on and thank our people for their support and efforts in ensuring Hellmann is living its Code of Conduct.

Thank you,



Jens Drewes
Chief Executive Officer



Martin Eberle
Chief Financial Officer



Jens Wollesen
Chief Operating Officer



Stefan Borggreve
Chief Digital Officer