BLUE SEVEN

Corporate Governance

Blue Seven has a corporate governance system to support proper corporate management and to take into account the interests of stakeholders. The company complies with applicable legal requirements and is guided by recognized standards of good corporate governance.

The governance structure includes in particular regulations and processes in the areas of data protection, anti-corruption, ESG aspects, internal risk management, and compliance organization.

1. Management and Organizational Structure

Blue Seven has a functional management structure without a traditional executive board.

1. Chief Executive Operator (CEO)

The CEO is responsible for the strategic and operational overall management of the company. This includes in particular:

- strategic corporate planning
- operational management of business units
- monitoring of key corporate risks
- coordination of relevant internal functional areas

The specific allocation of responsibilities within the organization is regulated in internal management and organizational documents.

2. Stakeholder Engagement

The company takes relevant stakeholder interests into account within internal decision-making processes. This is done in particular through:

- structured employee surveys
- operational feedback loops from sales, customer, and supplier interactions
- internal communication formats between management and employees

Direct decision-making participation takes place within the scope of the applicable internal responsibilities.

2. Ethics, Compliance and Integrity

Blue Seven has implemented internal regulations to ensure compliant and ethically responsible behavior.

1. Code of Conduct

All employees are required to comply with the applicable Code of Conduct. This defines minimum standards for:

- legally compliant behavior
- integrity in business dealings
- avoidance of conflicts of interest
- respectful behavior in the workplace

2. Whistleblowing System

An internal reporting system exists through which information about possible violations of legal requirements, internal policies, or ethical standards can be submitted.

Reports are treated confidentially and reviewed according to defined internal procedures. Retaliation against whistleblowers is prohibited.

3. Risk and Compliance Management

The company operates ongoing risk and compliance management. This includes:

- identification and assessment of corporate risks
- classification of economic, regulatory, and operational risks
- derivation of appropriate measures to minimize risk

Responsibility lies with management and defined internal functions.

BLUE SEVEN

4. Accounting and Transparency

Bookkeeping is carried out in accordance with applicable legal accounting regulations. The aim is a complete, accurate, and timely representation of the company's financial position and results of operations.

5. Compliance with Legal Requirements

Blue Seven is committed to complying with all applicable legal and regulatory requirements. Compliance is regularly reviewed as part of internal control and monitoring processes.

3. Sustainability and Social Responsibility

1. ESG Integration

The company takes environmental, social, and governance (ESG) aspects into account in its business activities. Relevant developments and requirements are monitored and integrated into internal processes where appropriate and economically feasible.

2. Equal Treatment and Diversity

Blue Seven is committed to complying with applicable anti-discrimination laws. Decisions regarding hiring, cooperation, and work organization are made regardless of gender, origin, or other legally protected characteristics.

3. Succession Planning

Management ensures structured succession planning for senior functions in order to guarantee continuity of corporate leadership.

4. Communication and Contacts

Inquiries regarding corporate policies and governance topics are handled via internal communication channels.

Regular employee surveys on job satisfaction are conducted using internal survey tools.

The company's data protection organization is regulated in a separate privacy policy.