

Human Rights Policy

Meeberg Holding B.V.

1. Introduction

Meeberg Holding B.V. (“Meeberg” or “We”) commits to take an active role in the ownership and operations of our lease and sales fleet and services of our assets. For our business operations, we address ESG risks and opportunities directly in collaboration with our partners and engage through constructive dialogue.

Apposite to the size and complexity of our operations and management of our fleet, we align our activities with established and recognized international guidelines and recommendations, in particular:

- UN Universal Declaration of Human Rights (<https://www.un.org/en/about-us/universal-declaration-of-human-rights>)
- ILO Fundamental Conventions (<https://www.ilo.org/global/standards>)
- ILO Declaration on Fundamental Principles and Rights at work (<https://www.ilo.org/declaration>)
- OECD Guidelines for Multinational Enterprises (<https://www.oecd.org/corporate/mne>)
- UN Guiding Principles on Business and Human Rights (<https://www.ohchr.org>)

Scope

This policy clarifies how Meeberg operates and outlines the human rights expectations we have for our business partners as well as the companies from which we actively source and procure. This policy thus establishes a foundation for the sustainable management of our iso container business, which allows for a constructive dialogue with stakeholders regarding expectations and values.

This Policy applies across the Meeberg portfolio. It furthermore applies to all Meeberg suppliers, as well as persons who act on Meeberg's behalf, including employees, officers, directors, consultants, agents, contractors, and subcontractors.

How to report a concern

Anyone whom in good faith is in doubt about compliance with or suspects a violation of the said Code, should report it through our established channels. This can be done by directly contacting the Board of Directors of Meeberg via:

- Postal service: Meeberg. Attn. to: Board of Directors, Konijnenberg 42, 4825 BD, Breda (Netherlands)
- E-mail:
 - o Board member, Adrian vd Bemt: Adrian@meeberg.com
 - o Board member, Eelco vd Meeberg: Eelco@meeberg.com
 - o Board member, Michel vd Sman: Mvandersman@meeberg.com

Reporting through our established channels may be submitted anonymously. Meeberg must take any reporting on non-compliance with the said policy seriously regardless of its content and means of submission. We will take appropriate actions to follow up on any submitted reports.

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We do not accept retaliatory action, whether by direct or indirect doing or omission, against anyone whom in good faith reports concerns or violations of the said policy. Neither do we accept retaliatory action against anyone whom in good faith cooperates in an investigation of such a concern or violation reported by someone else.

2. Position

We acknowledge that Meeberg can directly cause or contribute to human rights impacts in our own operations and in the supply chain of our operators, for example in auspices of the raw materials required needed for building an iso container. We therefore establish our commitment to the following human rights themes, which we consider most salient to the business operations and investments of Meeberg.

Human rights and labor rights

We respect the dignity of every human being and commit to safeguard internationally recognized human rights. We reject all forms of physical, sexual, psychological, or verbal abuse of our employees. We respect the freedom of opinion and expression.

We reject any kind of forced labor or modern slavery. We respect the principle of freely chosen employment.

We condemn child labor and respect the rights of children. We comply with the applicable laws and regulations regarding minimum age for admission to employment or work.

Environment, health and safety

Everyone has the right to a clean, healthy, and safe environment, privately and in professional capacity. Please refer to our EHS Policy to understand our commitments to environmental, health and safety matters.

Working conditions

The remuneration and social benefits that apply to our employment agreements are at minimum aligned with international, national, and local legal requirements. This includes promotion of a minimum living wage and compliance with all applicable legal requirements regarding working hours and vacation.

Diversity, inclusion and non-discrimination

We are committed to providing a safe and respectful workplace, free from discrimination or harassment due to gender, race, ethnic, national or social origin, age, religion, political or sexual orientation, physical or mental disability, or other characteristics. We are also committed to protecting the right of equal treatment and opportunities. To achieve diversity and inclusion, we need to make sure that all current and potential employees are treated equally and fairly.

Freedom of association

We recognize and respect our employees' right to associate freely, including the right to collective bargaining.

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Data protection and privacy

We are committed to complying with all applicable national and local laws, rules, and regulations regarding data protection and privacy. This includes taking diligent care and complying with EU regulation when applicable, such as GDPR.

Indigenous peoples and local communities' land rights

We are committed to respecting the rights of Indigenous peoples and affected communities, including their social and cultural identity, their customs and traditions and their institutions in all our infrastructure development projects.

Supply chain management in Iso tank containers

Meeberg recognizes that building operating and the overall supply chain of iso tank containers, is complex and entail potential risks that may impact people and stakeholders. Consequently, we consider it important to monitor and manage human rights risks for our overall supply chain operations, especially in those where we have the leverage to create a positive impact.

This also implies that we expect from our suppliers and business partners that they do not source minerals and metals that contribute to ongoing conflicts.

3. Actions

In order to identify, prevent, mitigate, and account for human rights impacts as a consequence of our operations and overall supply chain, we have established a four-fold action plan that requires resources and commitment from Meeberg. We do this, as we believe that these actions can reduce risks while contributing to a just transition where necessary.

Due diligence

Meeberg conducts an ESG due diligence prior to investments. The purpose of the due diligence is ensuring that all relevant ESG risks and opportunities are considered prior to investment decisions. For all investments, we identify the potential human rights risks associated with such an investment.

In the due diligence process, prior to the investment decision, we will exclude investments which may result in significant or repeated violations of human and labor rights.

The ESG due diligence is conducted by Meeberg, and in co-operation with external resources where required.

Prevention and mitigation

The ESG due diligence process ensures that ESG risks are identified, and that their impacts are analyzed. This allows us to prevent and/or mitigate the risks where possible, for example by engaging in a constructive dialogue with a business partner or supplier to ensure that action is taken towards mitigation, selecting a different business partner or supplier, or enforcing requirements that safeguard human rights.

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Stakeholder engagement

In situations of potential or identified human rights risks or issues, we engage with relevant stakeholders in order to manage the risks in a proper way. Stakeholders may include, inter alia, NGOs, external experts, industry specific experts or other investors. We invite anyone who suspects a breach of the said Policy or other Human rights breaches to report according to our “How to report a concern” guidelines. Additionally, stakeholder platforms, allowing for bilateral dialogue between third parties and our portfolio companies, are implemented for the effective prevention and mitigation of human rights risks across our investment projects.

Reporting

Any situation of breaches of the human rights commitments is reported to your manager. It is the collective responsibility of The Meeberg team and its Board of Directors to mitigate and, where necessary, ensure access to effective remedy.

4. Implementation of this Policy

The adoption and implementation of this Policy is the responsibility of the Board of Directors. The Board of Directors of Meeberg is responsible for maintaining and updating this Policy on an ongoing basis, recognizing that the human rights risks may change over time as Meeberg investments and operating context evolve.

It is the responsibility of Meeberg’s Board of Directors to incorporate the values and commitments in this Policy into the investments.

Version

Edition	Date	Amendment
1	01.06.2024	Effective Date

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