



WORLDWIDE CODE OF EMPLOYEE AND BUSINESS CONDUCT

Version 4.1: 01.09.2023 (replace the version 4.0 dated 03.01.2017)



LETTER FROM THE CHIEF EXECUTIVE OFFICER

Dear Valued Colleagues,

This Code of Conduct is a testament to our unwavering commitment to ethical practices, values, and our vision for the future.

The "Bobst Group Worldwide Code of Employee and Business Conduct" has always been a cornerstone of our identity, defining how we interact with our stakeholders, including employees, customers, suppliers, and authorities. It has provided us with practical guidelines that reflect our human and business values, guiding us through the complexities of our professional lives. Since its initial launch in 2006, it has solidified our reputation as a responsible player in the business world, both towards our employees and in our broader interactions.

In a world where our operations span the globe, we often find ourselves engaging with colleagues, customers, and partners from diverse cultural backgrounds. While our interactions may differ in practice, our ethical values remain universal and constant. It is imperative that our professional conduct reflects these values, demonstrating our unwavering commitment to them.

Upholding these values consistently throughout the Group enhance our corporate culture, image and also fosters a sense of pride among all of us. Maintaining the highest moral standards in our professional lives is not just a goal; it is our daily challenge and responsibility.

In conjunction with our existing "Values and Behaviors" document, we have introduced a powerful addition: the Leadership Manifesto. This manifesto outlines our vision for steering the company and guiding our employees towards excellence.

Our values, behaviors and leadership manifesto underpin our collective objectives, the How we want to do business and provide a strong foundation for our future.

Regardless of your role within the organization, the challenges you encounter, or the negotiations you undertake, each of us must live our culture up, applying our Code of Conduct rigorously. We aspire to be recognized as the most esteemed partner by our stakeholders, not only due to the quality and performance of our products and services but also because of the exemplary conduct and leadership displayed by our team members in every facet of our business.

Therefore, I urge everyone of you as manager or employee to familiarize with the Code of Conduct and actively implement its principles. It is incumbent upon each of us to uphold and advocate for these guidelines within the Group. By doing so, we can take pride in who we are, what we represent, and the way we conduct ourselves.

Thank you for your continued dedication to our values and vision. Together, we will continue to shape the future of the packaging world and set new standards for excellence.

Sincerely,

A handwritten signature in blue ink, appearing to read "JP Bobst".

Jean-Pascal Bobst
Chief Executive Officer

September 2023

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Values and Behaviors

Our values and behaviors are the foundation that support us to achieve our Vision: **Shaping the future of the packaging world**. It shows the way we want to steer our organization and creates a frame explaining how all our people are expected to behave.



Leadership Manifesto

In conjunction with our existing "Values and Behaviors" document, we have introduced this year a powerful addition: **the Leadership Manifesto**. This manifesto outlines our vision for steering the company as leaders and guiding our employees towards excellence.

Our Values, Behaviors and Leadership Manifesto underpin our collective objectives, the How we want to do business and provide a strong foundation for our future endeavors.

BOBST leadership manifesto

BOBST leadership principles

Binding BOBST leadership principles to which every BOBST leader is committed to.

Work with purpose
We provide meaning to our employees



Be customer centric
We serve our customers in everything we do



Be accountable
We think and act as intrapreneurs



Reinforce our culture
We live our values



Encouraging continuous improvement and learning

Giving and receiving feedback

Building self-awareness

Caring for people

Collaborating with all stakeholders

Communicating openly

Creating a positive mindset

Leading by example

BOBST leadership style

A value based BOBST leadership style, encouraging leaders to grow in relevant dimensions.

The BOBST leadership manifesto

Binding BOBST leadership principles

Work with purpose

We provide meaning to our employees

We give orientation, we explain the "why" we do things. We live the vision of our company: "Shaping the future of the packaging world". And we ensure that all employees understand, share and follow this vision. We stand for our values, we work with ethics and integrity, we defend what we believe in. We are assertive yet humble, and we aim at leaving things better than how we found them, integrating sustainability in everything we do.

Be customer centric

We serve our customers in everything we do

Customers are at the core of our value creation and business success. We listen to our customers, we understand their needs, and we actively engage with them to find solutions to their business requirements. We go for the extra mile, and we encourage a customer centric mindset for each of our employees. We focus on innovation and quality, ensuring sustainable performance for our customers. Together with them, we create long-lasting trust-based relationships.

Be accountable

We think and act as intrapreneurs

We behave every day as if this company was ours, as we act on behalf of BOBST. We decide, we drive and we deliver performance on the long-run. We are responsible for our activities and projects, and for the sustainable success of the whole company. We do the right things right. We dare to think big and we are ambitious, at the same time we provide focus. Expertise comes before hierarchy. In alignment with top management guidance, we take risks and we are courageous. We value calculated risk-taking. We do what we say. We make things happen, we are catalysts and change enablers. We do not adapt to change – we make the change. We are self-motivated, we demonstrate initiative and discipline in execution, and we engage our people towards action.

Reinforce our culture

We live our values

Our set of four values – Trust, Respect, Passion, Performance – drive our actions every day. They are the backbone of our culture. The values are embedded in all our organizational processes, based on their declination into eight concrete behaviors. Our job as leaders is to reinforce the BOBST culture – by living the values and the behaviors:

- We build trust – by managing information, and by empowering people.
- We lead by respect: we develop relationships, and we give and receive feedback.
- We work with passion: we embrace change, and we push for innovation.
- We deliver performance – by improving continuously, by driving efficiency.

The BOBST leadership manifesto

A value based BOBST leadership style (1/2)

Encouraging continuous improvement and learning

We have high standards and we deliver results. We believe that we can always do better. Agility, adaptability and resilience are key in our fast-changing world. We therefore adopt a continuous improvement mindset. We promote innovation. We are curious about everything, and we look at what is happening outside our walls. We constantly learn and develop ourselves, and we get out of our comfort zone. It is OK to fail and make errors as we learn from them. We question ourselves and challenge the status quo. We propose the changes that are required to work more efficiently. To empower our employees to be the owner of their own learning and development journey, we create favorable conditions, and we give time to all employees, allowing them to embed learning into their daily activities. As a Group, we embark on a journey where learning, knowledge and employability have a central place, because they support our long-term business success.

Giving and receiving feedback

A learning and performant organization is where continuous and regular feedback is not only permitted but asked for. We actively promote and develop a culture of feedback, aiming at developing others and oneself. We consistently offer specific, sincere and constructive feedback. We also invite our employees to give us feedback. We listen to them, and we act accordingly when appropriate. We accept different points of views. We dare to speak up when things are not OK or when we disagree. We aim to be humble, we acknowledge our mistakes, ask for forgiveness when appropriate, and make genuine efforts to improve.

Building self-awareness

To be able to manage people, we need to know our own strengths and weaknesses. We need to be aware of our personal style and our own personality – and of the impact it has on others. We aim at being mature, authentic and reliable. Vulnerability and humility are key human and professional strengths. Emotions play an important role in everyone's behavior. We give room for them, and we allow them to be expressed – starting with ourselves. To admit weakness, errors and limits, to ask for help, to ask questions when we do not know is not only OK, but it is valued.

Caring for people

We as leaders don't need to be the best experts. Our role is to create an environment for other people to perform. We create a "safe-base" for our people, paying special attention to each of our colleague's physical and psychological health, safety and well-being. To do so, we demonstrate emotional intelligence, compassion, empathy and benevolence. We value diversity, and we develop an inclusive culture. We guide our people towards autonomy. We empower our people, as delegation creates more efficiency and higher performance. We recognize and praise efforts, contributions and achievements. We coach and develop our employees, we have faith in their potential, we prepare them for the future as the final objective of each leader is to become ... dispensable.



The BOBST leadership manifesto A value based BOBST leadership style (2/2)

Collaborating with all stakeholders

We make special efforts to build collaboration internally across functions, business units, product lines and geographical entities. We also pay special attention to collaborate closely with all our external stakeholders (customers, suppliers, governments, etc.). Alone we go faster but together we go further. We promote participation and a sense of belonging by reinforcing bridges and bonds. Only through teamwork can we achieve our goals. "Together we stand, divided we fall".

Communicating openly

Direct, open and transparent communication is key. It allows clarity and builds trust. We challenge and confront each-other, we explore opposite views. We listen to each other, we disagree without blaming the other, and we find a way forward together. We build a positive, motivating and supportive working environment thus keeping the energy high.

Creating a positive mindset

We aim at working with a high level of engagement. We work seriously without taking ourselves too seriously. We create a professional atmosphere in a positive mood – with space for pleasure, fun and a good laugh. We celebrate successes. Our goal is that employees enjoy working at BOBST because it is a "great place to be".

Leading by example

People are more influenced by what leaders do than by what they say. So, we must look at our own behavior. We aim at being consistent, coherent and generous in our relationships with one another. We aim at being role models. People look at us. We set the tone for the company culture, as employees tend to behave as the leaders do. We need to "walk the talk" and aim at becoming a source of inspiration for others.



INTRODUCTION

Bobst Group¹⁾ is a multinational corporation with operations in many countries across several continents.

Therefore, Bobst Group reflects the different corporate and social characteristics that result from a variety of nationalities, cultures, and languages.

Compliance with the law and a perfect ethical behavior are fundamental principles for our organization. No violation will be tolerated and regardless of the sanctions foreseen by the law, disciplinary action up to dismissal may be taken.

To a very substantial degree, the reputation and image of Bobst Group, its brands, trade names and local legal entities are determined by the way each of us presents and conducts himself/herself, not only in his/her professional life, but also in his/her private contacts when speaking about Bobst Group. Every employee must be concerned with the good reputation and image of Bobst Group. This is the key to all our future success.

This "Bobst Group Worldwide Code of Employee and Business Conduct"¹⁾ has the purpose of helping all employees to understand what behavior and ethics Bobst Group requires from him or her every single day, from the start to the end of his or her employment.

We also recognize that not all aspects in all professional life situations can be covered in a document kept as short as possible. There may still be grey areas. In case of any doubt, you should talk it over with colleagues, your supervisor or somebody in the Human Resources Department.

Ultimately, questions can always be addressed to the Head of your legal entity.

This Code will be revised as often as necessary, with a minimum frequency of 6 years. The Chief of Human Resources Officer and the Group Compliance Officer are responsible for updating the Code.

¹⁾ For this document "Bobst Group Worldwide Code of Employee and Business Conduct" (in short: "the Code"), the term "Bobst Group" means the holding Company Bobst Group SA and its directly and indirectly affiliated legal entities.



Article 1. Application of the Code

The Code applies to all employees of Bobst Group. Management is responsible for ensuring that each staff member under their responsibility knows and understands this Code. Human Resources Departments assist Management in fulfilling this responsibility.

Although Bobst Group may not be able to require adherence to the Code in every joint venture and related company in which it participates, the principles contained in the Code are universal and so we should encourage its use in such organizations.

Similarly, if business partners do not adhere to this Code, they have to be aware that Bobst Group will take this into account when reviewing its business relationship with such partners.

Article 2. Books and Records

All financial transactions are to be properly recorded in the books of account and accounting procedures are to be supported by the necessary internal controls. In turn, all books and records must be available for audit, internal and external.

Open and effective cooperation within the organization as well as with business partners and stakeholders requires accurate and truthful reporting. This applies equally to the relationship with investors, employees, customers and suppliers, as well as with the public in general and with all governmental offices.

All records and reports produced, whether they are distributed externally or not, must be accurate and truthful. Data and other records must always be complete, correct, and appropriate in terms of time and system. The requirement of truthful statements applies to expense reports as well.

Documents and records should not be disposed except as expressly permitted by the Company's disposal policy. Also, do not conceal, alter or destroy documents or records once you have knowledge that there is or may be a governmental or private inquiry, investigation, claim or litigation to which any such document or record might pertain.

As far as practicable, contracts to which Bobst Group is a party should be in writing, leaving as little uncertainty as possible. The same applies to amendments or modifications to such contracts. All contracts which materially deviate from established standards or which are "non-repeat" contracts have to be reviewed with a legal counsel of the legal entity before signature. "Side letters" or "comfort letters" that are not referred to in the main document should also only be accepted or given with the advice of a legal counsel of the legal entity.



Article 3. Conflicts of Interest

It is essential that all employees avoid or disclose commitments and relationships that involve, or could involve, a conflict of interest with Bobst Group.

A conflict of interest can exist if you have a direct or indirect personal interest in a decision where that decision should be made objectively, free from bias and in the best interests of Bobst Group. It is important that even the appearance of a conflict of interest be avoided.

An employee who believes that he or she may be affected by a conflict of interest must immediately disclose all relevant details to his or her supervisor.

Anything that could present a conflict of interest to an employee could also present a conflict of interest if it is passed on to a family member or a third party who is receiving benefits for the employee. Common sense and good judgement must be exercised to avoid any perception of conflict of interest.

Employees of the Company, who seek outside employment or receive compensation for services outside the Company, in activities related to or close to the activities of Bobst Group, must get prior written consent from an officer of the Company.

Permission for such an activity may be denied if it might adversely affect the work performance or be contrary to the employee's duties within the Company, or threatens to present a conflict of interest.

Article 4. Competition Issues

Bobst Group must act independently and in its own interest in all commercial situations affecting competitive conditions of trade and avoid practices that restrict competition.

Employees must never enter into any agreement or tacit understanding with a competitor and must avoid discussing matters such as the price or other terms on which Bobst Group sells products, the costs incurred or profits made by Bobst Group in manufacturing products, or the customers to whom Bobst Group sells products. When participating in industry associations involving competitors, employees must limit communications to those subjects actually required for the legitimate business of the event.

Employees must avoid any use of coercion in the sale of products to customers, such as forcing a customer to purchase unwanted products, and refrain from using any market power or market information in a way which may restrict competition.

Employees must avoid any unfair or deceptive act or practice.

It is the responsibility of each manager to comply with the letter and spirit of all competition laws as they apply to Bobst Group. In order to interpret specific situations, or whenever in doubt,



competition-sensitive issues must be brought to the attention of a legal counsel of the legal entity.

Article 5. Selling and Purchasing

It is our policy to demonstrate the highest standards of integrity in all aspects of Bobst Group's business and to do business fairly and equitably.

This policy extends to the sale or purchase of services (including banking, consulting, advertising, engineering and IT maintenance, etc.) as well as to the sale or purchase of tangible goods and products.

Employees must deal fairly with all customers and after presenting and defending all true and pertinent arguments and facts why he/she should give us the business, respect our customer's decision even if it is not in our favor; In marketing and sales, we must be fair when comparing our products, services or employees with those of our competitors.

Article 6. Confidential Information and Intellectual Property

Confidential information includes: technical information about products or processes; vendor lists or purchase prices; cost, pricing, marketing or service strategies; non-public financial reports; customers' lists; and information related to divestitures, mergers and acquisitions.

Intellectual Property (IP) includes: know-how, patents, copyrights, trademarks and trade secrets.

Confidential information, including that which relates to IP, is a valuable asset that could benefit a competitor if known to it or otherwise harm the Company if made public. We must be careful not to disclose such information to unauthorized persons, either within or outside Bobst Group and must exercise care to protect the confidentiality of such information received from another party.

Employees must not disclose or use any Bobst Group confidential information for personal profit or advantage during their employment with Bobst Group or after having left Bobst Group.

Employees who are entitled to discuss Bobst Group's confidential information must obtain a written confidentiality undertaking from persons outside the Company (including Bobst Group consultants) before making any disclosure of confidential information.

Employees must obtain competitive information only in accordance with sound business and ethical principles and when approached with any offer of confidential information, must ensure that both parties understand and accept the conditions under which the information is received.

We must always protect Bobst Group's confidential information and IP rights and we must also respect the same rights of others.



Bobst Group's trademarks, brands and trade names are among our most valuable assets. The presentation, use and protection of Bobst Group's trademarks, brands and trade names are governed by the corporate identity guidelines available on the intranet. In case of doubt, consult our communication specialists.

Bobst Group's policy is to license software. We must not copy software protected by copyright law or license agreements unless the owner of the copyright or license holder specifically grants permission to do so.

Article 7: Data Security

Employees shall take all necessary organizational and technical measures to secure the Company's data, according to the guidelines issued by the Company. All acts likely to endanger the safety of operations or availability of the Group IT infrastructures or which can cause any moral, legal, financial or material damage to the Group are prohibited.

Thus, employees shall take all necessary measures to prevent any loss or stealing of data, in particular of data contained on electronic media such as lap tops, USB keys, removable drives, digital tablets and mobile phones.

Any computers, storage media or other peripheral devices of the Company are provided for business use only. In case of a suspicion that the IT infrastructure provided by the Company is abused, including the inadmissible storage of Company data on external data carriers or other devices, the Company may monitor and scan the employees' computers and computer activities and any peripheral devices, in accordance with the applicable local law.

To transfer, store or archive data or information, employees may only use instruments or channels which provide sufficient protection against unauthorized access and unauthorized modifications. Each employee must report immediately any unauthorized access he / she has to company data. No one shall seek to gain access to data for which he / she has not received authorization.

In addition, data may only be collected, stored, used and transmitted within the Group or to third parties pursuant to Data Protection laws applicable in the concerned country.

Article 8. Use of E-mail, Internet and Social Networks

E-mail and Internet systems are provided by Bobst Group for business use.

Bobst Group employees should exercise the same care, caution and etiquette in sending an e-mail message as they would in normal written business communications.

Some of Bobst Group's employees have to have access to the Internet. If you are in such a case, do not download any data that is unprofessional or inappropriate for business use. In



addition, all employee e-mail and Internet usage may be the subject of monitoring according to local law.

All information about Bobst published on social networks even privately and out of working hours must comply with the principles of the Code. This includes the obligation that Bobst confidential data must not be shared or otherwise revealed on any social networks, and that the interests of Bobst as an employer have to be safeguarded.

Article 9. Drugs and Alcohol

It is forbidden to possess or consume illegal drugs while working on Bobst Group premises or while working on premises of Customers or Suppliers of the Bobst Group. To remain competitive in today's business environment, it is essential that we make the best decisions; therefore, we expect that all our judgements be clear and unimpaired by drugs or alcohol.

Article 10. Employee use of Company Property

Company property is for Company use.

Some activities may have benefits to Bobst Group as well as to an individual employee and the distinction between the two may be difficult to establish. Accordingly, it is important that any use of Bobst Group property or services that is not solely for the benefit of Bobst Group be approved in advance by your supervisor.

Any suspected fraud or theft by employees or third parties must be reported.

Article 11. Environment, Health and Safety, Workplace Security

At Bobst Group, our goal is to protect the environment and promote the health and safety of our employees and the communities where we operate.

As part of the overall approach to environment, health and safety (EH&S), employees must be familiar with all EH&S policies, procedures and practices and take responsibility for their environment, personal health and safety and that of co-workers and strictly adhere to EH&S regulations and practices. Employees must identify hazards, assess risks and whenever possible, initiate corrective action and bring matters to the attention of management.

Employees must use personal protective equipment correctly and actively participate in EH&S training activities.

It is essential that environmentally friendly designs, high technical safety standards and health protection goals are set and implemented at the product development stage.



Article 12. Government Relations

In the conduct of our business, government relations include all contacts with governments, their agencies and representatives, in national and local jurisdictions around the world. Many employees interact with various government agencies on a routine basis in accordance with established practices and procedures.

Though customs may vary from one country to another, there is only one standard for Bobst Group representatives, and that is conducting ourselves according to the highest ethical standards in all our dealings with governments. No payment or gifts must be made to public official or other civil servants.

Article 13. Offering and Granting Advantages

We battle for orders with the quality and the price of our innovative products and services.

No employee may directly or indirectly offer or grant unjustified advantages to others, including employees of Bobst Group, in connection with business dealings, neither in monetary form nor as some other advantage, even at the cost of foregoing business opportunities.

Gifts to business partners' employees must be selected so as to avoid any appearance of bad faith or distortion of judgement in the mind of the recipient. If the recipient declines the gift, this means that this person himself/herself considers the gift to be improper.

Employees concluding contracts with consultants, agents, or other intermediaries must see to it that they do not offer or grant unjustified advantages.

Article 14. Demanding and Accepting Advantages

No employee may use his or her position to demand, accept, obtain, or be promised advantages. This does not apply to the acceptance of occasional gifts of insignificant value, but any other gifts must be refused or returned.

All gifts received should be notified to your supervisor as a matter of courtesy.

Article 15. Rules for Awarding Contracts

Employees whose work involves the awarding of contracts must inform their supervisors of any personal interest they could possibly have in connection with the execution of their professional duties. They must avoid unfair discrimination for or against any suppliers in their competition for contracts.

Invitations from business partners may only be accepted if the occasion and scope of the invitation are appropriate and if refusing the invitation would be discourteous, and gifts from



business partners must be refused and returned unless they are occasional gifts of insignificant value.

All gifts received should be notified to your supervisor as a matter of courtesy.

No employee may enter private contracts with companies with which he or she has company business dealings if he or she could derive any advantage therefrom. This is particularly applicable if the employee exercises or can exercise a direct or indirect influence upon having that company receive a contract from Bobst Group.

Article 16. Human Rights and the Workplace

As a multinational organization, we work with women and men of many different nationalities, cultures, religions and races.

Bobst Group is guided by principles of non-discrimination, respect for human rights and individual freedoms and conducts its business in a manner that makes it an employer of choice.

In many ways, our workplace is our second home, where all of us are entitled to be treated with respect. Respect is central to a harmonious workplace, where the rights of employees are upheld, and where their dignity is affirmed, free of intimidation, discrimination, or coercion of any kind.

It is for this reason that Respect is mentioned in the BOBST “Values and Behaviors”.

We want to create a work environment where personal dignity is respected and do not accept the use of inappropriate language in the workplace, including profanity, swearing, vulgarity or verbal abuse. We do not permit coercion or intimidation in the workplace and are unequivocally opposed to forced or child labor.

We respect employees’ rights in relation to employment matters. While the Company will promote its position in a fair and legal manner, we recognize the right of employees to organize legally and bargain collectively.

Article 17. Sexual harassment, Workplace Harassment and Violence

Bobst Group does not tolerate sexual harassment, which may include unwanted sexual advances, sexual jokes, subtle or overt pressure for sexual favors, sexual innuendoes, and offensive propositions.

Bobst Group does not permit discrimination or harassment based on race, gender, national and ethnic origin, religious belief or on the basis of any personal characteristic.

Harassment creates an intimidating, hostile or offensive work environment, interferes with an individual’s work performance and limits an individual’s opportunities for employment or



advancement. We do not tolerate workplace harassment or violence of any kind. This includes threats, intimidation, bullying, subjecting individuals to ridicule or unwarranted exclusion.

Report any such behavior or concerns, particularly about your personal safety or that of your colleagues, to your Supervisor, Human Resources Department or Local Manager, or external adviser appointed by the Company.

When the Company believes that harassment or violence has occurred, appropriate disciplinary action will be taken against those responsible, which may include dismissal.

Article 18. Conduct of Business

As we operate on a global basis, we are subject to national and local laws and regulations that vary from one jurisdiction to another. Our policy is to comply with the laws wherever we do business.

We must ensure that payments made to agents or distributors are always for services rendered and are reasonable according to the nature of those services.

We must be aware of dealings with countries that are involved in conflicts or that are subject to international sanctions, and for our exports, observe all regulations that govern the shipment of Bobst Group's products and services to the importing country, as well as applicable international trade agreements.

Article 19. Political Activity

Generally, we refrain from participating in political activities in the name of Bobst Group or in organizing such activities on Bobst Group property.

Where local law permits, a contribution to political parties may be made with the approval of Bobst Group's Chief Executive Officer.

From time to time, issues of significant importance to the financial and business well-being of Bobst Group may arise in a political context. Bobst Group may participate in such political processes, according to local laws and guidelines set forth in this Code, in order to advance its legitimate interest. Participation may include lobbying, publication of its views in the media and support of interested organizations. Any such situation has to be discussed with Bobst Group's Chief Executive Officer prior to becoming active.

As private citizens each of us participates in the political process, including contributing to candidates or political parties of our choice. Such personal political activities or contributions must not involve or even appear to involve use of Company funds or resources. All such activities must be on the employee's own time.



Article 20. Shareholder, Media and Community

We value, and have benefited from, good relations with our shareholders. We always attempt to respond to their inquiries and requests as quickly as possible, in a fair and equal manner.

Requests from investors or shareholders for information concerning Bobst Group and its business should be forwarded to Bobst Group's Investor Relations department.

Communications with external audiences, i.e., with the news media and investors, is essentially about communicating in an equitable, credible, and timely manner. Bobst Group's credibility is key to building the value of its name and enhancing shareholder value.

All media contacts other than those with specialized media covering the industries we serve are the direct responsibility of Bobst Group's Chief Executive Officer. Any such contact needs his prior consent. From time to time, he may appoint a Company spokesperson.

Therefore, media interaction is the responsibility of authorized Bobst Group spokespersons, who ensure the timely and informed communication of relevant information. All spokespersons, or anyone dealing with the media, must demonstrate high standards of integrity and transparency, while refraining from unauthorized disclosure of proprietary or non-public information.

Bobst Group is committed to demonstrating that an even-handed stakeholder approach is compatible with achieving interesting returns for its shareholders. Our objective is to balance the interests of Bobst Group and its stakeholders, i.e., the legitimate interests of shareholders, of employees, customers, suppliers and banks, as well as government and the public at large. We consider the differing social, economic and environmental aspirations of the communities in which we are active.

Bobst Group encourages all employees to play a voluntary role in the community. In all instances of voluntary, community and political activity, except in specific cases approved by senior management, Bobst Group employees participate without remuneration, in their own names and on their own time.

Article 21. Securities Law and Insider Trading

We must refrain from buying or selling Bobst Group securities (shares, bonds, options, etc.) while in possession of material non-public information about Bobst Group, and refrain from passing such information on to others, which includes family and friends.

"Material non-public information" is information, which is significant enough, if it became publicly known, to have the potential to affect the market price of any of Bobst Group's securities. Such information includes unpublished financial results, including unreleased quarterly and annual results, major acquisitions or divestitures by Bobst Group; important contracts that are signed or terminated, dividend proposals, significant investment projects or significant changes to



investment projects, changes in senior management or in the Board of Directors of Bobst Group SA, and take-over bids or other change-of-control situations.

Whenever in doubt as to whether you may trade or exchange information with others, contact your supervisor.

Article 22. Compliance with the Code

Any employee who fails to comply with the Code, or who withholds information during the course of an investigation regarding a possible violation of it is subject to disciplinary action up to and including dismissal. Depending upon the nature of the non-compliance, Bobst Group may have the legal obligation to report the non-compliance to the appropriate authorities.

Violations of the Code must be reported immediately to your supervisor, to your Human Resources Department, or to the Head of your legal entity.

In addition, the “Bobst Group Integrity Line” is a secure web channel, guaranteeing maximum protection of personal data, allowing all employees to transparently report any deviation from the Code.

All information will, to the extent possible, be received in confidence. No retaliatory action will be taken against anyone for making in good faith a report of a violation. However, anyone who takes part in a prohibited activity may be disciplined even if they report it. An employee’s decision to report will, in all cases, be given due consideration in the event any disciplinary action is necessary.

No employee will be disciplined, lose a job, or be retaliated against for asking questions or voicing concerns about the Company’s legal or ethical obligations.

Compliance with this Code will be subject to audits, which will include review of the awareness of this Code in the organization.