



## MITEX CORPORATE RESPONSIBILITY POLICY

### Purpose and scope

As an industrial company with production sites and partnerships all over the world, MITEX's actions have a considerable reach. MITEX recognizes the corporate responsibility that comes with this reach, takes it seriously and uses it as an opportunity. Within the scope of our possibilities, we make a contribution to improving the lives of people on our planet.

This Corporate Responsibility Policy (hereinafter: "Policy") reflects our commitment to acting sustainably, meeting the highest social standards and being economically responsible.

The Policy applies to all aspects of our business activities and sets the framework for the implementation of the Group's ethical principles in our decisions and activities.

It must be made known to and implemented by all employees. In addition, MITEX communicates the contents of the policy with suppliers and contractors and expects them to act in accordance with this policy. Compliance with the principles associated with corporate responsibility is an indispensable prerequisite for working with MITEX.

### The three pillars of corporate responsibility

Corporate responsibility - made up of the three pillars of "ecology", "economy" and "social responsibility" - is an integral part of all MITEX processes, activities and decisions. This applies to all areas of the company, including materials purchasing, production, sales and logistics. It also plays a central role in vision, strategy and planning.

MITEX is committed to respecting, upholding and harmonizing all three areas of corporate responsibility.

### Ecology

We recognize that protecting our natural environment must be a priority for us and future generations. We therefore promote sustainable practices in all our operations to reduce emissions, conserve resources and promote sustainable procurement.

- **Reducing emissions:** MITEX is committed to reducing greenhouse gas emissions through the efficient use of energy, the use of renewable energy in production and the promotion of sustainable logistics through the use of electromobility.
- **Conserving resources:** Our aim is to enable our customers to save resources through our products and services and to manufacture them as carefully as possible. Where possible, for example, we rely on paperless, sustainable processes that use as little material and energy as possible. We are also committed to reducing waste



wherever possible, disposing of it in an environmentally friendly way or recycling it.

- **Sustainable procurement:** MITEX's purchasing policy gives preference to sustainable products and services and promotes suppliers who use environmentally friendly practices.

## Economy

We strive to act in an economically responsible manner and at the same time to be economically successful in the long term. In doing so, we rely on transparent business practices, proactive risk management, innovation and efficiency.

- **Transparent business practices:** We are committed to transparency, integrity and the highest ethical standards in our business activities, including clear and honest communication with our stakeholders.
- **Risk management:** We proactively identify and mitigate economic risks to ensure the long-term stability of our company. We act with moderation, foresight and responsibility towards our society in mind.
- **Innovation and efficiency:** We invest in innovative technologies and develop processes that help to increase efficiency and create sustainable value.

Our ethical standards do not only apply to our employees. We also expect our suppliers and contractual partners to meet comparable standards. We strive to develop and expand long-term partnerships based on transparency, ethics and mutual respect. Our Supplier Code of Conduct reflects our expectations of third parties.

## Social commitment

We are committed to positive cooperation both within our company and in the wider community by respecting human rights in all areas, creating the best working conditions for our employees and through social commitment for the common good.

- **Human rights:** Respect for human rights, as set out in the United Nations Universal Declaration of Human Rights, is a priority for MITEX. This applies to the entire MITEX supply chain, as outlined in our Supply Chain Act Statement.
- **Fair working conditions:** We promote an inclusive and safe working environment, provide fair working conditions and treat our employees with the utmost respect. We ensure equal opportunities and proactively prevent any form of discrimination.



- **Community involvement:** We actively participate in charitable projects and support and create initiatives that contribute to improving the quality of life. In doing so, we not only make a financial contribution, but also invest our time, talent and resources. MITEX makes a significant and positive contribution to the common good today and in the future.

## SUPPORTING POLICIES AND PROCEDURES

We have implemented a number of policies and procedures that set clear performance expectations for responsible business conduct in our organization, including the following:

### Code of Conduct

MITEX's Code of Conduct (CG01) emphasizes ethical values and proper behavior that all employees are expected to follow. Fairness and respect are emphasized and refer to actions that are morally right and just. Health and safety in the workplace is treated as a priority, and every employee is obliged to comply with safety standards. MITEX and every part of it is committed to reducing its environmental footprint and values making a positive contribution to society and the community. The protection of company property and confidential data is essential, as is compliance with the law, particularly with regard to corruption and bribery.

### Commitment to respect the environment, health and safety and quality

MITEX is committed to continuous improvement and compliance with environmental, health and safety standards (CG02). Sustainability is a key aspect, with the aim of minimizing our environmental footprint. We strive for an accident-free and safe working environment. Quality is ensured through continuous improvement of products, processes and services to exceed customer expectations.

### Ethics Commitment

MITEX and its subsidiaries are committed to ethical business conduct (CG03). Honesty, sincerity and integrity are key values. Fair treatment and care characterize relationships within and outside the company. Trustworthiness and loyalty are essential, as is compliance with laws and regulations. We strive to be outstanding and excellent in our tasks.

### Code of conduct for suppliers

MITEX expects its suppliers to adhere to the same high standards of integrity, respect and environmental protection (CG04). This includes compliance with the law, the prohibition of corruption and bribery and the protection of intellectual property. Suppliers must ensure fair

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working conditions, including the avoidance of forced and child labor. Environmental, health and safety regulations must be complied with. Suppliers must establish a management system to monitor and comply with these standards.

### **Declaration on the Supply Chain Act**

MITEX is committed to the prevention of modern slavery and human trafficking in the supply chain (CG05). The company follows international human rights standards and is committed to ethical business conduct. Suppliers and subcontractors must comply with similar standards. MITEX conducts regular surveys of its suppliers and is committed to responsible procurement. Complaints and indications of violations are taken seriously and dealt with accordingly.

This guideline forms the framework of our commitment to sustainable corporate governance. We are committed to continuously evaluating and improving our CSR measures in the areas of ecology, economy and social responsibility.

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MITEX Management Board

Georg Heinen  
Bastian Heinen

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