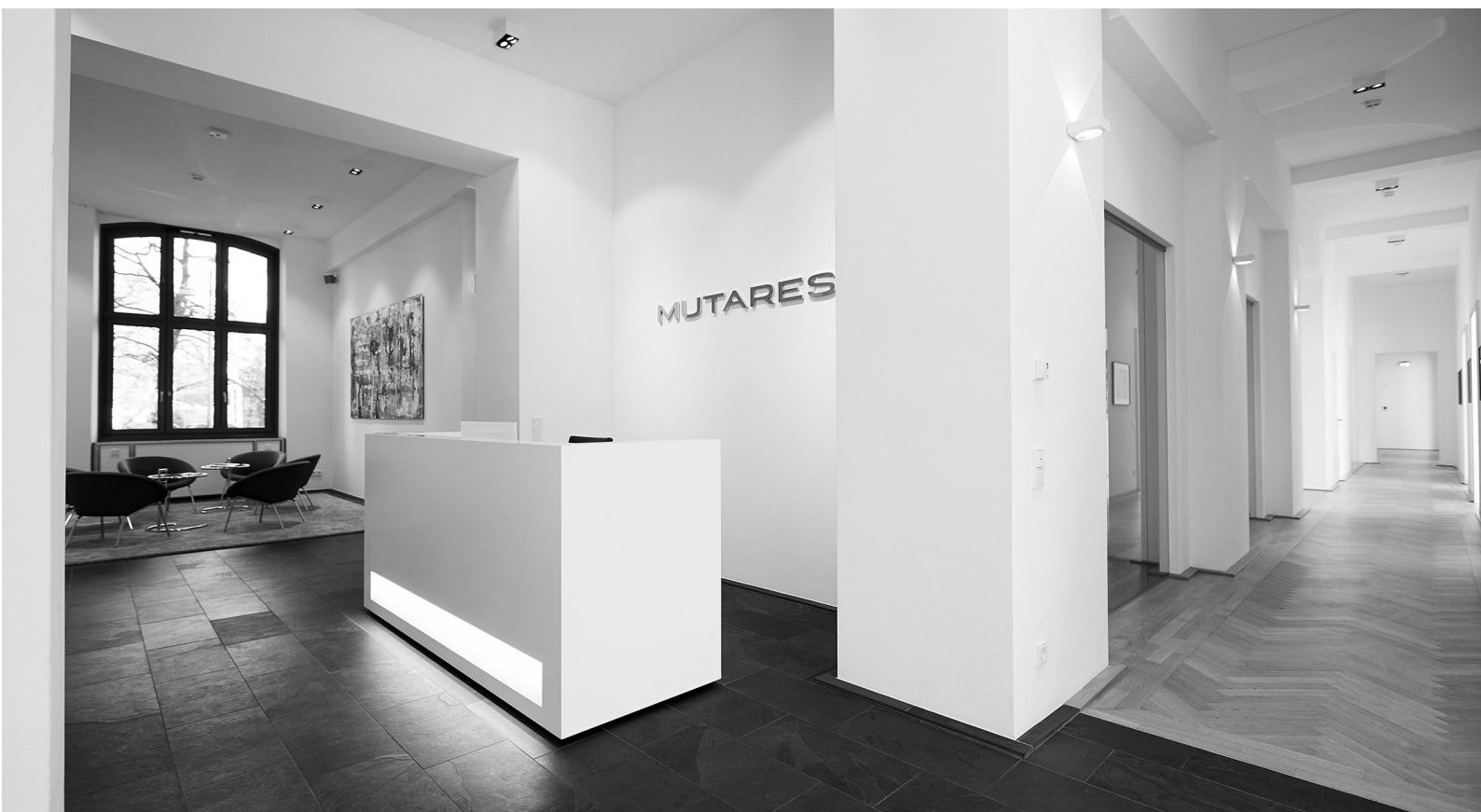


Policy Statement according to the German Supply Chain Due Diligence Act (LkSG)



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Topic	Compliance
Version	01
Scope	Mutares
Start of validity	1.10.2023
Check validity	1.10.2024
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Introduction

We, Mutares SE & Co. KGaA, are committed to respecting human rights and protecting the environment in our own business operations and in our collaboration with suppliers. As required by the German Supply Chain Due Diligence Act (Lieferkettensorgfaltspflichtengesetz - LkSG), we have developed this policy statement to set out our commitment to human rights and the environment, as well as our approach to managing associated risks in our own business and in our collaboration with suppliers.

This policy statement sets out our guiding principles, explains how we implement the law, describes our risk management process, reporting procedure and our continuous improvement efforts.

While we lead by example, we expect our relevant business partners to also commit to respecting human rights, commit to establishing appropriate due diligence processes and pass on this expectation to their own business partners.

International Guiding Principles

Mutares respects international standards and guidelines for the protection of people and the environment. Our understanding and human rights due diligence processes are guided by the following international standards:

- The International Labour Organization's (ILO) core labour and social standards.
- The Sustainable Development Goals (SDGs)

Responsibility

At Mutares, we recognise the importance of clearly defining roles and rights to ensure effective implementation of the LkSG. We have therefore appointed a Human Rights Officer who is responsible for monitoring the implementation of the requirements of the Act.

The Executive Board bears responsibility for compliance with the requirements of the Act, and accordingly regularly informs itself about the implementation of due diligence.

We expect our employees and relevant business partners to respect the essential standards of human rights and environmental law and to stand up for them within their scope of action. This applies in particular to the risks identified in our risk analysis. If they do not see effective options for action in the case of perceived violations, they are encouraged to use the reporting mechanism described in this document.

Implementation

We strive to comply with our human rights and environmental due diligence obligations by implementing the following measures:

- Conducting regular and ad hoc analyses of the human rights and environmental risk situation (pursuant to § 5 LkSG).
- Implementing effective preventative measures to counteract identified risks and prevent future legal violations (pursuant to § 6 LkSG).
- Establishment of a reporting procedure for human rights and environmental risks that could occur in our supply chain (in accordance with § 8 and 9 LkSG).
- Comprehensive documentation of our risk assessments, measures and according reporting (in accordance with §10 LkSG).

Risik Analyses

As part of our risk management, we conduct regular and ad hoc risk assessments in accordance with § 3 and § 5 LkSG. Once risks are identified, they are prioritised and dealt with, taking into account the potential impact on those affected, the probability of occurrence and the reversibility of the risk.

Based on our analyses, we consider in particular the possible disregard of occupational health and safety and work-related health hazards as relevant.

Measures

Once we have identified and prioritised risks, we determine the actions we will take to minimise the prioritised risks. We proactively inform and involve stakeholders that we consider important for the implementation of the measures.

In our own business dealings, we communicate our expectations clearly and continuously to employees, and work to promptly eliminate all identified risks.

We also communicate our expectations to our suppliers regarding their involvement in the prevention of human rights and environmental risks, and ensure that they understand and commit to these.

We regularly monitor and evaluate the effectiveness of our prevention measures in order to identify and continuously implement possible improvements.

Reporting Mechanism

We have an effective reporting mechanism for collecting information on human rights and environmental risks.

In designing and applying the mechanism, we pay particular attention to the following features:

- i. Clarity and ease of access for anyone wishing to report concerns or suspicions about potential human rights related and environmental risks.
- ii. Confidentiality of all reports, with due care for the privacy and safety of the person making the report.
- iii. Preliminary assessment of reports to determine whether they relate to a potential human rights or environmental risk in our supply chain or in our own business dealings.
- iv. Thoroughly investigate all human rights related and environmental reports and take appropriate remedial action to address any risks identified.
- v. Keep a detailed record of all reports and investigations, including any remedial actions.
- vi. Ensure that our complaints procedure complies with the Whistleblower Protection Act (HinSchG), including the protection of whistleblowers from retaliation.

The reporting mechanism is available via following website:

<https://mutares.integrityline.com/>

Continues Improvement

We will regularly review the effectiveness of our risk analyses, our reporting mechanism, as well as our prevention and remediation measures, and work towards their continuous improvement. This is to ensure that we remain compliant with relevant laws and international standards on human rights and the environment in the long term..