

Sustainability Policy of MÜPRO Group

1. Our Understanding of Sustainability

The MÜPRO Group is an internationally active provider of solutions for modular fastening systems. With our own production facilities, technical consulting, engineering expertise and project-specific system solutions, we support customers in demanding applications within building services engineering, industry and infrastructure. Our solutions are used in data centers, electromobility projects, public infrastructure projects, industrial production facilities, as well as heating, ventilation, air conditioning, sprinkler and electrical systems.

Sustainability is an integral part of our corporate strategy and long-term success. We are convinced that sustainable value creation can only be achieved through the combination of environmental responsibility, social commitment and responsible economic conduct.

Our objective is to provide high-quality, safe and durable solutions that create sustainable added value for customers, employees, business partners and society. In doing so, we take into account the expectations and requirements of our key stakeholders and strive for an open and constructive dialogue on relevant sustainability topics.

We regard sustainability as a shared responsibility throughout our entire value chain and continuously work to further develop environmental, social and ethical standards within our sphere of influence.

This Sustainability Policy describes the principles and commitments of the MÜPRO Group in the areas of environmental protection, labor and human rights, and corporate integrity. It forms the framework for our sustainability management system. Particular focus is placed on environmental and climate protection, respect for human and labor rights, and compliance with ethical and legal standards.

This Sustainability Policy serves as the foundation for sustainable business conduct throughout the Group and therefore applies to all subsidiaries, UBB Umformtechnik GmbH and dietul Montagetechnik GmbH. It is binding for management, executives and all employees of these companies.

The MÜPRO Group aligns its activities with the principles of the United Nations Global Compact, the fundamental conventions of the International Labor Organization (ILO), the Universal Declaration of Human Rights of the United Nations and the OECD Guidelines for Multinational Enterprises. These internationally recognized standards shape our understanding of responsible and sustainable business conduct.

The Management Board of the MÜPRO Group expressly supports the principles set out in this Sustainability Policy and is committed to actively promoting their implementation and providing the necessary organizational and human resources.

2. Responsibilities and Governance

Sustainability is a shared responsibility.

Overall responsibility for implementing this Sustainability Policy lies with the Management Board of the MÜPRO Group. It defines the strategic direction, establishes overarching sustainability objectives and provides the resources required for their implementation.

Managers are required to implement the principles of this policy within their areas of responsibility, support compliance and actively promote sustainable conduct. They serve as important role models and contribute to integrating sustainability aspects into decisions and business processes.

All employees actively contribute to achieving sustainability objectives through their daily actions. They are encouraged to consider sustainability aspects within their respective areas of responsibility and to propose improvement opportunities.

MÜPRO also expects its business partners, suppliers and service providers to comply with relevant sustainability requirements, including those addressed in the Sustainable Procurement Policy.

The effectiveness of this Sustainability Policy is reviewed regularly. Relevant developments, legal requirements, material risks, stakeholder expectations and strategic business objectives are systematically considered. The resulting insights are incorporated into the continuous improvement of the policy and the sustainability management system of the MÜPRO Group.

3. Corporate Integrity, Ethics and Compliance

Integrity, transparency and compliant conduct are essential elements of the MÜPRO Group's sustainable success. We believe that long-term and trusting business relationships are built on reliability, credibility and mutual respect.

We are committed to complying with all applicable laws and regulatory requirements in the countries where we operate. This includes requirements relating to anti-corruption, competition law, anti-money laundering, data protection, export controls and corporate compliance. Detailed requirements and rules of conduct are described in the MÜPRO Group Code of Conduct.

MÜPRO maintains a zero-tolerance approach towards corruption, bribery, fraud, money laundering, anti-competitive behavior and any other unlawful or unethical conduct. Business decisions are made transparently, objectively and exclusively on a factual basis. In addition to economic considerations, we also take ethical, social and environmental impacts into account. Conflicts of interest must be disclosed and managed appropriately.

We expect our employees, managers and business partners to act responsibly, respectfully and in compliance with applicable requirements. Expectations towards suppliers, service providers and other business partners are further specified in the MÜPRO Sustainable Procurement Policy.

Our corporate culture encourages the early reporting of potential risks, misconduct or violations. Reports concerning possible breaches of this Sustainability Policy, the Code of Conduct or applicable legal requirements are treated confidentially and investigated

appropriately. Discrimination or retaliation against individuals who report concerns in good faith will not be tolerated. Wherever procedurally possible, reporting may be made anonymously and informally. Further information regarding reporting channels, whistleblower protection and the handling of reported concerns is provided in the MÜPRO Group Code of Conduct.

Implementation of the principles described in this chapter is regularly monitored and evaluated as part of the sustainability management system. The results contribute to the continuous improvement of related measures and processes.

4. Human Rights and Social Responsibility

Respect for human rights is a fundamental prerequisite for our business activities. We respect the dignity, rights and equal treatment of all individuals and expect the same from our business partners.

MÜPRO is committed to respecting internationally recognized human rights and is guided in particular by the principles of the United Nations Universal Declaration of Human Rights and the core labor standards of the International Labor Organization (ILO). We are committed to identifying, minimizing and appropriately addressing human rights risks associated with our business activities.

We strictly reject child labor, forced labor, human trafficking and all forms of modern slavery. We do not tolerate discrimination, harassment, intimidation or any other form of inappropriate treatment. Employment-related decisions are made solely on the basis of qualifications, performance and the requirements of the respective position.

Our goal is to provide a working environment characterized by equal opportunities, diversity, respect and mutual appreciation. The rights of our employees are respected regardless of origin, gender, age, religion, beliefs, sexual orientation or other legally protected characteristics. We regard different perspectives and experiences as a valuable contribution to collaboration, innovation and sustainable business success.

Furthermore, we respect freedom of association and the right to collective bargaining in accordance with applicable laws. We foster an open corporate culture in which concerns, suggestions and improvement opportunities can be raised without fear of disadvantage.

MÜPRO is committed to fair and respectful working conditions and to a corporate culture based on trust, appreciation and responsibility. Specific requirements and measures relating to working conditions, occupational health and safety are defined in the relevant policies and processes of the MÜPRO Group.

We expect our suppliers, service providers and other business partners to comply with fundamental human rights and labor standards. These requirements are outlined in the Sustainable Procurement Policy and contribute to promoting responsible practices throughout the value chain.

The implementation of our commitments relating to human rights and social responsibility is regularly monitored and evaluated within the framework of the sustainability management

system. The resulting insights support the continuous improvement of existing measures and processes.

As an internationally active industrial company, we place particular emphasis on equal opportunities, diversity and fair working conditions. We promote a corporate culture characterized by respect, collaboration and mutual appreciation.

5. Health, Safety and Employee Development

The health and safety of our employees are of the highest priority. Our objective is to provide safe and healthy working conditions, minimize risks and prevent occupational accidents and work-related illnesses. We regard occupational health and safety as a shared responsibility of the company, managers and employees.

We are committed to complying with all relevant legal and regulatory requirements relating to occupational health and safety. Potential hazards are systematically identified, evaluated and reduced through appropriate technical, organizational and personal protective measures. Regular training, preventive measures and the continuous improvement of our occupational health and safety standards help ensure a safe working environment.

As a manufacturing company, we pay particular attention to safety in production, logistics and administration. Through suitable organizational and technical measures, we promote a high level of safety in these areas.

At the same time, we invest in the professional and personal development of our employees. Qualification, knowledge transfer and continuous learning are essential prerequisites for innovation, quality and sustainable business success.

The development of our employees is a key component of our sustainability strategy. Targeted education and training programs, individual career development opportunities and the promotion of specialists and managers support long-term employability and personal development. Transparent and equal development opportunities contribute to sustainable growth, innovation and business success.

6. Environmental and Climate Protection

As a manufacturer and provider of technical solutions, we recognize our responsibility to protect the environment and the climate. MÜPRO aims to progressively reduce the environmental impact of its business activities, use natural resources responsibly and contribute to a resource-efficient and climate-friendly economy.

Energy management and the reduction of greenhouse gas emissions are key components of our environmental management approach. To achieve this, we collect, monitor and evaluate relevant environmental and energy data in order to identify improvement opportunities and define appropriate measures.

We strive for continuous improvements in energy efficiency within buildings, production processes and technical installations. Investments in energy-efficient technologies and the optimization of operational processes contribute to sustainably reducing energy consumption

and improving our environmental performance. MÜPRO aims to cover its entire electricity demand through renewable energy sources. Furthermore, we support the gradual decarbonization of our business activities, including through the assessment and expansion of renewable energy, the electrification of suitable company vehicles and the evaluation of alternative energy concepts.

The efficient use of raw materials and other materials is of great importance to MÜPRO. In particular, when processing steel and other materials, we seek to minimize material losses and continuously improve resource efficiency throughout our business processes. We are guided by the principles of the circular economy in order to reduce the consumption of natural resources and keep valuable materials in use for as long as possible. Waste prevention is a high priority. Where waste cannot be avoided, it is separated, recycled or disposed of in an environmentally responsible manner. At the same time, we continuously work to improve recycling processes and sustainably reduce waste generation.

We are also committed to the responsible use of water as a valuable resource. Our objective is to manage water consumption efficiently and avoid adverse impacts on surface water and groundwater. Appropriate measures to prevent contamination and ensure compliance with legal and regulatory requirements are continuously implemented.

Hazardous substances and chemicals are handled carefully and in full compliance with legal requirements throughout the MÜPRO Group. Through technical and organizational precautions, we seek to minimize environmental impacts and prevent the release of environmentally harmful substances.

We consider environmental aspects throughout the entire product life cycle and strive to integrate them into products, processes and investment decisions at an early stage. This includes the development of durable and resource-efficient solutions as well as the continuous improvement of the environmental compatibility of our products. To promote transparency and sustainable construction, we support the development and provision of Environmental Product Declarations (EPDs) and the performance of life cycle assessments (LCAs). In doing so, we support our customers in sustainable construction, industrial and infrastructure projects and contribute to reducing environmental impacts beyond the use phase.

We also systematically incorporate environmental and sustainability aspects into our cooperation with suppliers and business partners. The corresponding requirements are described in greater detail in the Sustainable Procurement Policy.

The MÜPRO Group is committed to complying with all applicable environmental laws and other relevant requirements. The implementation of environmental and climate protection measures is regularly monitored and evaluated.

7. Implementation, Monitoring and Continuous Improvement

Sustainability is an ongoing process of development.

MÜPRO regularly reviews the effectiveness of its activities in the areas of environment, labor and human rights, and corporate integrity. Objectives, action plans and performance indicators are

defined, monitored and evaluated to manage and further develop our sustainability management system.

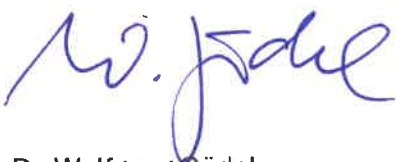
The effectiveness of measures and the progress of qualitative and quantitative objectives are regularly assessed using appropriate metrics and indicators. The results are analyzed as part of management reviews and used to further develop focus areas, action programs and sustainability initiatives.

The MÜPRO Group promotes sustainability competencies through regular information, communication, training and awareness-raising activities. This helps embed sustainability aspects into everyday business operations and supports the active involvement of employees.

The MÜPRO Group regards sustainability as a long-term development process. New legal requirements, technological developments, market expectations and insights gained through stakeholder dialogue are regularly incorporated into the further development of our sustainability management system.

The resulting insights support the continuous improvement of processes, action programs and sustainability objectives and contribute to strengthening the effectiveness of our sustainability activities over the long term.

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