



MUTARES

Driving ESG & Compliance @ Mutares

August 31, 2023

Our ESG Goals

Our aim is sustainable value creation for all stakeholders in our portfolio companies and beyond



Environment

- Increase Environmental and Energy Management Systems
- Introduce Energy Efficiency Programs and Measures
- Reduce CO₂eq-emissions by 10 % within each portfolio company until 2028



Social

- Establish and Maintain a Zero-Accident Safety Culture
- Increase occupational Health & Safety Management Systems
- Increase Gender Diversity
- Drive Corporate Social Engagement Initiatives



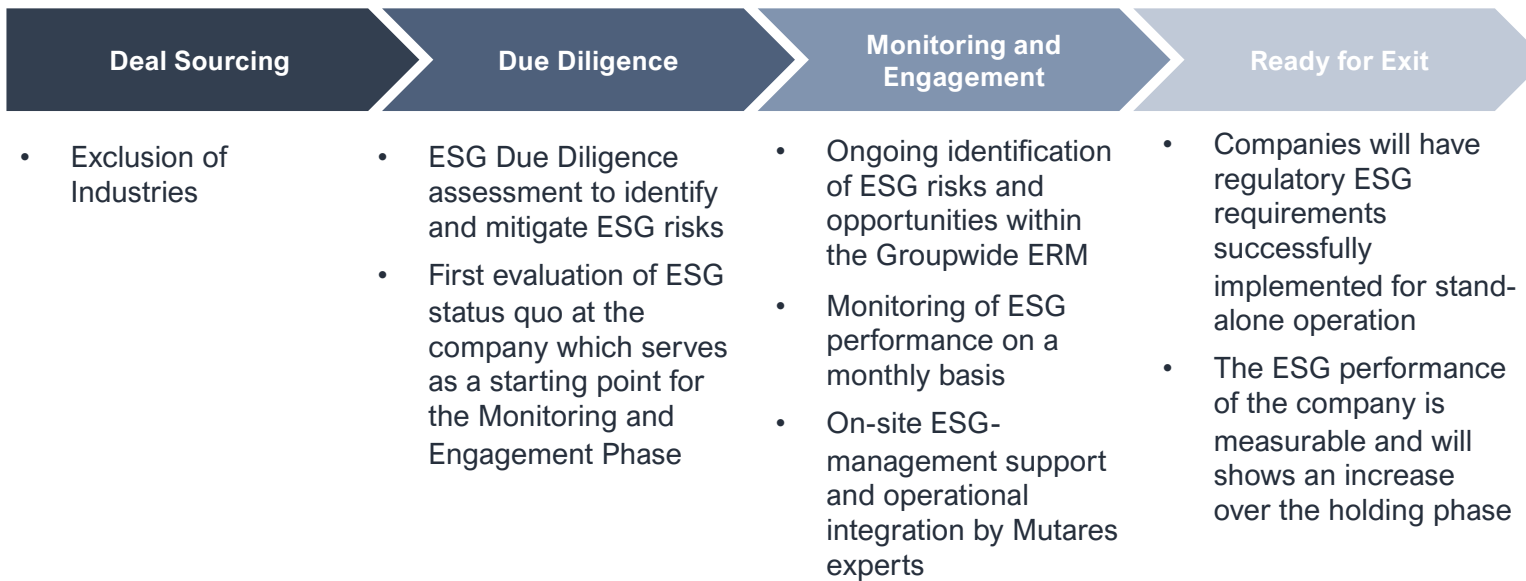
Governance

- Establish and Maintain a Compliance Management System across the portfolio
- Implementation of a group-wide Code of Conduct and Business Partner and Supplier Code of Conduct

Group-wide integration of ESG practices and reporting

Our approach to ESG integration

Key engagement points through the investment life cycle



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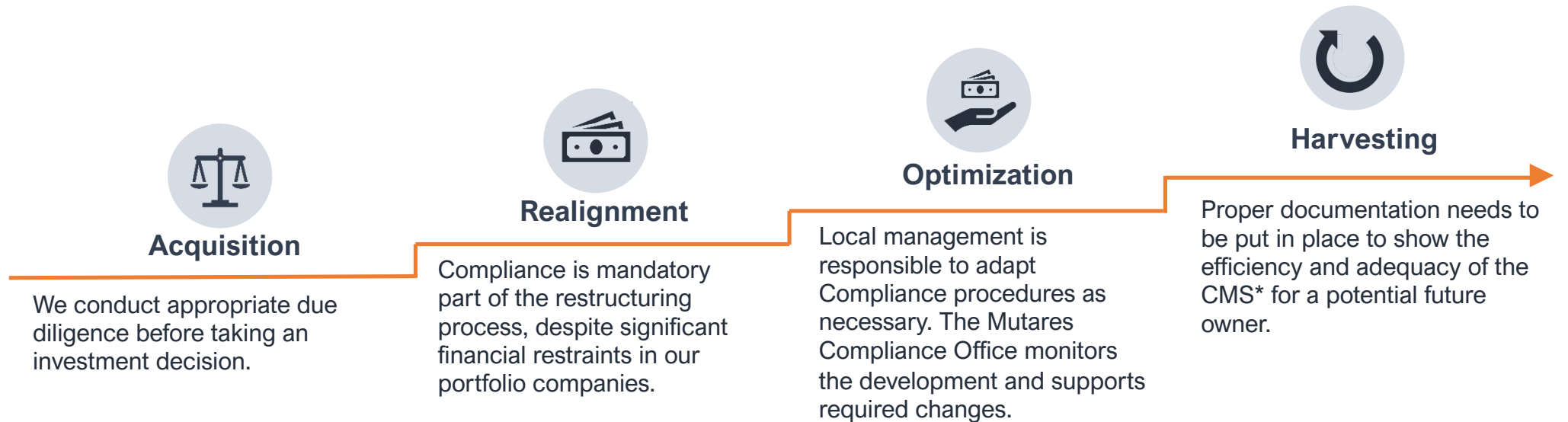


Combined Heat and Power Systems, LED Lighting and Energy Efficient Heating

Our 2022 Energy Efficiency efforts across the portfolio lead to **3.150 tonnes of avoided CO₂ emissions** in 2023 alone.

Spotlight on Compliance:

Compliance Management at Mutares is adapted to the different phases in the portfolio lifecycle

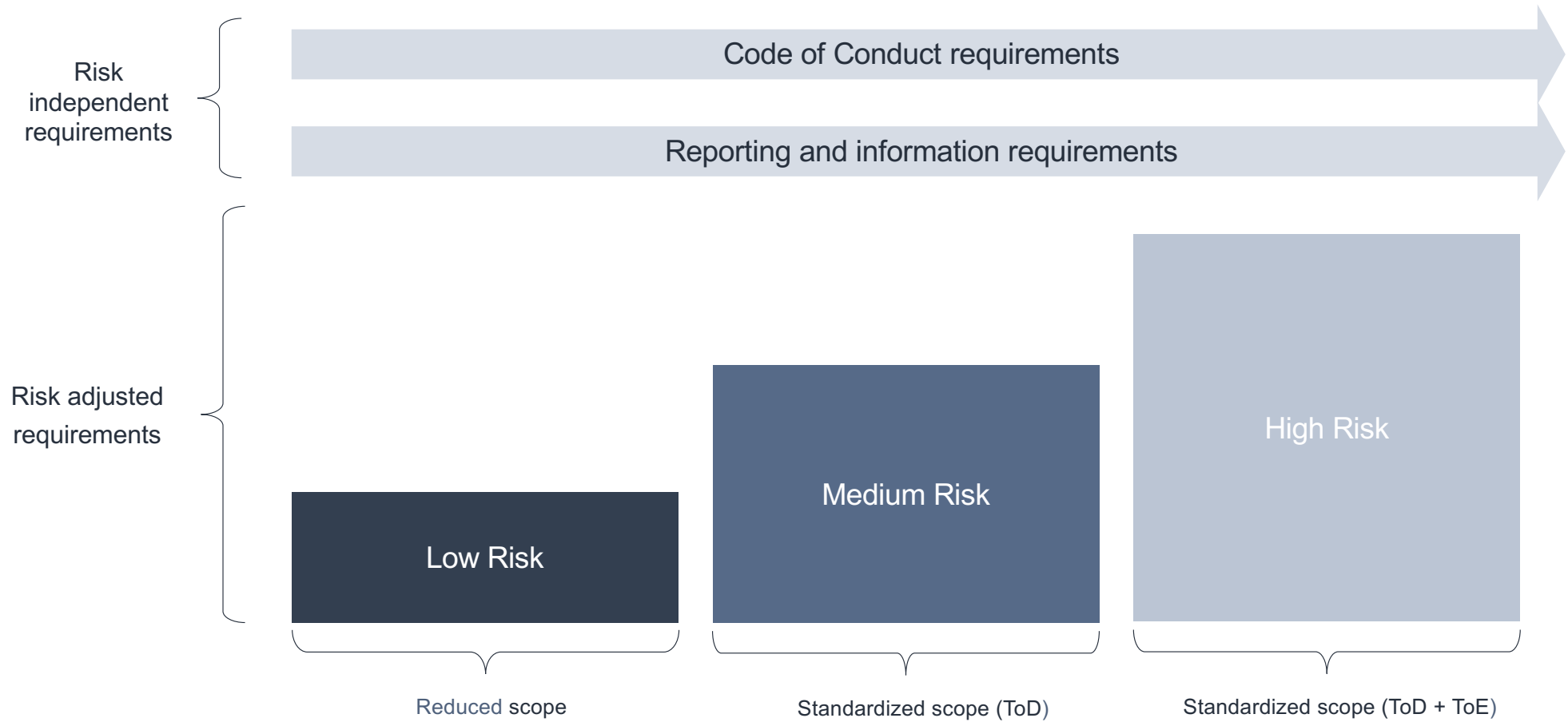


Compliance Management Systems (CMS) must fit the respective company and the specifics of its business model.

The compliance measures implemented in our portfolio companies therefore also depend on the phase in the portfolio lifecycle in which the company finds itself.

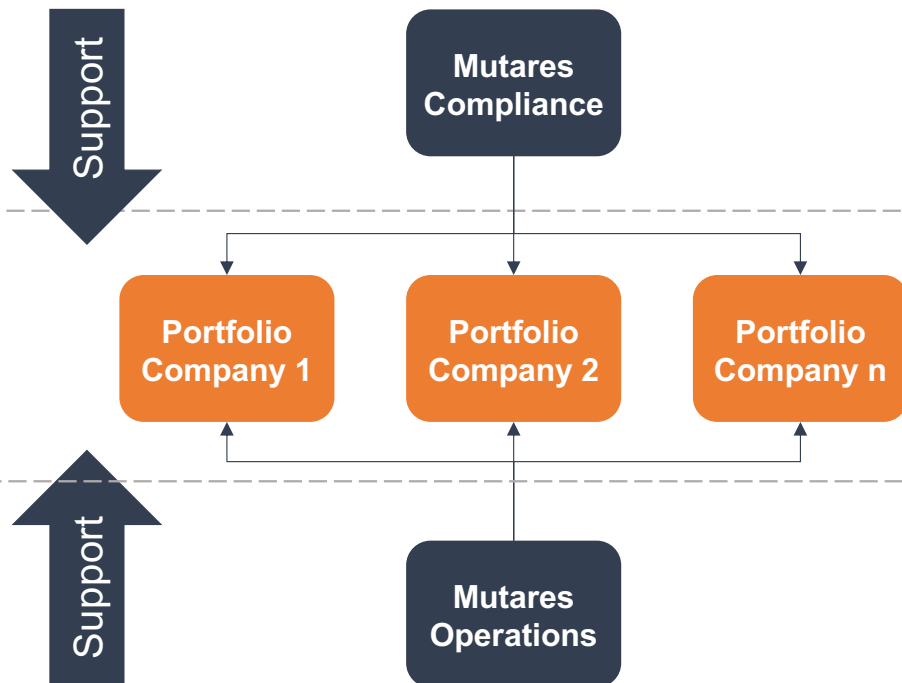
Spotlight on Compliance

Compliance requirements for the portfolio companies



Spotlight on Compliance

Compliance Management in the portfolio companies



Compliance specifically for topics at MUX

Certain corporate services for Portfolio Companies:

- Templates (e.g. Code of Conduct, Compliance policies)
- IT Tools
- General guidance and support

Independent responsibility to account for appropriate Compliance measures

- Implementation of appropriate measures
- Clear responsibilities and rules
- Clear communication

Operations shall support the portfolio by

- Support implementation of templates, IT tools and guidance
- Align with Mutares Compliance if needed
- Respond as soon as it is needed

Thank you for your attention!
Mutares | Our Approach to ESG



Verena Gessner
Mutares ESG Reporting Manager



Lennart Bauernfeind
Mutares Compliance Officer

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WE SUPPORT



Since 2021 Mutares has been committed to the **UN Global Compact** corporate responsibility initiative and its principles in the areas of **human rights, labour, the environment and anti-corruption.**

7

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