

MIPM CODE OF CONDUCT

PRINCIPLES OF BUSINESS AND CONDUCT



HOMINUM SALUTI MEDICINAM EXERCENS

For the benefit of people, in the service of medicine



VALUES & RESPONSIBILITY TOWARDS OUR EMPLOYEES*, FELLOW HUMAN BEINGS AND EXTERNAL STAKEHOLDERS



The MIPM-Family

Anyone who works for us is not just anyone and certainly not just a number in a big machine. At **MIPM**, people know each other and nobody is left alone. Be it professional or private challenges. We want to act, think and feel like a real family and support our employees at every stage of their lives.

We stick together because we are one.

We are *Family*.

We are **MIPM-Family**.

Mission statement of the honorable merchant

All members of the **MIPM-Family** act as honorable merchants. What counts for us is not the short-term pursuit of profit, but the long-term success of the company. As honorable merchants, we consider the impact of our actions on society and the environment and take responsibility for our actions. A high level of expertise in our industry and a role model function are very important to us.

Health & safety in the company

The health and safety of our employees is very important to us. Our workplaces are designed to provide safe and healthy working conditions. We provide our employees with many tips and opportunities for a healthy lifestyle through voluntary events and training courses. **MIPM** has implemented an occupational health and safety system that meets the requirements of German laws and professional associations to provide a safe environment for our employees.

Human Rights & Labor Practices

Neither child and forced labor nor any form of modern slavery is tolerated by us and our contractual partners. Respect for human rights is very important to us from the beginning to the end of the supply chain and has been incorporated into our business processes.



Social commitment

It is very important to us to support people in need and social projects. For this reason, our social commitment extends far beyond our operational processes. We regularly help with donations or other aid, associations or projects in the local area, but also worldwide. We support families and voluntary work.

Conduct, interaction & communication

We treat all people with respect and show no tolerance for any kind of intolerance or discrimination. Diversity and equal opportunities are essential for us. Threats, unacceptance or any form of violence will not be tolerated. All employees are expected to treat each other and the outside world with respect, fairness and courtesy. We do not tolerate discrimination on the basis of ethnic or national origin, gender, religion, ideology, age, disability or sexual identity.

We attach great importance to cohesion within our **MIPM-Family** - as we call our team. Equally important to us are holistic, long-term relationships with our business partners. We put a lot of emphasis on the personal level.

“Honesty is the best policy”

As far as our communication is concerned, we always communicate openly and honestly. This applies internally, but also to all external information. The brand values of pure, approachable and proven are also reflected in the way we deal with others. We communicate and act in a straightforward, friendly, attentive and, of course, serious and reliable manner.

Mutual long-term cooperation with our staff and business partners is very important to us. We believe in working closely with our customers at every stage of development and production. This makes long-term cooperation possible.

Prohibition of corruption

MIPM does not tolerate bribery, corruption, kickbacks or the granting of improper advantages, no matter where in the world. We would never offer, authorize or provide a payment or anything else of value with the intent to improperly influence any person, nor would we ever request, accept or agree to accept anything of value from any person attempting to influence our business decisions. To avoid this, we rely on the dual control principle in our business processes.



Quality

As a company operating in the medical technology sector, we are aware that people entrust their lives to our products, which is why we do not compromise on the quality of our products.

The quality of our sales goods plays an important role for us throughout all phases of the product life cycle and is also the reason why we are able to position ourselves so well in the market as a medium-sized company. **MIPM** strives to deliver safe and effective products and services for the healthcare sector that meet all known performance and reliability requirements. Compliance with all legal, official and regulatory requirements is a matter of course for us. Our brand values of pure, dedicated and proven run through our entire product line. Customer satisfaction is undoubtedly also our focus, which we pay attention to from the start of development, through production and delivery, to sales and service.

To ensure our high quality standards, we personally visit, select and continually train our distributors who sell our products. Once the product is on the market, our customers will always have our full support. A personal point of contact and expert support is always available.

Data protection, information- & cyber security

The trust of our business partners plays a major role for **MIPM**. We see it as our responsibility and duty to maintain appropriate data protection. We process all personal data in accordance with legal requirements and ensure that all information is protected, taking into account its criticality.

Due diligence law & cooperation with our suppliers

Long-term cooperation is essential for the success of our company. For this reason, we select our business partners carefully. Personal contact is paramount for a trusting relationship. In order to meet all the requirements of the Supply Chain Act, we and our suppliers undertake to provide the necessary evidence and comply with the applicable guidelines. In doing so, we fulfill all obligations for goods transport and duties. Maintaining this high standard and continuously improving cooperation is a high priority for MIPM. For this reason, our suppliers are regularly evaluated according to carefully selected criteria and visited or audited at regular intervals.



With responsibility for tomorrow



VALUES & RESPONSIBILITY TOWARDS THE ENVIRONMENT AND NATURE

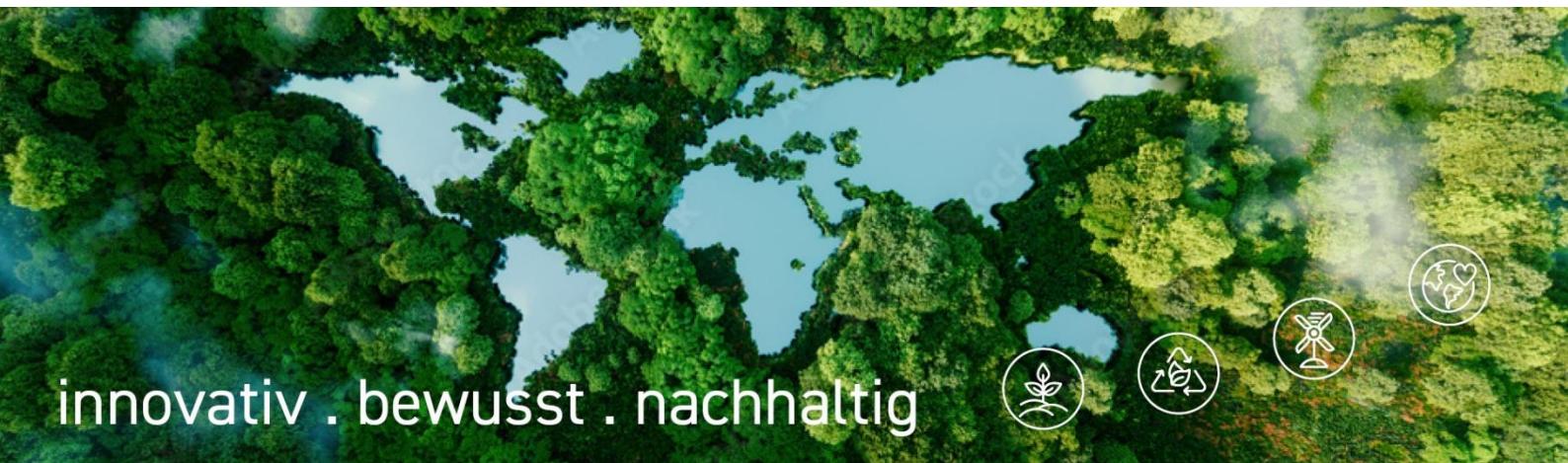
Climate protection measures

We believe that preserving an environment worth living in is the duty of every company. Environmental protection affects us all, which is why we have been a voluntary member of the Bavarian Environmental Pact since 2011. We have integrated environmental protection into **MIPM**'s corporate philosophy, in the belief that sound practices and performance in this area can help to mitigate environmental risks while contributing to a sustainable future. It goes without saying that we comply with all environmental regulations and requirements that apply to **MIPM**'s business. In our daily activities, we strive to continuously improve our environmental performance. We are committed to the 17 ESG goals of the United Nations.

This applies to all our members in the company. **MIPM** employees are motivated and encouraged to use environmentally friendly means of transportation to and from work.

Sustainable production

We pay attention to sustainability when developing new products and advertising materials. We also implement a continuous improvement process for environmental friendliness in our existing products and processes. The medical technology sector is known for using many single-use products, which is why we try to bring many reusable products onto the market as early as the development stage. Furthermore, we take the relevant RoHS guidelines into account for all products in our range.



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Environmentally friendly shipping & travel

As an international company, we are aware that shipping goods can cause a lot of emissions. That is why we look for a CO2-neutral option when shipping goods and make sure that our shipping companies use an environmentally friendly shipping method. Where possible, individual orders from customers are combined to protect the environment. We increasingly select suppliers from the region to avoid long transportation routes.

When traveling internationally, we combine several occasions and destinations to protect the environment as much as possible.

Compliance

In order to justify the trust that customers, suppliers, employees and other stakeholders place in our company, we place the highest value on our motto "Honesty is the best policy" across all our business processes.

Reliable reporting channels for internal and external stakeholders are essential for compliance, as they help to make this motto transparent. It is essential that **MIPM** is aware of compliance violations, in particular violations of our Code of Conduct guidelines. Therefore, in addition to our **MIPM-Family** members, our partners are also encouraged to report possible violations or ambiguities to us in confidence. You are welcome to send us an e-mail to compliance@mipm.com.