

Declaration of Principles Human Rights of the Mehler Systems Group

The Mehler Systems Group is a provider of customised protection solutions and equipment for the police and military. The portfolio includes ballistic body and platform protection, tactical equipment and clothing systems.

This declaration of principles applies to the companies and locations of the Mehler Systems Group listed in the annex.

All managers, employees and representatives of the Mehler Systems Group and its subsidiaries strictly adhere to the applicable laws and regulations in all their business activities. We are uncompromisingly committed to correct and fair business behaviour and to the protection of people and the environment.

Human rights

The Mehler Systems Group is committed to respecting all internationally recognised human rights. In relation to this, we are referring, in particular, to the International Bill of Human Rights, the UN Convention on the Rights of the Child, the UN Principles on Business and Human Rights and the core labour standards and principles of the International Labour Organisation (ILO).

Environment

We are committed to complying with all relevant environmental laws and regulations as well as internationally recognised environmental protection standards. These include the requirements of the international conventions of Minamata (mercury), Stockholm (persistent organic pollutants) and Basel (hazardous waste).

Our expectations of our employees and our business partners

Our principles are anchored in the Mehler Systems Group's Code of Conduct (<https://mehler-systems.com>, "About us" - "Sustainability" section). It applies to all our employees and is the binding basis for cooperation within the company and with our business partners.

We place the same demands on our business partners as we do on ourselves (<https://mehler-systems.com>, section "About us" - "Sustainability"). The Code of Conduct for Business Partners of the Mehler Systems Group describes our expectations with regard to correct and fair business behaviour, compliance with human rights and protection of the environment. It forms the basis of the business relationship. Every business partner undertakes to implement the requirements and to work towards compliance with them in their own supply chain as well.

The expectations of our employees are regularly communicated by the management. We also provide our employees with regular training. Human rights issues and environmental protection are integral parts of our communication with our business partners.

Systematic risk-based approach

We address potential human rights and environmental risks in our own business area and in our supply chain in systematic fashion. To this end, we have developed a risk-based approach on which our due diligence process is based. We are guided here by the generally recognised approach of the Organisation for Economic Co-operation and Development (OECD).

Our procedure for identifying risks is based on a filter approach consisting of two components. Firstly, we analyse potential risks in the country in which our own site or the site of a business partner is located. The country risk is made up of individual assessments for each of the human rights or environmental risks listed in the German Supply Chain Due Diligence Act (LkSG). In our analysis we draw on publicly available sources. We also record risks for our own business division that arise from the activities and operations at our sites. For the supply chain, we analyse product and industry-specific risks. The combination of country, activity and product group risks enables us to prevent and address risks in a targeted manner. Our approach is regularly repeated and continuously expanded.

For our own locations, we carry out a comprehensive analysis of potential risks in relation to the individual LkSG aspects. In doing so, we utilise and expand existing risk management processes. If we identify actual risks during this process that we have not yet addressed, we will immediately develop and implement appropriate preventative measures. In our own area of business, there are potential risks to health

and safety in the workplace due to our activities in textile processing and in individual work steps involving the handling of chemical substances. Potential negative effects on the environment must also be taken into account. We counter these risks with guidelines, management systems and protective measures. We implement further measures as required.

Potentially risky business partners in our supply chain are identified on the basis of country risk as well as sector and product group risk. The results are integrated into our centralised risk management system for business partners. We are aware of the risks of human rights violations in complex international value chains, particularly in the textile industry. When selecting garment manufacturers in textile sewing, we require proof of certifications such as the Worldwide Responsible Accredited Production (WRAP) standard in order to promote and ensure compliance with internationally recognised social standards. The expectations that we have of these business partners have been anchored in cooperation agreements since 2015. They are incorporated into the selection process for garment manufacturers. As part of our continuous process for implementing due diligence obligations, we are constantly adapting our approach and measures.

Reporting violations

At Mehler Systems, there are various ways to report risks and violations relating to human rights and environmental protection that affect our own business area or our supply chains. Information obtained from whistleblowers helps us to recognise human rights and environmental risks and violations at an early stage and to prevent damage to our company, our employees and our business partners and the people employed by them. Employees, business partners and other persons have the opportunity to report risks and violations anonymously via our web-based whistleblower system: <https://mehler-systems.com>, under "About us" - "Sustainability".

The reports received are promptly forwarded from there to the responsible departments for review. The procedural instructions for our whistleblower system can be found here: <https://mehler-systems.com>, under "About us" - "Sustainability".

Employees who report violations of laws, the Code of Conduct or other internal guidelines and regulations in good faith will not be subject to reprisals or negative consequences of any kind.

Regular reporting


The Mehler Systems Group will report regularly on the progress made with regard to human rights due diligence as part of its annual reporting.

Responsibility for implementation

The management of the Mehler Systems Group is responsible for the implementation of and compliance with the principles and procedures described in this policy statement.

Fulda, 14 January 2025

The management



Dr Mario Amschlinger
CEO Mehler Systems Group
Managing Director Mehler Vario System GmbH



Dr Max Padberg
CFO Mehler Systems Group
Managing Director Mehler Vario System GmbH

Annex

Location/plants Mehler Systems Group
Mehler Vario System GmbH (parent company) Edelzeller Straße 51 DE-36043 Fulda
Mehler Engineered Defence GmbH Kupfermühlenberg 2, DE-38154 Königslutter am Elm
Lindnerhof-Taktik GmbH Isarring 3 DE-83661 Lenggries
Mehler Protective System d.o.o. 13 187/3 BAGLJAS AERODROM RS-23000 Zrenjanin
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