

mivas

ETHICAL CODE OF CONDUCT



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FOREWORD



This Code of Conduct is an essential document that emphasises our mission, core values and commitments. It guides how we act as an organisation.

At MIVAS, everything revolves around people. As a socio-economic enterprise, we offer a safe and inclusive working environment where people with a distance to the labour market can develop their talents. We firmly believe that employment is more

than just work — it is a driver for inclusion, personal growth, and social progress. It is therefore our mission to offer people with a distance to the labour market opportunities, to strengthen their potential and to allow them to flourish in a safe, respectful and supportive working environment. We do this by balancing our economic and social objectives every day. We proudly contribute to a society in which everyone has a chance, regardless of their background or limitations.

The core values of our socio-economic enterprise — inclusion, openness, flexibility, respect, cooperation, and sustainability — form the foundation of our daily operations. These values are woven into this Code of Conduct, which not only guides our internal organization but also directs how we position ourselves within our broader social context.

Our commitment is closely aligned with the 17 Sustainable Development Goals (SDGs) of the United Nations, in particular goals that focus on decent work, reduced inequality and sustainable economic growth.

It is self-evident to us that we act according to the highest ethical standards, while also encouraging both our employees (including student workers, interns, volunteers, etc.) and our partners (regardless of whether it concerns a structural or occasional collaboration) to do the same. We therefore explicitly ask our employees to always act according to the principles of this Code of Conduct.

Given the importance we attach to this Code, we submitted it to the MIVAS Board of Directors on April 2, 2025. In that meeting, the Code was endorsed and approved by all Board members.

Management will ensure that this Code of Conduct is communicated as widely as possible within the organization in a manner understandable to everyone. For our stakeholders and partner organizations/clients, these provisions form an integral part of our agreements/contracts.

Elements of this Code of Conduct that are not respected can be reported:

- Employees have the opportunity to report matters via procedures described in the employment regulations.
- As for partners with whom MIVAS collaborates, in the context of (non)compliance with this Code of Conduct, the reporting channels of the whistleblowing procedure will apply via the MIVAS website.

In summary, our Code of Conduct reflects who we are and what we stand for. It is a commitment to our employees, our partners and society. Together we can create a working environment in which respect, cooperation and ambition are central. Together we continue to grow.

We invite everyone, employees, partners and customers, to share these values and to work with us to build an inclusive and fair working environment in which everyone has the opportunity to matter.

Warm regards,
Johan Kreydt
General Manager, MIVAS

Our Mission, Vision and Values are available in full on our website.

ACTING WITH RESPECT

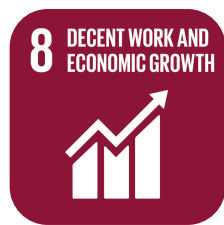
1. Free choice to work

MIVAS ensures that people come to work of their own free will and offers tailor-made employment. In line with our mission, MIVAS also takes various initiatives to promote the labour market integration of individuals who are far removed from it.

As a socio-economic enterprise, MIVAS supports colleagues who wish to take steps towards other forms of employment. We do this by focusing on skill development through the MIVAS Academy and, if needed, by providing ongoing support in the new workplace through individual tailor-made assistance.

If colleagues choose to leave the organization, the applicable notice periods will always be respected.

MIVAS offers work adapted to each individual's needs for those who choose to work of their own volition.



2. Right to collective bargaining and establishment of trade unions

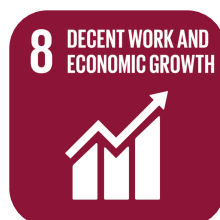
A well-developed trade union structure is active within MIVAS, and the organization takes the necessary steps to support its functioning.

Each month, meetings are held by the Works Council and the Committee for Prevention and Protection at Work. Every member of these bodies has the opportunity to submit agenda items of general interest.

Trade union representatives are also invited to participate in the bi-monthly walk-throughs of the various departments at MIVAS.

In addition, they are always welcome to attend further training sessions organized by the trade unions, as well as consultation meetings initiated by the union secretaries.

MIVAS provides a constructive platform for optimal cooperation with the active trade union structure within the organization.



3. Safe and hygienic working conditions

MIVAS's prevention policy is aimed at ensuring that employees can work in a safe environment. Preventing workplace accidents is a top priority. To keep the number of workplace accidents as low as possible, various awareness and training campaigns are organized.

MIVAS places a strong emphasis on ergonomics and takes a proactive approach in this area. Ergonomic design guidelines are already taken into account during the purchase of new equipment. These guidelines are also followed when designing tools that support employees in the performance of their tasks.

In addition, risk analyses are carried out for every individual workstation.

The ergonomics policy at MIVAS goes beyond simple workstation adjustments and extends to working conditions, job content, work organization, labour relations, and employment terms.

MIVAS makes safety and ergonomics on the work floor a top priority through a comprehensive prevention policy.



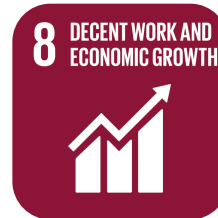
4. No child labor

Children have the right to protection against economic exploitation. MIVAS does not allow child labour under any circumstances and strongly condemns this form of employment. The organization expects the same attitude from its partners.

At the same time, MIVAS offers young people opportunities to connect with the labour market by allowing them to gain experience through various regulated internship formats or by employing them as student workers. Special attention is given to young people who are further removed from the labour market, offering them extra chances to develop both professional and general competencies, making their future transition to employment smoother.

For internships, MIVAS collaborates with public employment services, government-recognised organisations, and educational institutions. For student jobs, certified temporary employment agencies are used.

MIVAS condemns child labour and contributes to strengthening the opportunities of vulnerable young people.



5. Sufficient pay to make a decent living

MIVAS consistently applies the provisions of the collective labour agreement (CLA) regarding equal pay for male and female employees.

MIVAS pays wages in line with sector standards, both for the manual workers in our target group and for support personnel. These wages meet the minimum legal requirements. Every year, employee salaries are reviewed with a view to potential increases. In addition, MIVAS offers extra-legal benefits such as meal vouchers (in accordance with the applicable CLA), free hospitalization insurance, and extra leave days.

With the help of volunteers, our social restaurant and social grocery store also take up the challenge of fighting poverty. We actively work to reduce food waste as part of this effort.

Our main goal is to provide fair employment and decent remuneration to people with a distance to the labour market.



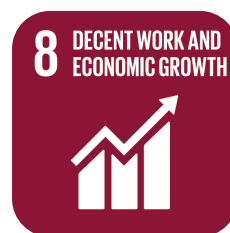
6. No excessive working hours

MIVAS strives to provide sustainable, meaningful, and stable employment for its employees. Work is organized according to a fixed schedule, as set out in the work regulations.

In the interest of employee well-being, overtime, shift work, and weekend work are not promoted. When assignments require a more flexible work arrangement, the relevant provisions and additional compensations from the applicable collective labour agreement are strictly applied.

To safeguard the balance between work and private life, clear positions have been established regarding disconnection from work.

MIVAS is committed to sustainable, stable employment with a healthy work-life balance.



7. No discrimination / commitment to inclusion

MIVAS implements a sustainable and inclusive HR policy that gives every employee the opportunity to grow and develop.

We strive to create an atmosphere of openness and belonging — a work environment where everyone feels welcome, respected, supported, and valued. It is the differences between people that form the strength of our organization; diversity is therefore an integral part of our identity as a socio-economic enterprise.

We foster a culture of equality — one in which differences are embraced and appreciated, and where equal opportunities are offered, tailored to individual needs. As a socio-economic enterprise, our mission is to provide individual support to each person, empowering them to grow and contribute to the collective goals of the organization.

MIVAS pursues an inclusive HR policy that allows every employee to flourish.



8. Regular and sustainable employment

MIVAS aims to play a key role in the sustainability transition. We strive to offer solutions to sustainability challenges and to be an essential link in the circular economy.

In addition, we continuously invest in increasing economic productivity through diversification, technological modernization, and innovation — with a particular focus on high value-added and labour-intensive sectors.

All these efforts serve one central goal: to continue offering sustainable employment to people with a distance to the labour market. To ensure this in the long term, we actively adapt to societal changes in the sectors in which we operate and seek out new opportunities for growth.

MIVAS promotes regular employment through a strategic plan for the future aimed at securing long-term, sustainable jobs.

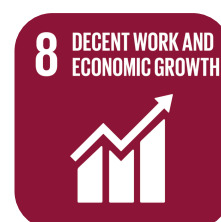


9. No harsh or inhumane treatment

MIVAS is responsible for the well-being of its employees in the performance of their duties, including their psychosocial well-being. To this end, MIVAS identifies situations that may lead to psychosocial risks at work (such as stress, burnout, conflicts, bullying, violence, unwanted sexual behaviour, etc.). The organization assesses these psychosocial risks and implements appropriate preventive measures to avoid them.

A suitable work environment, adapted employment conditions, meaningful tasks, and adequate training and support are key components of this well-being policy. The entire policy is closely monitored by the Committee for Prevention and Protection at Work and the Works Council.

MIVAS actively protects employees from psychosocial risks in the workplace.





FREE CHOICE TO WORK

Slavery and forced labour are unacceptable. MIVAS offers work to measure for people working of their own volition.



RIGHT TO COLLECTIVE BARGAINING AND TRADE UNIONS

MIVAS offers a constructive platform for effective cooperation with the organization's active trade union structures.



SAFE AND HYGIENIC WORKING CONDITIONS

MIVAS prioritizes safety in the workplace through the means of a comprehensive prevention policy.



NO CHILD LABOUR

MIVAS condemns child labour and contributes to strengthening the opportunities of vulnerable young people.



NO EXCESSIVE WORKING HOURS

MIVAS is committed to sustainable, stable employment with a healthy work-life balance.



SUFFICIENT PAY TO MAKE A DECENT LIVING

Our main goal is to provide fair employment and decent remuneration for people with a distance to the labour market.



NO DISCRIMINATION/ COMMITMENT TO INCLUSION

MIVAS pursues an inclusive HR policy that allows every employee to flourish.



REGULAR AND SUSTAINABLE EMPLOYMENT

MIVAS promotes regular employment through a strategic plan for the future aimed at securing long-term, sustainable jobs.



NO HARSH OR INHUMANE TREATMENT

MIVAS actively protects employees from psychosocial risks in the workplace.

PROTECTION OF COMPANY PROPERTIES AND PERSONAL DATA

Although we at MIVAS focus strongly on our social commitment, we are very aware that we also have responsibilities in other areas. In a modern world, cybersecurity has become indispensable and we also want to play an exemplary role in this challenge. We are supported by expert partners, which has enabled us to develop an integrated cybersecurity strategy.

With this strategy, we not only contribute to a safe working environment for our employees, but we also meet the strict requirements of our customers in the field of cybersecurity and protection of company data (confidentiality principle).

The employment regulations include clear and strict provisions on the professional use of e-mail, the internet, computer programs and files and on the control of electronic online communication data, in accordance with the applicable regulations.

The security of the data of each employee is monitored very closely by clearly listing the purposes for processing this data and concluding a processing agreement with the organizations with which we collaborate.

ENVIRONMENT

MIVAS is committed to proactively contributing to an ecological future and is further developing its network within the circular economy, with the aim of creating additional sustainable employment opportunities.

We play an active role in various consortia where we join forces to promote reuse and other ecological initiatives.

In addition to these circular projects, we pursue a CO²-friendly energy policy in our buildings — for example, by generating as much energy as possible through solar panels — and we raise awareness among all colleagues to use energy more efficiently, both at MIVAS and at home.

Thanks to ongoing efforts to sort waste more carefully, MIVAS has also significantly reduced the proportion of residual waste in its waste stream.



RESPONSIBLE CORPORATE GOVERNANCE

Ethical conduct, as described above, is the guiding principle of our business operations. In addition, we aim to organize work within a professional and business-oriented context, continuously striving for a balanced integration of economic and social aspects across all areas of our activities.

Pursuing innovative projects, maintaining strong customer relationships with our clients, fostering employee engagement through transparent communication and continuous training, ensuring robust administrative and ICT processes, and building broad-based partnerships — these are the pillars that support responsible business practices at MIVAS.

We firmly believe that by consistently applying and regularly evaluating this ethical code and operational framework, we contribute to the achievement of the 5Ps—People, Planet, Prosperity, Peace, and Partnership — as defined in the UN's 2030 Agenda for Sustainable Development.

