

MISSION STATEMENT



Status 09/2025



**Mission Statement and
Quality Policy**



**Occupational Health and
Safety Policy**



Energy and Environmental Policy





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1. INTRODUCTION

As a reliable partner, we also feel responsible in our interactions with our customers, suppliers, employees and other business partners. For this reason, we have created this Code of Conduct document, which supports our employees in the independent performance of their business activities. It forms the basis for morally, ethically, and legally sound behavior among all employees in their interactions with one another.

2. ABOUT US

MEHLER Elektrotechnik Ges.m.b.H., based in Wolfers, is an established Austrian company operating in the field of electrical engineering since its founding in 1962. Today, the company focuses on the development, design, and production of low-voltage switchgear systems. The product portfolio ranges from simple terminal boxes to complex solutions such as metering cabinets for utility companies and control cabinets for industrial and mechanical engineering applications.

The company currently employs around 230 people and pursues a long-term strategy to secure its market position in the long term. A key element of this strategy is the continuous development of products and manufacturing processes. This is achieved through ongoing improvements and the consistent implementation of technical innovations developed in close cooperation with employees and partners.

MEHLER Elektrotechnik is known for its high degree of flexibility and can process inquiries and orders for both custom-built solutions and standard distribution systems quickly, efficiently, and professionally. Maintaining consistently high quality is always a top priority. The close involvement of all employees in continuous optimization makes it possible to create technical advantages for customer projects while remaining competitive in the long term.

The company's internal objective is to actively

address future technological challenges and maintain or expand its technological lead in the market through targeted further development.

3. MISSION STATEMENT/QUALITY POLICY

- » To successfully continue and sustainably grow the company together with our employees
- » To use raw materials and energy carefully and responsibly
- » To act in an environmentally conscious, sustainable, and people-oriented way across all areas of the company
- » To continuously improve the efficiency of our processes and our product portfolio
- » To design our production processes and product range in an environmentally friendly and energy-efficient manner throughout the entire product lifecycle
- » To consistently meet the requirements and expectations of our customers
- » To ensure the highest levels of quality, functionality, and reliability in our products
- » To comply with all relevant standards, norms, and legal regulations
- » To develop new solutions and innovations in the field of control cabinet technology
- » To continuously expand and optimize our range of services
- » To maintain short and reliable delivery times
- » To provide fast and straightforward problem-solving for our customers, as well as to maintain and expand our flexible range of services
- » To strengthen and deepen cooperation with our distribution partners
- » To maintain and sustainably enhance relationships with our suppliers
- » To further develop and expand our proven 4-stage delivery program

We place great importance on creating and maintaining a positive working atmosphere and a strong relationship with our employees. We focus on open, constructive solutions and consciously celebrate our successes together. After all, only those who feel comfortable in their

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workplace can stay motivated, be creative, and continue to grow. Together with our team, we foster a modern and pleasant work environment in which personal appreciation, mutual respect, and collegiality are a matter of course. Our team leaders and department managers play a central role within the company and lead the individual production departments with great responsibility. They ensure smooth operations by carefully planning and organizing workflows and staffing. In addition, they thoroughly inspect the produced components and individual work steps. Our department managers thus form the backbone of our production – ensuring the highest quality, efficiency, and reliable delivery performance.

In order to continue successfully filling these responsible positions in the future, we invest specifically in the training and further education of our junior staff. We train young employees in a variety of professions and offer them extensive opportunities for personal and professional growth. The education and development of young talent is especially close to our hearts. Our trainers are experienced professionals who approach their roles with deep technical expertise, interpersonal skills, patience, and understanding.

Our company offers a wide range of opportunities for motivated young people. They are encouraged to actively contribute, take on responsibility, and grow into leadership roles over time. In this way, we secure the long-term success and future viability of our company — together, and on a successful path forward.

Consequently, we derive the following guiding principles:

Shaping a Sustainable Future Together

We lead our company in a spirit of partnership and responsibility, together with our employees, and strive to expand our market position sustainably. In doing so, we foster a modern

working environment where we support our employees and continuously develop their skills and expertise.

Living Sustainability and Resource Responsibility

We are committed to the careful and efficient use of raw materials and energy. Environmentally conscious action and sustainable business practices are integral parts of our corporate philosophy. Our production processes are designed to be environmentally friendly, energy-saving, and resource-efficient, contributing positively to environmental protection.

Strengthening Customer Trust Through Reliable Service

We provide our customers with fast, straightforward, and solution-oriented support. Through continuous improvement and expansion of our service offering — particularly by consistently developing our proven 4-stage delivery program — we ensure short delivery times and excellent customer service.

Building Long-Term Partnerships

We actively cultivate and strengthen collaboration with our distribution partners and suppliers. We rely on partnership-based communication, reliability, and transparency to secure long-lasting, successful business relationships.

Driving Efficiency and Continuous Improvement

We continuously optimize both our product portfolio and our manufacturing processes to ensure maximum efficiency. Our internal procedures are designed to eliminate waste, boost productivity, and enhance competitiveness — so that we remain strong and sustainable in the market over the long term.

To ensure the highest quality of our products, we document our clear awareness and sense of responsibility. This results in the following guiding principles, which we consistently apply across all processes:

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Clear Quality Objectives and Measurable Criteria

We define clear quality objectives and measurable criteria to continuously monitor and evaluate the quality of our products, allowing us to make timely corrections when necessary.

Certifications and Audits

Through regular internal monitoring and staff involvement, we ensure that our processes, products, and services meet the highest quality standards and are continuously improved.

Promoting Quality Awareness Among All Employees

We actively promote quality awareness at all levels of our company. Every employee is responsible for complying with our quality standards and is encouraged to identify and implement potential improvements on their own initiative. With the internal ME-WIKI, our MEHLER app, and the cross-departmental ERP system, we ensure that all employees have access to all relevant documents at all times and that changes are communicated in real time.

Open Error Culture and Willingness to Learn

We see mistakes as opportunities for learning. Our open and transparent error culture enables us to quickly identify problems, resolve them efficiently, and implement preventive measures to avoid future errors.

Feedback and Customer Input

Customer feedback provides valuable insights for improving our performance. We analyze feedback systematically, derive targeted quality improvement measures, and respond flexibly to customer needs.

Responsibility to the Environment and Society

For us, quality also means actively fulfilling our social and environmental responsibilities. We are committed to environmentally friendly production processes, the responsible use of resources,

and sustainable practices – combining long-term quality assurance with societal responsibility.

Our Quality Management System (QMS) is designed to cover all necessary processes required to plan, implement, and continuously improve our products and services in the desired quality. The aim is not only to meet customer requirements but also to ensure that our internal procedures are efficient, safe, and transparent.

We have identified and documented all essential processes, organized them by department, and clearly described their interactions. In doing so, we place particular emphasis on:

- » Defining clear objectives and responsibilities
- » Establishing workflows and interfaces
- » Controlling processes through appropriate performance indicators
- » Continuously evaluating and improving our processes

Our goal is not merely to document our processes, but to actively live and continuously develop them. Feedback from day-to-day operations, internal audits, complaint analyses, and improvement suggestions regularly help us identify potential for optimization. Our quality policy reflects our core values: we aim to deliver high-quality products and services that meet our customers' requirements – reliably, safely, on time, and in full compliance with relevant standards. For us, quality is not an additional task; it is part of our identity. We view quality as a shared objective across the entire organization. Every employee contributes to overall quality – regardless of department or function. To foster this mindset, we make our quality policy accessible, understandable, and tangible for all employees. It is reviewed regularly and adjusted as needed to ensure it remains aligned with the company's strategic direction and continued success. Our quality policy is available to both internal and external stakeholders and serves as the foundation for our quality objectives, our thinking, and our actions.

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4. RESSOURCES

To consistently achieve our ambitious quality assurance goals and to implement our sustainable, efficient, and successful corporate strategy in the long term, we ensure the appropriate and reliable provision of all necessary resources.

Our company has clear and transparent structures in place regarding authorities, responsibilities, and accountabilities. All employees are aware of their roles within the processes and understand the specific requirements associated with them. By clearly assigning responsibilities, we achieve high efficiency and quality across all operations.

To ensure our quality standards in a targeted manner, we have appointed dedicated Quality Representatives. These employees possess the necessary expertise, experience, and resources, and play a key role in implementing, monitoring, and continuously improving our quality policy. Our Quality Representatives actively support all areas of the company in achieving their quality objectives and promote quality awareness throughout the organization. We also provide them with appropriate tools and regular training to enable them to perform their duties effectively.

Top management is committed to continuously reviewing and, if necessary, adjusting the material (testing equipment, measuring instruments, tools, machinery, etc.), human, and organizational resources required to ensure the sustainable achievement of our quality and corporate objectives.

Since the early days of MEHLER Elektrotechnik, the essence of a successful quality policy has been rooted in open, transparent, and continuous communication. Personal conversations and regular meetings are an integral part of our daily work – helping us build a shared understanding and work together sustainably toward common goals.

To further enhance the flow of information and knowledge sharing within our organization, we have implemented modern and efficient digital solutions. These include the MEHLER app, the ME-WIKI, our internal cloud storage system, and our ERP platform. These tools enable all employees to access all relevant information at any time and from any location – including directly at workstations in the production halls.

Despite operating as a largely paperless organization, we place great importance on preserving knowledge in a sustainable and long-term manner. To this end, we document and systematically archive all essential information in our digital storage systems with care and precision.

Occupational safety requirements are monitored and reviewed regularly by both internal and external specialists. This ensures that all safety standards are consistently met and continuously improved. Management is responsible for ensuring compliance with legal, regulatory, and internal safety requirements, as well as for maintaining a safe and functional infrastructure and working environment.

Our employees receive regular training and further education that covers both technical expertise and personal competencies. Through targeted educational measures, we continuously strengthen their qualifications and skillsets – ensuring the long-term maintenance of our company's high standards.

5. OCCUPATIONAL HEALTH AND SAFETY POLICY

Satisfied, healthy, and motivated employees are essential for the company's sustainable success and thus for maintaining and creating jobs. This is especially true in light of demographic change. Workplace safety and the health of our employees, in compliance with legal frameworks and regulations, are therefore an integral part of our processes and procedures. MEHLER

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Elektrotechnik is committed to preventing injuries and illnesses and minimizing risks.

Our company's activities are aimed at initiating sustainable solutions and thus continuously improving occupational health and safety performance. Through targeted and regular information, the workforce is actively involved in the implementation of our occupational health and safety policy.

6. AVOIDING OCCUPATIONAL ACCIDENTS & FIRST AID

- » Alcohol and drug use are strictly prohibited throughout the company during working hours.
- » Wear and maintain required protective equipment. Markings and signs are posted in areas where protective equipment must be worn.
- » Maintain clean and clear workplaces.
- » Keep transport routes clear and unobstructed.
- » Drive the electric forklift carefully and ensure proper transport security.
- » Wear protective gloves if necessary (e.g., when lifting and transporting Fe profile parts).
- » Concentrated work and action.
- » In the event of an accident at work, provide immediate first aid, report the accident to headquarters (ext. 9) and request assistance. Provide information: Type of injury, location of the injured person, name of the injured person.
- » If possible, take the injured person to the doctor's office and provide care.
- » First responders depending on department (first responders list)

7. ENERGY POLICY

The mission statement and energy policy form the framework for strategies, goals, and concrete actions of the company's top management and every individual employee.

To ensure the achievement of these goals, those responsible for implementation are provided with the necessary resources. MEHLER Elektrotechnik is committed to energy-conscious and

resource-efficient procurement, action, and thinking, taking into account the highest quality standards for our products and services.

Energy-saving processes and procedures, while taking into account laws and regulations, make a decisive contribution to safeguarding the quality of life and livelihood of our society and future generations. We are also committed to continuously improving our energy performance and regularly reviewing and updating our energy management system as needed.

Through targeted and regular information, the workforce is actively involved in the implementation of our energy policy.

8. ENVIRONMENTAL POLICY

MEHLER Elektrotechnik is committed to environmentally conscious and resource-efficient operations. Our products are environmentally optimized throughout their entire product life cycle. Environmentally friendly processes and procedures, while taking into account laws and regulations, make a decisive contribution to safeguarding the quality of life and livelihood of our society and future generations.

In the spirit of sustainable development, we have decided to proactively address the aspect of "environment".

The integration of an internal environmental management system into our existing management system contributes sustainably to the continuous improvement of our ecological footprint. Conscious of our responsibility and in the interest of maximum sustainability in our actions, we integrate consistent environmental goals into our corporate strategy and thus into our entire corporate activities and information structure.

- » **Resource Conservation:** Use all materials carefully and sparingly.
- » **Use of Environmentally Friendly Materials:** Utilize environmentally friendly

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and compatible substances and auxiliary materials.

» **Avoiding Unnecessary Packaging:**

Reduce plastic packaging and films as much as possible.

» **Material Efficiency:** Optimize sheet metal processing and maximize material utilization.

» **Recycling and Waste Separation:**

Consistently separate metals and recyclable materials.

» **Reuse:** Return high-quality raw materials – such as plastic scraps – to the production process (e.g. plastic recycling).

» **Proper Disposal:** Dispose of hazardous materials properly through certified waste disposal companies.

» **Water Efficiency:** Use water sparingly in all areas.

» **Compliance with Regulations and Guidelines:** Follow the environmental manual and internal environmental protection instructions.

» **Energy Efficiency:**

» Operate lighting and machinery only when needed.

» Use energy-efficient technologies and LED lighting.

» Optimize energy consumption through regular maintenance of machines.

» **Emission Reduction:**

» Avoid unnecessary transport through improved planning.

» Use low-emission or alternative drives for internal transportation.

» Reduce noise and air pollution through targeted measures.

» **Sustainable Procurement:**

» Prefer suppliers with sustainable production processes.

» Use regional raw materials and suppliers to reduce the CO₂ footprint.

» Carefully evaluate all suppliers.

» **Raising Environmental Awareness Among Employees**

» **Further Optimization of Production Processes:**

» Reduce waste through improved production planning.

» Use reusable transport packaging instead of disposable materials.

» Minimize the use of chemicals through alternative processes.

For detailed information on our CO₂ footprint and our environmental protection measures, please refer to our Scope reports or the ECO-Vadis platform. This overview outlines only a selection of our core principles, which are fully aligned with our overall quality policy.

9. CLIMATE- AND ENVIRONMENT-RELATED IMPACTS ON OUR COMPANY

Climate and environmental developments are increasingly affecting companies across all industries – including our organization. As a manufacturer of control cabinets and complete electrotechnical solutions, we take these factors into account in both our operational planning and our long-term corporate strategy.

Potential risks arise in particular from rising temperatures, extreme weather events, or possible supply chain disruptions. These could impact working conditions, energy demand, or material availability. To address such risks, we implement targeted measures: All office areas are air-conditioned, and our production halls are equipped with high-performance ventilation systems to ensure safe and focused working conditions even on hot days. Our regionally focused and centralized procurement strategy ensures short transport distances, high supply security, and a reduction in CO₂ emissions. These structures have proven effective even in times of crisis, as they minimize supply bottlenecks and ensure reliable customer service.

In addition to potential risks, climate change also presents opportunities for our company. The energy transition, increasing electrification, digitalization, and the expansion of alternative mobility solutions are driving growing demand

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for control cabinets and electrical systems. This market development supports our growth, as we are able to respond flexibly to new requirements and offer our customers customized, future-ready products.

We continuously monitor and assess climate and environmental impacts and integrate them into our strategic planning. This ongoing observation enables us to react to changes at an early stage, minimize risks, and actively seize opportunities. The detailed environmental and climate protection measures implemented within our organization are documented in the separate document ME-DOC-E-25-088.

10. MACHINERY – ENERGY SAVINGS

The machinery is regularly serviced and maintained. Old energy guzzlers are continually replaced with new, more energy-efficient technology. Energy consumption and environmental compatibility are particularly important when purchasing newly purchased machinery.

11. WATER MANAGEMENT IN PRODUCTION PROCESSES

In the washing and preserving machine, the required water is recycled in a closed-loop system in a dedicated facility. This process saves us up to 5,000 liters of fresh water every day!

12. BUILDINGS AND PRODUCTION HALLS, STRUCTURES

All existing and newly constructed buildings and halls are thermally insulated and constructed using high-quality materials. The structures were constructed using a sandwich construction with insulation.

The roof structure is designed in a shed style, ensuring the highest possible level of natural light. All office and social buildings are brick-built. In addition, the exterior cladding is insulated and covered with sheet metal. The wall thicknesses are 40–60 cm. Air ducts were subsequently installed in the offices for ventilation. We installed double- and triple-glazed windows.

When replacing components, we ensure that we use the latest technology.

13. USE OF PRODUCTION HEAT

We strive to recycle all production energy in all areas where it is released. This is done through heat exchangers and air shaft ducts, where this energy is utilized.

14. LIGHTING AND HEATING OF ALL BUILDINGS

As part of new construction and renovation work, all lighting fixtures are being replaced with energy-saving LED technology. This has already been largely implemented in the offices. Starting in 2008, the heating systems were converted to energy-efficient, low-temperature gas heating. We are working on making even better use of production heat.

15. USE AND SELECTION OF MATERIALS

We are constantly working to utilize all raw materials as efficiently as possible. Optimizing punching and cutting formats. All raw materials, metals, plastics, and cardboard are recycled. Proper collection and separation of all materials is ensured.

16. WORKPLACE DESIGN AND COLLABORATION

Throughout the entire company, all workplaces and production areas are evaluated and optimally designed. This makes work easier and prevents accidents. All hall floors have been gradually replaced with new, dust-free industrial floor coverings. A floor cleaning machine, purchased in 2017, regularly cleans all hall floors. This eliminates the dust pollution from the old floor coverings. Through regular group discussions and the family-run nature of the business, problems and solutions are developed together. Further developments and improvements are developed and implemented. We ensure that we provide our employees with a tidy and future-proof workplace.

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17. SUSTAINABILITY

Sustainable development and environmentally conscious action are integrally embedded in our corporate strategy. We continually renew our fleet and purchase electric vehicles. Electric vehicles are used for short and medium distances.

The technician fleet (previously five diesel and gasoline vehicles) has been converted to electric vehicles with an annual mileage of approx. 30,000 km. Own charging station infrastructure for the company's internal fleet and for company visitors with 22 e-charging options.

18. QUALITY POLICY

Quality means meeting the needs of the market and our customers. Customer satisfaction is our primary goal and the measure of our success. Through secure organizational and technological processes, we reliably and economically guarantee our high quality standards. Every employee contributes to the realization of our corporate goals and quality improvement through independent, quality-conscious action. We promote quality awareness among all employees through education and training. Through targeted and regular information and

communication, employees are actively involved, thus achieving continuous improvement. A decisive factor in the implementation of our quality policy is the exemplary living of the principles by management. Therefore, the management and every manager in the company are committed to aligning their daily activities with the defined quality policy.

19. DEVELOPMENTS AND STRATEGIES

Energy efficiency and environmental protection are our top priorities in all our new developments in switchgear construction and device technology. Topics such as lightweight construction, self-air conditioning, but also the recyclability of all materials used are given particular attention and pursued. Through the right choice of materials and production techniques, raw materials and energy can be saved. At the same time, intelligent control cabinet combinations and housings enable significantly lower energy consumption during operation. Innovations are protected and passed on to our customers so that they can benefit in their projects.