



Environment Social  
Governance  
Statements

## Content

- I. Environmental Responsibility Statement
- II. Social Responsibility Statement
- III. Governance Responsibility Statement

## Environmental Responsibility Statement

At MaxGrip, we recognize that environmental protection is a shared responsibility and an integral part of our business operations. We are committed to minimizing our environmental impact, conserving natural resources, promoting sustainable practices, and being carbon neutral by 2028. This Environmental Responsibility Statement outlines our commitment to key areas of environmental responsibility.

### Climate Change Mitigation:

We recognize the urgent need to address climate change and reduce greenhouse gas emissions. We commit to measuring, reporting, and reducing our carbon footprint by implementing energy-efficient practices, adopting renewable energy sources, and carbon offset initiatives. We support efforts to transition to a low-carbon economy and be carbon neutral as a company in 2028.

### Stakeholder Engagement and Collaboration

We actively engage with our shareholders, employees, customers, suppliers, and other stakeholders regarding environmental matters to address these challenges collectively. This includes our efforts to help our clients improve their environmental performance through our asset performance improvements. We seek partnerships and collaborations to support initiatives that address climate change.

### Improvement and Reporting

We monitor, measure, and evaluate our environmental performance to identify areas for improvement. We set targets up to 2028, track progress, and report on our environmental initiatives and achievements as part of our 1t.org pledge regularly. After 2028 we want to be climate positive. We embrace feedback and strive for transparency in our reporting to stakeholders.

### Conclusion

This Environmental Responsibility Statement reflects our unwavering commitment to environmental stewardship. We strive to integrate sustainable practices into all aspects of our business operations. By taking proactive measures, engaging stakeholders, and challenging and improving our environmental performance, we contribute to a healthier and more sustainable planet for future generations. This includes our efforts to help our clients improve their environmental performance through our asset performance improvements.

## Social Responsibility Statement

At MaxGrip, we recognize our responsibility to contribute to the well-being of society. We are committed to conducting our business in a socially responsible manner, integrating ethical practices into our operations and decision-making processes. This Social Responsibility Statement outlines our commitment to key areas of social responsibility.

### Ethical Business Practices

We are dedicated to upholding the highest standards of integrity, honesty, and fairness in all our business dealings. We adhere to applicable laws, regulations, and industry best practices, and we promote ethical behavior throughout our organization. We believe that our services for our clients can and should help them to improve their own safety and reduce and avoid any potential safety incidents.

### Community Engagement

We engage with the communities in which we operate, aiming to make a positive and lasting impact. We support local initiatives and projects that enhance the well-being, and livelihoods of community members. We encourage our employees to volunteer their time and skills to contribute to community development.

### Diversity, Equity, and Inclusion

We embrace diversity and promote an inclusive work environment that respects and values the unique backgrounds, perspectives, and experiences of our employees. We strive to foster a culture of inclusivity, equal opportunity, and non-discrimination. We actively seek to create a workforce that reflects the diversity of the communities we serve.

### Employee Well-being and Development

We prioritize the well-being, health, and safety of our employees. We provide a safe and inclusive workplace, promote work-life balance, and offer opportunities for professional growth and development. We strive to create a positive work environment that encourages innovation, collaboration, and employee engagement.

### Supplier and Partner Relationships

We expect our suppliers and business partners to share our commitment to social responsibility. We collaborate with suppliers and partners who adhere to our ethical practices and respect human rights. We promote transparency and open communication in our supplier relationships.

## Responsible Service Offerings

We are committed to providing high-quality services that meet or preferably exceed industry standards. We prioritize customer satisfaction and safety and respect their privacy.

## Transparency and Accountability

We believe in transparent reporting and accountability. We regularly communicate our social responsibility initiatives, progress, and challenges to our stakeholders. We welcome feedback and constructive input from our stakeholders and take appropriate actions to address concerns and improve our practices.

## Improvement and Reporting

We are dedicated to improving our social responsibility efforts. We regularly assess our policies, practices, and performance to identify areas for improvement and report on them. We strive to stay informed about emerging social issues and adapt our strategies to address them effectively.

## Conclusion

This Social Responsibility Statement reflects our commitment to conducting business in a responsible and sustainable manner. We aim to make a positive impact on society and the lives of our employees and stakeholders. By integrating social responsibility into our core values and practices, we strive to contribute to a better future for all.

## Governance Responsibility Statement

At MaxGrip, we are dedicated to maintaining the high standards of corporate governance. We believe that strong governance is essential to ensure transparency, accountability, and ethical decision-making across our organization. This Governance Responsibility Statement outlines our commitment to key areas of governance responsibility.

### Ethical Conduct and Integrity

We conduct our business with the utmost integrity, adhering to ethical principles and values. We promote a culture of honesty, fairness, and transparency in all our interactions, both internal and external. We comply with applicable laws, regulations, and industry standards, and we encourage our employees to act with integrity and professionalism.

### Board of Directors' Responsibilities

Our Board of Directors plays a crucial role in overseeing the strategic direction and governance of the company. The Board exercises its fiduciary duty in the best interests of shareholders and stakeholders. It ensures effective risk management, succession planning, and transparent financial reporting.

### Stakeholder Engagement

We recognize the importance of engaging and communicating with our stakeholders effectively. We foster open and transparent dialogue with shareholders, employees, customers, suppliers, communities, and other relevant stakeholders. We consider their interests and feedback when making strategic decisions and strive to address their concerns responsibly.

### Employee Participation

We believe in empowering our employees and fostering a sense of ownership to actively engage in our company's success. We encourage our employees to actively participate as shareholders or depository receipt holders, aligning their interests with the long-term success and sustainability of our company.

### Risk Management

We have established a robust risk management framework to identify, assess, and manage risks that may impact our business. We proactively monitor and evaluate risks across all areas of our operations, implementing appropriate controls and mitigation strategies. We review and enhance our risk management processes to adapt to evolving business and regulatory landscapes.

## Compliance and Legal Obligations

We are committed to full compliance with all applicable laws, regulations, and standards. We maintain an effective compliance program to ensure adherence to legal obligations, including but not limited to anti-corruption, data protection, privacy, and anti-trust laws. We promote a culture of compliance throughout the organization and educate employees on relevant regulations and policies.

## Data Protection and Privacy

We respect the privacy and confidentiality of personal data entrusted to us by employees, customers, and other stakeholders. We have implemented robust data protection policies and practices to safeguard personal information, in accordance with the relevant and applicable data protection laws such as the General Data Protection Regulation (GDPR) in the jurisdictions in which we operate. We are committed to transparent data practices and obtaining consent when required.

## Corporate Responsibility

We recognize our responsibility to society and the environment beyond our immediate business operations. We integrate social and environmental considerations into our business practices, aiming to make a positive impact on communities and minimize our environmental footprint. We support charitable initiatives and social causes that align with our values and contribute to sustainability.

## Transparent Reporting and Accountability

We are committed to transparent and accurate reporting of our financial and non-financial performance. We provide timely and comprehensive disclosure to shareholders, regulators, and other stakeholders. Our financial statements and reports are prepared in accordance with applicable accounting standards, and we engage external auditors to ensure the integrity of our financial reporting.

## Improvement and Evaluation

We evaluate and improve our governance practices to align with evolving practices and regulatory requirements. We regularly assess the effectiveness of our governance structures, policies, and processes, seeking external advice when necessary. We welcome constructive feedback and are committed to learning from our experiences to enhance our governance practices.

## Conclusion

This Governance Responsibility Statement reflects our commitment to upholding strong governance principles. We strive to ensure ethical conduct, stakeholder engagement, effective risk management, compliance with legal obligations, and transparent reporting. By embracing good governance practices,

we promote accountability, build trust, and sustain long-term value for our shareholders, employees, and stakeholders.

Utrecht, November 2023

Board of Directors MaxGrip.