

## QUALITY and ENVIRONMENTAL POLICY of the MAYER GROUP

The Mayer Group is a manufacturer and retailer of envelopes, packaging and specialty paper products. Mayer-Kuvert-network GmbH acts as the Mayer Group's holding company and is certified according to ISO 9001, ISO 14001, ISO 50001 as well as FSC® and PEFC. We have combined all certifications in an integrated management system (hereinafter IMS) to utilize synergy effects. Our obligations and entitlements are defined below:

1. We place satisfaction of our customers at the center of our activities and continually work to ensure the quality of our products and services. We attach great importance to collaborating with our customers and business partners in a trusting and long-term manner.
2. We ensure the required quality and the ecologically sustainable character of our products through our IMS. The ongoing optimization of our processes takes place considering identified opportunities and risks for the economically, ecologically, and socially sustainable development of the Mayer Group.
3. As part of the SBTi Initiative (Science Based Targets Initiative), we have committed to ambitious climate protection targets that can only be achieved in Scope 1-3 if we collaborate with like-minded partners. We therefore prefer to work with service providers and suppliers who are also committed to consistent environmental and climate protection measures. The implementation of these commitments should be comprehensible to us.
4. The Mayer Group is committed to the continuous improvement of environmental performance within the framework of ISO 14001 and to the continuous improvement of the energetic performance of its products and processes within the framework of ISO 50001. Achievement of targets is made measurable and monitored using metrics where possible and economically viable. Actions are implemented according to plan. Their effectiveness is evaluated.
5. We keep ourselves up to date and implement legal regulations that affect the safety of our products for consumers, environmental and occupational safety, and the topic of energy efficiency. One of the ways we ensure this is through regular compliance audits.
6. Corporate environmental protection encompasses all measures to minimize harmful environmental impacts. This includes, in particular, the economic consumption of materials and energy, the separation of waste and the avoidance of emergencies.
7. We maintain open dialogue with our employees, customers, suppliers, and other interested parties regarding issues of product quality, environmental performance, and energy-related performance. To create awareness of quality, environmental protection, energy efficiency and sustainability, our employees are informed and regularly trained on the topics mentioned. This quality and environmental policy is available to all interested parties on our homepage.
8. We are committed to the values of the Forest Stewardship Council® and comply with all requirements of the FSC core labor standards. This commitment also emerges from our Code of Conduct. We are also committed to implementing all requirements in accordance with the PEFC chain of custody standard.
9. We ensure sourcing raw materials from deforestation and forest-conversion-free production. This includes the omission of conversion of forest land to other land use types. We are committed to avoid harm to High Conservation Values (HCV) or High Carbon Stock Forests.
10. The management team is committed to implementing this company policy effectively and serves the continuous improvement of all processes occurring in the company. It provides the necessary resources for this.

Heilbronn, 13.05.2025

Thomas Schwarz

Klaus Hennig



CEO Mayer Group