

Corporate Social Responsibility



Report 2019 - 2020



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The motan group is a market leading supplier of units and systems for the plastics manufacturing and processing industry. We want to play an active role in shaping the evolution and development of the plastics industry and aspire to grow through innovation. Currently, over 500 employees at 14 global locations are working towards these goals.

motan is a medium-sized corporation, active on global stage, which is mindful of its role as responsible partner in a network of employees, customers and suppliers.

motan develops modular units and well-thought-out systems for the manufacturing and processing of plastics. Our product lines cover the entire spectrum: dosing & mixing, drying, crystallizing, conveying and storage as well as the corresponding control and automation technology. Our high-quality products deliver everything you need for materials management: from injection moulding, over blow moulding and extrusion, to compounding. For granulate, pellets, regrinds, powders, colors and liquids. Our engineering delivers individually tailored, high-performance solutions that meet all your requirements.

About this report

motan's Corporate Social Responsibility-Report describes how the motan group balances economic aspects with environmental and social responsibility. It is published in English and is available in pdf-form. The facts and figures in this report refer to the fiscal year 2019 and 2020.

The 2019-2020 report is the first Corporate Social Responsibility-Report of the motan group. The statements apply to all motan companies unless it is stated otherwise.

Defining Key Topics

In this report we want to give an honest and comprehensive account of sustainability at motan for the benefit of our customers, business partners, suppliers, non-governmental organizations, authorities and, of course, employees and neighbors.

Reporting Criteria

Our reporting is based on requirements of the Sustainability Code (DNK) from the German Council for Sustainable Development and refers to the indicator set of the Global Reporting Initiative (GRI). The sections referring to the GRI are marked accordingly.

The report was reviewed by the German Council for Sustainable Development to ensure that all reporting requirements are fulfilled.

Vision – Mission – Business Principles – our Sustainability Policy

GRI SRS-102-16

Vision

Think materials management is our slogan.

We reach the highest customer satisfaction through successfully providing the best technological solutions and being the world-wide market leader in the area of plastic bulk materials management.



think materials management

Our Mission Statement

We see ourselves as an integral part of a networked system comprised of customers, employees, sales partners and suppliers. Cooperation based on trust is the foundation for our long-term success as a company.

- Our **customers' success** shapes the development of our company.
- Our **solutions and innovations** are developed through the exchange of technology with our customers, the exchange of experience between our engineers and insight gained from technology and research.
- We feel obligated to fulfill the **highest quality** standards in our products and solutions – for ourselves as well as our customers, sales partners and suppliers.
- The **economic efficiency** of our solutions means that our customers' resources are used in the best way possible. We also see this – out of respect for people and our environment – as one of our responsibilities.
- For us, **expertise** means providing a secure future. This is why we at motan group value our employees and offer opportunities for their development. We help them reach their potential by investing in training and know-how.
- **Reliability** is a term that is used not only in reference to our products and solutions. It shapes the way we work, which is based on mutual respect and consideration for each other. We can only be a reliable partner for our customers when we are able to depend on each other.

Common sense and a spirit of cooperation are, and will continue to be, the key values of our company.

Business Principles

Our business principles govern how the motan group should achieve its objectives. These principles are laid down in our Code of Conduct and the Corporate Social Responsibility-Guideline.

Code of Conduct

The Code of Conduct provides our employees and business partners with a guideline for responsible behavior and practice. It governs

- our commitment to Rule of Law
- the handling of gifts and benefits
- the prevention of corruption and money laundering
- our commitment to fair competition
- the handling of conflicts of interest
- the handling of any discrimination within the motan group
- the protection of company property and trade secrets
- our commitment to global standards
-

Corporate Social Responsibility-Guideline

The Code of Sustainability lists principles for sustainability to be adhered to by R&D, procurement and logistics, production and products and describes our commitment to society. It was developed, signed and implemented in 2020.



Management structure

The motan group was founded in 1947 and is a middle-sized, family-run company that operates worldwide. Most of the 15 subsidiaries belong to 100% to the motan group.

Nevertheless, motan has a decentralized organization. It is our full conviction, that the local needs can best be served by people who are understanding the local market. Therefore, every subsidiary is run by a local managing director.



Sustainability at motan

Sustainability has been embedded in the motan company philosophy for a long time. We have broad scope of areas, in which we take actions:

Environmental protection is important to us. We are aware of the negative influences of plastics to our environment. The responsible handling of our resources when using motan products is the focus of further development. This means to minimize the loss of plastics within the production processes as well as to preserve our resources by designing energy efficient construction grounds and reusing released energy in the production process.

We are committed to national and international labor standards. We engage actively to maintain safety and health in the workplace. Fair pay and equal treatment of all our employees are self-evident. We respect the International Labour Organization (ILO) and its principles.

We are partners of the sustainability initiative, Blue Competence. Blue Competence is an initiative of the VDMA set up to promote sustainability in the construction of machinery and systems but also to publicize sustainable solutions for the sector. With this partnership, we are obligated to comply with the twelve sustainability principles for the construction of machinery and systems which themselves address the Sustainable Development Goals of the United Nations.



Why is Sustainability important to us?

We are aware of the negative influence and the costs involved of non-recycled and wrongly disposed plastic materials. Tons of plastic waste every year ends in the ocean, pollutes the water and causes the death of fishes and birds. It is a long-lasting material which decomposes but not vanishes and can be found as microplastic for hundreds of years. The effect on the earth and our health cannot be predicted today.

That is why we focus in our innovations and developments on a zero loss production line. We are not able to change the consumers behavior and to end the non-disposal of plastic materials, but we can reduce the waste and loss of plastic materials in the production line. This is a win-win-situation, it protects our ecosystem and lessens pollution and saves money for the producers at the same time.

Plastics do not have a great image. However, we all know that in many cases, plastic is the only real answer for finding viable and economic solutions. Nevertheless, new requirements of consumers as well as the shortage of resources, especially mineral oil, affects business of our b2b customers and therefore our business.

As a material processor and distributor, we are working with our products in a sector that forms the link between plastic manufacturers and plastics processors. Therefore, we have direct points of contact with the circular economy in the plastics industry. Our products are developed to handle raw materials just as well as recycled granulate, flakes or powder. During product development, we also take into consideration new materials for the future which are currently being researched and tested for industrial use.

We see the changes in our business environment as chance to position ourselves as a manufacturer of high quality machinery which is able to handle high qualitative and demanding material, to guarantee a high production standard with zero material loss during the production process.

Objectives for 2019-2020

We have implemented a variety of activities, which we are summarizing in an overall strategy now. We want to define the strategy within the year 2021.

Currently, we are working on a Corporate Social Responsibility Guideline, which complements and enlarges the already existing and implemented mission statement and code of conduct. It will be a guideline for what is sustainable behavior on behalf of motan. The guideline was adopted in November 2020.

Our Sustainability Process Management

Responsibility

CSR at motan is a leadership issue.

The CSR-Guideline as created by the motan holding gmbh is a binding guideline for all business transactions of the motan group.

The managing director of each motan company is responsible for informing every employee about this CSR-Guideline and ensuring its implementation. The internal auditors of motan holding gmbh will monitor its implementation on a regular basis.



Rules and processes

As stated before, most of the motan companies are 100% subsidiaries of motan holding gmbh and are run by a local managing director.

Our local managing directors have great trust of motan's group management and act very independently. Nevertheless, every motan company has bylaws, which describes the organization of the management board, actions which require approval from the group management and reporting commitments.

Furthermore, the Vision, Mission Statement and Business Principles are binding regulations for every motan company. They are complemented by 18 international Guidelines from different business areas (Finance, Sales, IT, Marketing) which describe detailed processes for daily business. These Guidelines also form the basis for internal revision.

To assure an equal treatment of all employees from the five German motan companies, four further Guidelines take care of incentive regulations.

We ensure the reception of the guidelines by handing them out to every employee on the first workday. It is part of our entrance checklist. The reception has to be signed and is controlled by the HR Department.

motan's corporate rules and guidelines and changes within them are discussed in our group management meetings. Attendees are the group management, the responsible person for the guideline and the managing directors of the motan companies. In these meetings all attendees have the chance to discuss their point of view about the topics. Of course, every one of them also has the possibility to discuss personal matters in a smaller group afterwards.

Implementing the CSR-Guideline

To implement all CSR-topics in the motan group's company structure we decided for a 5-year plan:



We decided to take care of the internal topics first and then roll out part of our internal reporting to our business partners to get all necessary information about what is important within our value chain. In this way we think that we are able to analyze our business partners on a professional level.

At present motan is developing and implementing a CSR Guideline.

The following step will be the creation of a group wide CSR Reporting. Therefore, we focus on the motan group itself. The verification of sustainability criterias within our value chain will be in focus on time.

Incentive Systems

GRI SRS-102-35 | GRI SRS-102-38

motan pays every employee an appropriate salary for their work. Additionally, every employee participates in our annual profit through an annual bonus payment. The amount is calculated individually, based on the profit of motan group, the profit of the local motan company and the individual performance.

The upper management level at motan is evaluated yearly through our tool **motan target**. Every manager agrees to five goals, weighted by importance, which will be evaluated in a personnel talk at the end of the year. At the moment, sustainability goals are not an obliged part of this tool.

We are tracking the annual compensation ratio per motan company, which mostly conforms to country. Germany forms an exception since we do have five legal entities here. The group management evaluates the factors on a regular basis. We do not publish the factors because of data protection.

Stakeholder Engagement

GRI SRS-102-44

motan encourages an open dialogue. Therefore, we offer different ways of communication. Every employee is free to have a personal meeting with the management. We organize international division meetings on a regular basis where everyone has the possibility to speak directly to international colleagues.

We share information in our SUPPORTnet. Employees can find information to corporate matters (management news), product innovations and changes (product & service news) there. Furthermore, we provide an application & service forum, where colleagues can exchange their experiences to different matters.

We did not yet analyze the Stakeholder group specifically for CSR matters. In 2019-2020 there has not been any key topics raised through stakeholder engagement.

Innovation and Product Management

G4-FS11

Sustainable handling in materials management within the value chain has been embedded in the motan company philosophy for a long time. The responsible handling of our resources when using motan products is the focus of further development. With our solutions, as well as the development of solutions, we always encounter the key current trending topics regarding sustainability in plastics industry.

- How can we design optimized processes?
- How can we improve the energy efficiency of our systems?
- How can we avoid waste and preserve resources?
- How can we recycle materials after use?
- How can we develop our products for the circular economy?



For many years, motan has looked to a wide-known-how network of experts in the plastics industry for innovation. Reciprocal professional discussion and collaboration not only promotes inventiveness but also increases the requirements during development and the quality of the products.

As well as with customers, motan's cooperation with numerous institutions, educational and research establishments form a body of experts with whom we think through, design and realize potential solutions again and again.

Our network:

- SKZ - The plastics center
- IKV - at the RWTH Aachen
- Linz Institute of Technology (LIT) of the Johannes Kepler University (JKU) Linz
- VDMA - German Engineering Foundation
- Konstanz University of Applied Sciences - Laboratory for plastics technology

At the moment we are implementing a process for calculating our Corporate Carbon Footprint in the company. An assessment of individual products does not yet take place. At the moment there is no environmental or social screening of assets.

motan – makes the difference

Energy-efficient materials management

Material drying and injection molding are technologies that consume a lot of energy. By using our ETA plus® drying technology in our dryers, we have developed an effective system with sensor technology which detects the optimal energy needs for the drying process and readjusts this over the controls. In addition, by using the ETA plus® in high-temperature processes, heat exchange technology is applied, which simultaneously cools by recycling return air, therefore using energy particularly sustainably.

Along with increasing energy efficiency in the drying process, we recommend that our customers use a closed feed cycle in material conveyance. Thanks to the closed processing chain, the remoistening of material is prevented on one hand, and on the other, the material retains the majority of its temperature. In addition, this optimization can be combined with our feed technology "IntelliFlow". This is how we optimize the feed speed, preserve materials and reduce the energy requirement.

Using digitalization and networking to automate production processes

We believe that digitalization or the networking of production processes is closely related to the circular economy. After all, transparency with regard to knowing exactly what is going into a product and where the material is passed on to is one of the basic steps in increasing the networking of plants. The result of this is usually the complete digitalization of the production plant, also known within the sector as Industry 4.0.

motan has already developed solutions, such as our METROLINK, to automate the information flow parallel to the material flow in materials handling and thereby create a continuous line between goods receipt and the finished product.

Zero Pellets Lost

A big project in our innovation management is "Zero Pellets Lost".

Our goal is to develop a production line without loss of any raw materials. Together with our network partner SKZ we are developing indicators to measure the loss of raw materials in the production process and to be able to hand out a sustainability verification to our customers.

Mia – Promoting sustainable innovations

Since 2016, motan has organized the motan innovation awards, awarding the best ideas that think outside the box in the plastic industry. The awards are not given just for the economic factors of the innovations, but also the sustainability of the ideas.



On a lean journey with motan

In 2019 motan gmbh embarked on a journey, determined to achieve the highest possible efficiency in procedures and processes through constant and continuous improvement. An important milestone on this journey was the redirection of the value stream material loaders.

What is lean?

Since last year, motan has been working towards a lean transformation. This means optimizing processes and designing the value chain to be more efficient. One of the larger goals is continuous improvement through systematic elimination of waste in the operation units. "Work smarter, not harder!" is the fundamental principle.

New value stream

With the value stream approach, material and information streams, processing procedures, stock, process times and other relevant production parameters are analyzed and adjusted to customer data. The goal is flow production with the shortest throughput times, lowest stock, in short, the best possible use of resources.

The value stream material loaders in Isny profited from this new approach. In the second half of 2019, the installation procedure was redesigned and subsequently implemented in the newly built Hall 4 on the factory premises according to relevant lean aspects.

Hall 4 in Isny, Germany

The entire Hall 4 was developed using a value stream design and kitted out with color coding. Various areas are designated in the value stream according to their use. This includes, for example, vehicle lanes, entrance areas, work in progress, finished products, as well as keep out and staging areas. The guidelines form the basis of spatial organization, enable process standardization and established cleanliness and order when adhering to the agreed on process standard.

Report of the Sustainability Aspects at motan

Environmental Matters

Resource Management and Corporate Carbon Footprint

GRI SRS-301-1 | GRI SRS-302-1 | GRI SRS-302-04 | GRI SRS-303-3 | GRI SRS-306-2 | GRI SRS-305-1

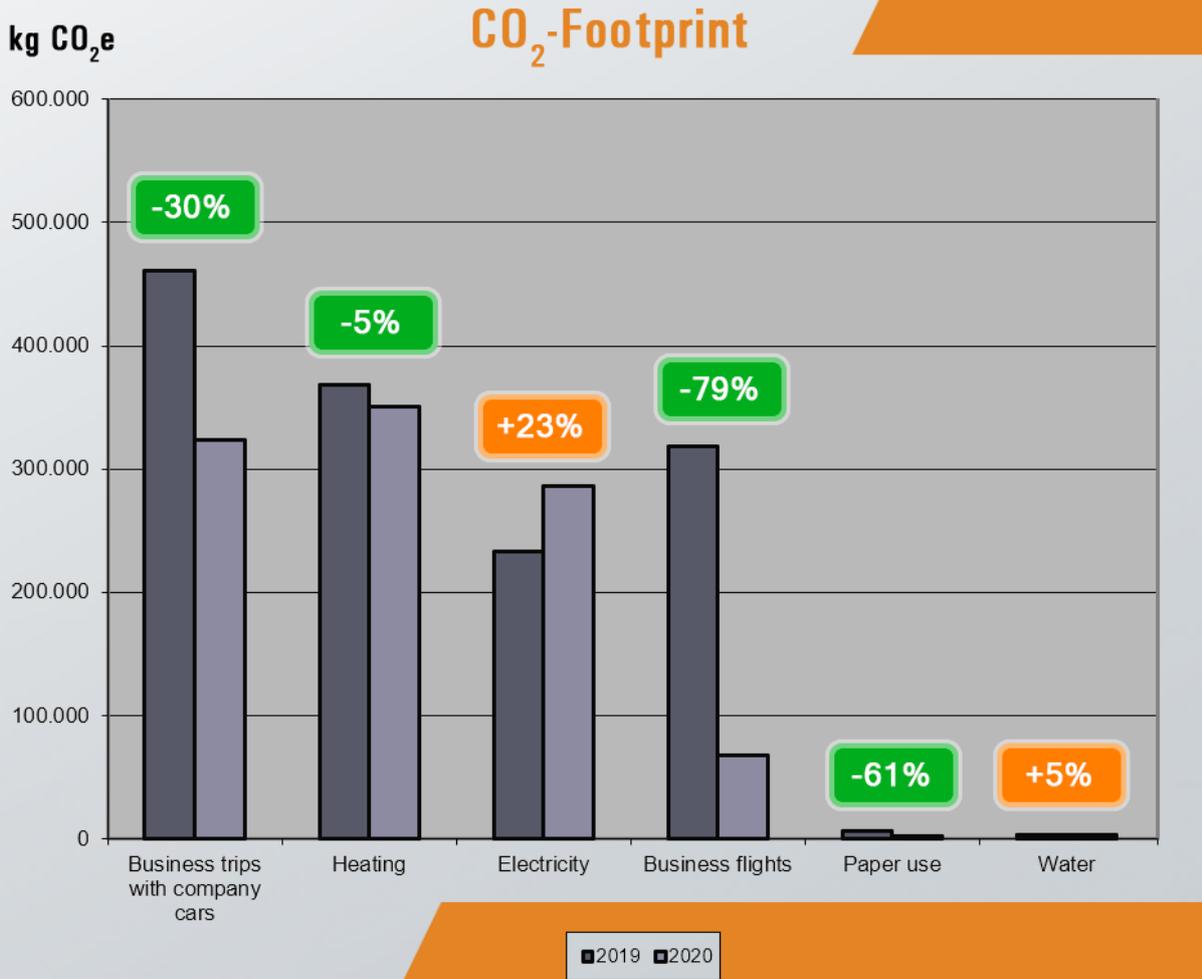
We started a project to measure motan's CO₂-Footprint for the year 2019. In this year we evaluated significant emission sources and tools for measuring. At the same time, we were audited according to DIN EN 16247-1. The results of this audit form the basis for the calculation of our CO₂-Footprint.

The first step is to implement a regular reporting for motan Germany, since over 70% of our employees are engaged in Germany.

motan's production is an assembly plant. Therefore, we are not an energy intensive company. Nevertheless, we are interested in an efficient and economic use of energy.

We started to identify our resource efficiency in 2020 by getting audited according to DIN EN 16247-1 and the consultancy of the external auditor. This audit will form the baseline to continuing internal work about resource management. The next step is to measure the Corporate Carbon Footprint for all German locations and identify further spheres of activity.

Since our production line is an assembly plant, we do have very little use of raw materials. For the reason of materiality, we do not measure this point. We are aware of the impact of the end products which are produced by our customers on our machines to the environment. Plastics pollute the environment and the sea and lasts on earth in form of microplastics for hundreds of years. Nevertheless, we do not assess the risks related to business activities, our business relations, and our products in a systematic due diligence process at the moment. This is going to be a project from 2021 on.



	Business trips with company cars	Heating	Electricity	Business flights	Paper use	Water
2019	460.659	368.342	233.384	318.068	6.611	3.381
2020	323.789	350.832	286.287	67.578	2.557	3.565

To calculate the CO₂-Footprint we use the online tool [ecockpit.de](#). The emission factors used are given according to our DIN audit or the tool. 2019 is the first year for us to calculate the CO₂-Footprint and therefore forms the base year. Possible actions start to take place in 2020.

Projects in 2019 and 2020

Jobrad.de

One goal is to reduce the fuel consumption of our employees on the way to work and in their lives. Therefore, motan joined the German e-bike leasing program [jobrad.de](#). In December 2020 already 39 bikes have been leased through the company.



Employee-Related Matters

Employment Rights

GRI SRS-403-9 | GRI SRS-403-4

We value our employees, their KnowHow and experience. The respect of workers' rights is self-evident to us.

In 2020 motan employs over 500 employees in 12 countries (Germany, Switzerland, Italy, France, Brazil, China, Hong Kong, Taiwan, Thailand, Singapore, India and the USA). Due to the local specifications in labor law and our decentral organization, the responsibility for HR topics is in hand of the local management.

Nevertheless, motan's respect for international labor law is anchored in our Code of Conduct and CSR-Guideline and therefore binding for all motan companies. In 2021 we start a monthly review, in which every local management reports on a regular basis about employee related matters directly to the CEO of the motan group. Additionally, motan holding gmbh's internal revision audits every motan company on a regular basis through personal visits.

In our German Production Center motan gmbh the employees are represented through a worker's council which has meetings with the companies and group management on a regular basis.

Health

The general weekly working time is 40 hours. Basically, every employee has the right to work part time if possible.

Every employee has the possibility to consult a medical officer and to take part in preventive offers. motan explicitly supports the participation in external preventive measures that help maintain our employees' health. motan Germany motivates the participation of medical checkups. We subsidize gym contracts with cooperation partners close to our working sites and offer the leasing of (E-) Bikes (jobrad).

At the moment, we do not see any risk for disobeying employee rights. Therefore, we did not set measurable goals for 2019-2020. A detailed risk analysis will take part in 2021, according to our 5-year-plan. At that opportunity we also want to create and implement a fitting internal monitoring concerning the compliance with the standards.

Job safety

The health and security of every employee is important to us. Therefore, we commit to all regulations to maintain our employees' health and security and transform them into the planning and implementation of our work processes.

Our production is an assembling plant. Therefore, we estimate the risk of work-related injuries and ill health as low. From the year 2021 on all managers of motan companies report about work related injuries on a monthly basis in form of accident-free days.

We want to assure the highest possible safety in our work performance. Therefore, we consider the engagement of external providers for specific tasks. An example is the engagement of specialized companies to assemble pipework on the roof of assembly halls. They can provide special equipment and assure special trainings for their employees.

In issues of job safety in Germany, we get support of an external work safety specialist. Part of his work at motan are risk assessments on a regular basis. In 2020 a survey about mental pressure at the workplace has taken place. Furthermore, he is responsible for safety trainings on a regular basis.

The contact information of our work safety specialist is published on the blackboard. In this way we can assure that every employee has the possibility to contact him. By hiring an external service, we hope to take the last hurdle for our employees to express their opinion without fear of consequences.

Projects in 2019 and 2020

motan explicitly supports the participation in external preventive measures that help maintain our employees' health.

For motan Germany we started a project to make it possible for our employees to participate in health prevention programs on a low-cost level. motan supports medical check-ups with cooperation partners close to the company locations. Furthermore, motan subsidizes gym contracts with cooperation partners.

Equal Opportunities / Diversity

GRI SRS-406-1 | GRI SRS-405-1

We embrace diversity and view it as an important part of our corporate culture. We actively encourage integration and development of all employees. HR decisions are made in best interest for the company. No one may be disadvantaged based on race, ethnical origin, nationality, sex, physical or mental disabilities, color, age, social background, political opinions, ideology, religion, belonging to a workers' organization or any other personal characteristics.



We disregard every form of discrimination. We review and sanction every incident of discrimination within the motan group. Every employee has the possibility to report an incident at motan holding gmbh and get backing during the follow up process. We had no reported incidents of discrimination in 2019-2020.

motan group is led by female CEO Sandra Füllsack. Groupwide we employ 14 executive managers, two of them females.

Sex and age are no criterium for personnel decision in our company. Therefore, we do not analyze diversity criterias at the moment.

We review our salaries and wages on an annual basis. To do so, we compare them to market data. For Germany, for example, we use the online tool "Compensation Online". Every employee has the possibility to express wishes in the annual personnel review.

Life is flexible. Different phases in life need different support. We try to support our employees with modern time and workplace designs to be able to harmonize private and work requirements. To do so we implemented the technical requirements for Home Office for all German workplaces where it is possible and created in 2019 an annex for the regular employment contract to record the frame conditions individually.

According to our 5-year-plan we will review this topic in 2021.

Qualifications

GRI SRS 401-1

For us, expertise means guaranteeing the future. As employers, we place great value in offering our employees opportunities to develop their skills.

motan start - an individually tailored career start

New employees have the opportunity to take part in our motan start program. The program will introduce them to the diversity and possibilities in our company in at least four practical training modules in different areas of the company. Additional elective modules will help them quickly build their own working network.

The program was designed by motan holding gmbh. According to an inquiry in 2019, all motan companies implemented the program and adapted it to their local needs.

motan campus - the training program for our employees

The training program is directed at our employees with a technical or sales background. Every year we offer our employees a broad range of training and qualification opportunities in regard to technologies, products and processes. Becoming an expert for topics related to drying, dosing and mixing, storage and conveying, and crystallizing is a priority and trains our employees to become experts in material management.

Junior Staff - Soft Skills for young talent

As a family company we stand for reliability partnership. We wish to pass on these values combined with high levels of corporate responsibility to our young employees in order to maintain the reliability corporate policy our customers expect from us. Our biannual Junior Staff program provides qualified and motivated employees the necessary soft skill for the everyday work routine as a manager in an international company.



motan Germany offers apprenticeships in different business areas. Furthermore, we offer the possibility of a dual degree at the Baden-Württemberg Cooperative State University (DHBW) Ravensburg.

According to our 5-year-plan the further development of a qualification concept and a correspondent risk management will take place in 2021. At the same time, we plan to implement a group wide HR Reporting and hope to be able to report trainings hours separated after gender and employee category by that time.

Human Rights

GRI SRS-412-3 | GRI SRS-412-1 | GRI SRS-414-1 | GRI SRS-414-2

motan explicitly supports human rights. Child and forced labor are strictly opposed and we comply with the relevant statutory laws. This is part of our Code of Conduct and therefore obligatory for every motan employee.

Since our companies are small companies and the internal auditors of motan holding gmbh have deep insight in their daily business work through regular visits in every location and ongoing contact via phone, we do not see any risk for disobeying human rights at any motan company. Therefore, under materiality concerns, we do not see the need for a special concept concerning Human Rights issues and did not have special audits about human rights.

Sustainability in our Value Chain is going to be a future project. Therefore, at the moment no screenings of suppliers concerning human rights and social impact take place.

Nevertheless, we obtain the biggest part of our products from German suppliers with long-term relationships. Therefore, we do not have any concerns that they are disregarding human rights. An assessment of our suppliers in China and India is one of our projects are implementing the CSR-Guideline and the groupwide CSR-Reporting.

Corporate Citizenship

GRI SRS-201-1

The cooperation of industry and universities is important to motan. We work closely together with the HTWG Konstanz and support its laboratory for plastics technology. Furthermore, our CEO Sandra Füllsack participates in the board of trustees and actively encourages cooperation projects between industry and universities.

According to our 5-year-plan the creation of a management concept for Corporate Citizenship is planned in 2023.

Anti-Corruption and Bribery Matters

Political Influence

GRI SRS-415-1

motan is an active member of the VDMA (German Engineering Foundation) and engages at the SKZ (The plastics center).

motan did not give any input to current legislative procedures and did not contribute to political parties in 2019-2020.

Conduct that Complies with the Law and Policy

GRI SRS-205-1 | GRI SRS-205-3 | GRI SRS-419-1

Every employee of the motan group is required to comply with the applicable statutory laws as well as our internal rules and guidelines. They are based on universal moral values and principles, such as integrity, honesty and human dignity. (...)

Bribery and Corruption are not tolerated within the motan group. (...) Personal gifts or other benefits may only be allowed or accepted if they are of minimal value. They may not influence the decision for granting or accepting orders from customers or suppliers.

Gifts within the range of normal business hospitality, custom and courtesy need to conform to local standards. (...)

Every employee is obliged to support worldwide efforts against corruption and money laundering. (...) Suspicious cases must be reported immediately to the supervising manager or motan holding gmbh's internal auditors committee. (Code of Conduct)

motan holding gmbh takes responsibility for every international business transaction in motan's name. Our Group Controlling undertakes on-site financial audit on a regular basis, after two years at the latest. The findings are documented and reported to the group management directly. Bribery and Corruption is a topic of the financial audit.

The management is made aware of our internal policies concerning this topic through handing out the guidelines with starting at motan. Furthermore, we have a group wide management meeting, at the latest every second year, in which changes in our guidelines are discussed openly.

At the moment we do not have a special risk management concerning the conduction of laws. According to our 5-year-plan this will be a topic in 2022.

In 2019-2020 we did not have any confirmed incidents of corruption. Since we are just at the beginning of collecting international data, we do not have a written summary of sanctions for non-compliance. This is going to be a project for 2021.

