

# Code of Conduct for MTI<sup>2</sup>'s Business Partners



This Code of Conduct for Business Partners (“Code”) provides the foundation for a respectful, fair and ethical engagement with our business partners. It outlines our expectations regarding basic compliance with applicable law and our ethical values. Our Business Partners are expected to adopt and comply with the ethical business standards and values set out in this Code.

## General expectations

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MTI<sup>2</sup> requires from Business Partners to carefully read this Code, adopt and comply with the ethical business standards and values set out in this Code.

MTI<sup>2</sup> acknowledges that no code of conduct can address every situation that may arise. Therefore, this Code is not a substitute for own accountability and responsibility of our Business Partners to exercise good judgment and handle situations with due care.

Should you have any concerns about this Code or its application, please reach out directly to your contact at MTI<sup>2</sup>

# Integrity

## Our values

MTI<sup>2</sup> is committed to always act in compliance with all applicable laws, rules, regulations and ethical norms and engages in dialogue in good faith.

## What we expect from our Business Partners

We expect our Business Partners to conduct business respecting all applicable laws, rules, regulations and ethical norms. Our Business Partners shall act in a professional, respectful and courteous manner at all times. At minimum, our Business Partners and all persons acting on their behalf show integrity, honesty and fairness in all aspects of their business.

# Respect

## Our values

MTI<sup>2</sup> strives to build and maintain professional relationships based on mutual respect.

## What we expect from our Business Partners

Our Business Partners shall recognise the value each person or party contributes and shall treat everyone involved in the collaboration with respect. Our Business Partners respect the Intellectual Property of MTI<sup>2</sup> and the business interests we have also if this has not been officially filed in the form of patent applications. Our Business Partners do not transfer our intellectual contributions to potential competitors of MTI<sup>2</sup>.

# Diversity

## Our values

MTI<sup>2</sup> fosters a culture and business environment, where all people treat each other equally, with respect, courtesy and fairness. We value working in diverse teams of people with different perspectives, backgrounds and talents and we strive towards an inclusive working environment where everyone can reach their full potential.

## What we expect from our Business Partners

In our engagement with Business Partners this means that we expect our Business Partners to provide a business environment which supports diversity and is free from discrimination. We do not tolerate any form of discrimination, harassment or bullying on the grounds of gender, gender identity, sexual orientation, race, religion, age or disability. We also expect our Business Partners to respect individual viewpoints and lifestyles, such as personal fitness, (vegetarian or vegan) diets, and allergies.

# Transparency and learning

## Our values

We value honesty and transparency. We believe that transparency is key, even and especially when (human) mistakes are made. We believe that mistakes provide a context for learning and personal development, not for blaming.

## What we expect from our Business Partners

We expect our Business Partners to be transparent in their business decisions and collaboration with us to prevent conflicts of interest or misunderstandings arising. We expect our Business Partners to have respect for the learning curves of our associates, in the same manner as we respect and leverage the learning curves of the people working for our Business Partners.





## Purpose

### Our values

At MTI², we believe we can have a real impact when working on purposeful projects. We only engage in projects of Business Partners that serve a meaningful purpose. MTI² does not seek to work on projects that are solely profit-driven.

### What we expect from our Business Partners

Our Business Partners shall acknowledge MTI²'s vision of enabling, facilitating and collaborating in purposeful projects with a substantial outcome. We expect our Business Partners to be transparent and notify us timely when this value is at risk in a certain project.

## Environment

### Our values

MTI² is committed to make a positive contribution to the environment and minimize negative environmental effects of business practices.

### What we expect from our Business Partners

We expect our Business Partners to consciously minimize climate impact where possible. We expect our Business Partners to minimise greenhouse gas emissions (e.g., travel), and to engage in initiatives to promote environmental responsibility (e.g., material printing), effective waste management and efficient use of natural resources.

## Health and safety

### Our values

MTI² is committed to a safe, healthy and violence-free work environment.

### What we expect from our Business Partners

We expect our Business Partners to provide safe and healthy working conditions and take appropriate precautionary measures. Behaviour that poses risk to the safety, health or security of MTI² employees is unacceptable.

## Conflict of interest

### Our values

MTI² is committed to identifying and addressing potential conflicts of interests that may impact our collaboration with our Business Partners as soon as possible

### What we expect from our Business Partners

Our Business Partners, and all individuals acting on their behalf must avoid conflicts of interest with respect to: i) their private activities, ii) entities in which they, their close relatives or associates have financial or commercial interest, iii) their business activities with other parties and their part in the business relationship with our company. If our Business Partners become aware of an actual or potential conflict of interest, they shall notify MTI² immediately.

## Fair competition

### Our values

MTI² is committed to fair competition and does not tolerate anti-competitive activity in any form.

### What we expect from our Business Partners

We expect our Business Partners to comply with all applicable anti-trust and competition laws and thus refrain from any unfair competition. This means that our Business Partners shall not enter into any illegal agreement, formally or informally, to unlawfully restrict competition; set prices, compensation or benefits; or allocate clients, markets, people, or services for or on behalf of MTI² or otherwise in connection with any relationship with our company.