

# Corporate Principles

ROMONTA Holding GmbH is a diversified group of companies focused on innovation and sustainability. In addition to montan wax production and waste processing as core areas, we are actively developing new areas of business. The gentle use of natural resources, environmental protection, sustainable landscape regeneration and an open dialogue with our stakeholders are the core principles guiding our actions. We enhance diversity and unlock the full potential of our employees.

**Security:** The well-being of our employees is our top priority. We are committed to creating a safe and secure work environment.

**Customer-oriented:** Customer satisfaction is our goal. Long-term partnerships are our commitment.

**Quality:** We ensure highest quality through continuous improvement and strict controls.

**Innovation:** We are always seeking new technologies and solutions to remain competitive.

**Sustainability & Energy:** We focus on eco-friendly processes and strive to minimize resource consumption as well as the output of CO<sub>2</sub> emission.

**Employee Development & Motivation:** We invest in the personal development of our employees and create a culture of respect and collaboration.

**Ethics:** We always act ethically and with integrity throughout our entire supply chain.

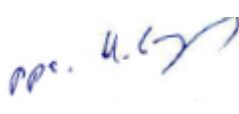
**Data Protection and Information Security:** We guarantee safety and confidentiality of information in all sectors.

**Transparency:** We are committed to transparent business practices and adhere to high ethical standards.

Our corporate principles form the basis of our daily actions. Compliance and risk management are integral parts of our corporate culture.



Christian Jaschke



Holger Lange



Peter Fischer



Kerstin Krischok

**Management of ROMONTA Holding GmbH**