

Mission, vision, and company values of MRS Electronic



By defining mission, vision, and values, you get a better understanding of what a company does every day – the so-called corporate purpose.

Mission and company values are the glue that holds MRS Electronic together as it grows, transforms, and adapts its strategies and business practices to the changing world.

- The **mission** describes the reason/goal why MRS Electronic exists. It gives an answer to the question of “why” (Why do we do what we do? What drives us?).
- The **company values** describe what is important to all employees at MRS Electronic and what they do from within.
- The **vision**, on the other hand, describes the idea of where MRS Electronic would like to be in the future. It therefore answers the question “What do we want to achieve?” and is based on the mission.

In short: Mission, vision, and values

- create the corporate culture,
- enable individual identification with MRS Electronic,
- illustrate the „MRS feeling“,
- serve as filters (e.g., when selecting personnel),
- serve as motivational factors (e.g., in employee retention),
- serve as decision criteria and
- legitimize behaviour,
- help you better prepare for the future and the associated requirements, markets, and competitors.

MRS mission

MRS Electronic GmbH & Co. KG develops and produces smart electronic products as well as customer-specific hardware and software solutions for the vehicle industry. The product portfolio consists of smart controllers, gateways, relays, and HMI systems as well as charging solutions for e-mobility (EVSE) and “smart home” devices. Our focus here is on supporting our broad customer base in realizing their visions.

Cooperation with universities and associations help us to achieve this goal.

We base our success - both on the customer and employee side - on fair, partnership-based cooperation at eye level, mutual trust, free development opportunities, flexibility, and passion.



MRS vision

Your Vision. Our Technology.

With our products and customers, we operate in very future-oriented and promising markets. The industry of electronics is one of the most dynamic and innovative growth industries in the world. With our know-how in vehicle electronics, we want to successfully support our customers with our flexible solutions in the development of new technologies and functions. Past success factors should continue to play an important role in the future. Thanks to the strong growth of the team and sales, we have so far managed to convince the right markets and customers, at the right time, in the right place, with tailored products and to develop long-term partnerships. We want to continue to maintain our broad customer base, expand it and inspire our customers with a fair partnership and outstanding solutions.

MRS company values

1. MRS thinks **future-oriented**: We are open to new opportunities and focus on progressive, innovative, and modern technologies.
2. MRS is **flexible**: Whether with our service or our products, we offer a high level of flexibility and focus on the needs of our customers.
3. MRS works **reliably**: Open communication, reliability of deliveries and a spirit of partnership form the basis of cooperation with customers and business partners.
4. Teamwork, trust, and passion form the basis for mutual success.

Company policy

General

The MRS Electronic company policy determines and describes all relevant service areas that can influence the sustainable optimization of the company and its processes.

MRS Electronic assumes responsibility by voluntarily considering the consequences of its business decisions and actions in economic, technological, social, and ecological terms within the scope of its respective possibilities and sphere of action into account and bring about an appropriate balance of interests. This is based on the behavioural guidelines and regulations set out in the Code of Conduct (CoC).

Management commitment

To increase the overall performance of the company MRS Electronic GmbH & Co. KG in the long term and to optimize the products and processes, the management actively works to ensure that the values and principles mentioned below are sustainably observed and adhered to.

Our management is committed to:

- developing, implementing and constantly improving an integrated management system (quality, environment, occupational safety and information security);
- identifying, analysing and evaluating risks;
- implementing measures to reduce risks, resolve errors and improve products and processes;
- defining corporate goals and their assessments;
- fulfilling requirements and binding obligations (compliance);
- carrying out development in accordance with current standards (e.g., ISO 26262, ISO 25119);
- preventing existing/potential environmental pollution caused by its activities and protecting the environment;
- providing needed resources;
- complying with specific obligations relevant to the context of the company.

The company policy is made available to external stakeholders upon request.

Internally, the awareness of the company policy is created using:

- entries in Q.wiki
- training
- notice board

Context of the company

As part of regular management meetings, MRS Electronic GmbH & Co. KG constantly considers the internal and external influencing factors related to the company's context.

The company considers the following factors to be part of its internal context:

- Relationships with business partners (with the associated contracts)
- Interested parties
- Employees
- Control and regulation system of the company (management)

MRS Electronic GmbH & Co. KG defines the external context as follows:

- Legal regulations and related changes
- Relevant markets of the company
- Competitors of the company
- Technology status, changes, trends
- Events that can have an impact on the company and its reputation

Quality policy

The aim of the quality policy is to meet the demands and expectations of our customers comprehensively and to a limited extent.

We achieve this by:

- Constant product and process improvement
- Close cooperation with suppliers and customers
- Continuous training
- Results-oriented action and analysis of the results achieved
- Involvement of employees in setting goals and suggestions for improvement

Environmental policy

For us, environmental protection not only means developing and producing smart products, but also

- to comply with existing legal obligations,
- to pass on relevant environmental aspects to our partners and anyone interested and, if necessary, to train and involve them,
- to work in an environmentally and resource-saving manner,
- to reduce and avoid waste and hazardous substances,
- to use the best available technology.

Environmental protection not only offers employees safety but, above all, health preservation.

Occupational health and safety policy

The aim is to take preventative measures to protect employees and fellow from accidents and risks.

The measures include:

- fire and radiation protection,
- safety regulations in the workplace,
- consultations on the topics of employee safety and health from a company doctor and occupational safety specialist,
- carrying out occupational medical examinations,
- providing personal protective equipment (PPE),
- hazard training (risk management, emergency preparedness, safety compliance),
- first aid provided by trained employees (first aiders),
- evacuation by trained employees (evacuation helpers),
- (re)design of workplaces and processes taking into account the latest knowledge,
- company health management (HanseFit, JobRad, ...),
- employee involvement to identify and eliminate vulnerabilities.

Human resource policy

MRS Electronic commits to:

- remunerating employees fairly,
- seeing employees as human individuals and
- providing meaningful support to employees, including with personal matters, in order to retain employees in MRS Electronic in the long term and provide them with further training based on their interests.

Information security policy

The following principles serve as general Guidelines for information security within MRS Electronic:

- Information has critical business value. This results in the obligation to protect the information appropriately.
- The goal of information security is to ensure the confidentiality, integrity, and availability of information.
- Every employee is responsible for compliance with information security guidelines. Every employee regularly completes trainings on the subject of information security.
- All security incidents and vulnerabilities must be reported to the designated authority.

Dealing with partners

MRS Electronic and its employees treat their business partners of all kinds with respect and politeness. Communication takes place at eye level and no unfounded or subjectively influenced decisions are made. Open and honest cooperation with business partners is the basis for a long-term and successful business relationship.

Signature

Rottweil, 14 November 2023

A handwritten signature in black ink, appearing to read 'Günther Dörgeloh', written in a cursive style.

Günther Dörgeloh
CEO

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