

### **Mission Statement: The company's view**

The equilibrium of the legitimate interests of people, the environment, and capital corresponds to the precept of sustainability. It is the foundation of our attitudes and actions and the expression of our commitment to keeping the world intact for today's and the coming generations.

The principles of our mission statement are binding for all of our employees and for all of our business activities.

### **Entrepreneurial responsibility**

1. We are an innovation company with a claim to leadership in clearly defined domains of bonding technology.
2. We want to live up to our growth and innovation targets and therefore actively seek new business opportunities and ideas on a permanent basis.
3. We want to sustainably safeguard the existence of our company and remain independent.
4. Our core strength lies in comprehensive customer support with superior solutions and holistic advice.
5. The objective of our close cooperation with users is to overcome the limits of materials and also to reduce material usage.
6. Our relations with customers and suppliers are governed by circumspection, dependability, the exchange of experiences, and mutual development.
7. We fulfill and exceed the safety, quality, and innovation expectations of all or our partners so that our actions result in economic success - for us and for them.

### **Social responsibility**

8. We are aware of the fact that all of our activities originate from people and that their effects always have an impact on people.
9. We want our employees to identify with the company's goals and support this desire with permanent information and an open dialogue.
10. We want our employees to feel at ease and secure in their job environments, so we offer a high degree of job security and good social benefits.
11. Ambitious goals, equitable compensation, prudent leadership, and ongoing education make Collano an attractive employer.
12. We accommodate the interests of the public, the authorities, and our neighbors with an open-minded attitude and transparency.

### **Ecological responsibility**

13. We commit ourselves to compliance with environmental and occupational safety legislation and wherever possible voluntarily exceed the relevant provisions.
14. We want to thoroughly assess our environmental performance and therefore rate it regularly to measure our progress and establish new targets.
15. We continually deepen our understanding of environmental protection, the ecological state of the world, and the potential impact of our processes and products on people and the environment.
16. Internally, with customers, suppliers, the public, authorities, and neighbors, we maintain an ongoing dialogue on safety and environmental protection and systematically educate ourselves.
17. We only develop and produce new products if they can be manufactured, transported, used, and disposed of in a safe and environmentally friendly manner.
18. We endorse prevention and think about future consequences in everything we do now; we minimize the risk of job accidents and ecologically relevant incidents, and we develop contingency plans and protective measures.