

Policy Statement

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01-07-2022	Laurent Eeraerts	
12-01-2023	Laurent Eeraerts	New values
20-11-2023	Hilde Buts	Laurent Eeraerts -> Sandra Peeters
19-03- 2026	Karine Hermans	Changement ExCo members
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Policy Statement

MOBIX and Our Core Values

Mobix aspires to be the leading partner for **multidisciplinary projects** in the **railway** and utility infrastructure sectors.

Whilst aspiring this we remain true to our core values:

- HAPPENER** To make Mobix grow, we are proactive in setting things in motion. We create an environment in which our people are challenged and offered opportunities to achieve their full potential. Strategically, we expect a co-creation between the development of our employees on the one hand and business growth on the other, both organically and through a well-considered acquisition strategy within the mobility domain.
- ENGAGED** Safety and wellbeing of all our stakeholders is our absolute priority. The continuous education of our employees contributes to the drive, pride and passion with which they perform their job. We attach great importance to taking initiative and taking care of our planet. All our decisions are tested for sustainability and we are fully committed to making a positive contribution to our living environment of tomorrow.
- RELIABLE** We are working in an atmosphere of trust and absolute transparency. We do what we say and say what we do to each other and to all our stakeholders. We aim at exemplary behaviour and correct each other where necessary. We commit ourselves to offering the best solution to our customers and to accomplishing this in the most efficient way.
- ONE** Our goals are being pursued as a team, we share best practices and make use of each other's knowledge and resources. We have the will and the conviction to adapt to a changing environment in order to contribute to the successful and continued existence of our organisation and our planet.

MOBIX and Our Ambition

We aim at being the market reference through continuous improvement and development of our employees, our execution methods and our organisation. We want to realise best-in-class projects with priority being given to safety and sustainability.

As a result of this continuous drive for improvement we create sustainable added value which allows us to ensure long-term business continuity, and thus to alleviate our stakeholders' worries and optimise our customer satisfaction.

To realise this ambition our employees are united in the community 'People of Mobix' in which the 4 core values of our company are simplified by the following slogans:

Happener: Think big, work hard, make it happen.
Engaged: Stop accidents before they stop you.
Reliable: Lead by example and walk the talk.
One: Talent wins games, teamwork wins championships.

Safety – Sustainability – Development: Both a Right and an Obligation

The wellbeing of both our colleagues and our subcontractors is always our first priority.

This is achieved through our 3 development programmes:

- **House of Safety:** safety awareness and corporate culture
- **Be Green:** sustainability in the broad sense
- **SMILE:** efficiency improvements in terms of procedures and organisation which serve as the guided principles for a successful completion of all our activities.

The implementation of these programmes will be followed up on a monthly basis during the Exco meetings and will be discussed and adapted annually during the pit stop meeting.

The management commits itself to seek continuous improvements and to create a safe and healthy work environment which, when tested against the applicable laws and regulations, must ensure that we realise our ambition of best-in-class towards all our stakeholders.

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CEO

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