## The Mirka Way and Our organisation

### **Our Company Culture**

**MIRKE** 

At Mirka we understand that every job has its own unique requirements, which is why we work closely with customers to provide tailored solutions that precisely meet their needs.

After gaining a clear understanding of exactly what each customer requires, our technical customer support specialists recommend high-quality products, processes, and training that ensure that successful results can be achieved at every step of the operation.

Sustainability is built into The Mirka Way. When the system is set up with all of the right parts and customers have all the information needed to get great

results, then their work is more sustainable.

### **Our Vision**

"We wish to reach a market position, where customers and interested parties see us as a market leader and the most responsible company who drives innovation in our core business sectors."

#### **Our Mission**

# "We want to give people the opportunity to perform better."

#### **Our Values**

#### Responsible

For all results & resources. Ethical business practice. Structured and well organised. Cost-aware.

#### Committed

Keep our promises. Close to the customer. Dedicated to high performance. Passionate people.

#### Innovative

Open to new ideas. Continuously seeks to improve. We create solutions that are good for us, our customers and society as a whole.

#### Respectful

Every individual is valuable and can contribute. Open work environment. Warm and genuine. Fair.



Mirka's long-term group strategy serves as the basis for the group's comprehensive business plan, which is drawn up annually and approved by Mirka's Management Team and the Board of Directors. All business and factory units are involved in drawing up the business plan. Department-level goals are set based on the business plan. The management team for the parent company Mirka Oy has one employee representative. Our company Mirka Ltd MIRKA LTD BOARD OF DIRECTORS Chairman: CEO of KWH Group Ltd 4 shareholder members 1 independent member

Parent company KWH Group Ltd

MIRKA LTD MANAGEMENT TEAM

CEO R&D Director Chief Financial Officer Production Director Marketing Director Sales Director, Surface finishing Sales Director, Precision Industries Operations Director

#### 18 subsidiaries

SUBSIDIARIES' BOARDS OF DIRECTORS

Chairman: Mirka Ltd's Sales Director Mirka Ltd's CEO Mirka Ltd's Chief Financial Officer Managing Director of the subsidiary Regional Manager

All our 18 subsidiaries are100% owned by Mirka Ltd.

EXTERNAL AUDITORS for the subsidiaries are appointed by Mirka Ltd