

# CORPORATE POLICY

As an electronics manufacturer, we are committed to the complete fulfilment of all legal, normative and customer-specific requirements and to the continuous improvement of our integrated management system. Our clearly defined principles of action apply to all employees and form the basis for responsible behaviour in the areas of quality, environment, occupational safety, information security and ethics.

## Customer satisfaction & communication:

*We focus on absolute customer satisfaction and promote open, partnership-based communication with all stakeholders.*

## Legal compliance & standards:

*We fulfil all legal and binding obligations as well as relevant standards and other specifications and take into account the current state of the art.*

## Quality & Innovation:

*We strive for flawless, innovative products and combine this with high productivity and cost efficiency.*

## Risk management & information security:

*We systematically use tools for early risk identification and manage risks as well as opportunities across all processes.*

## Change management:

*We evaluate new or changed activities, products; materials, processes and services before their introduction across the entire life cycle.*

## Continuous improvement & employee competence:

*We continuously improve product, process and environmental performance, supported by the expertise of our employees and modern state-of-the-art technologies.*

## Leadership & responsibility:

*We lead with respect and responsibility and promote a culture of clear decision-making for sustainable growth.*

## Personal responsibility:

*Each person takes responsibility for performance and compliance with the company's internal rules on ethics, environmental protection, occupational safety and IT security.*

### Employee development:

*We specifically promote further training and skills development to meet the demands of the market.*

### Environmental protection & resource efficiency:

*We protect the environment through sustainable production, efficient use of energy, materials, chemicals and water as well as maintaining air and water quality even beyond the applicable regulations.*

### Chemicals management:

*We ensure responsible management of chemicals in use, storage and disposal.*

### Climate protection & CO<sub>2</sub> neutrality:

*We continuously reduce our CO<sub>2</sub> footprint through projects to minimise greenhouse gas emissions.*

### Energy efficiency & renewable energies:

*We implement the best possible energy efficiency and use renewable energy wherever possible.*

### Animal welfare & biodiversity:

*We are committed to conducting our business activities in a way that protects habitats and preserves biodiversity.*

### Land use and deforestation:

*We pay attention to responsible land use and avoid direct or indirect contributions to deforestation.*

### Soil quality:

*We implement measures that protect the soil from pollution and maintain its quality in the long term.*

### Noise emissions:

*We minimise noise emissions from our production processes, thereby helping to protect people and the environment.*

### Occupational health and safety:

*We are committed to ensuring that our employees remain safe and healthy in their workplace - in accordance with the applicable legal requirements and ISO 14001.*

### Ethical principles & suppliers:

*We commit ourselves and our suppliers to comply with international human rights and ethical standards.*

### Information security:

*We ensure the availability, confidentiality and integrity of our systems and data through an information security management system based on ISA.*

We have implemented an integrated management system in accordance with ISO 9001:2015, IATF 16949, ISO 14001:2015 and ISA for the planning, implementation, monitoring and continuous improvement of all activities and to fulfil all requirements.

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Michael Velmeden/CEO