

# CORPORATE POLICY

## GENERAL

We are committed to employing all necessary resources to adhere to and implement our corporate policy and to put appropriate measures in place. We monitor current developments in the statutory, autonomous, and normative requirements and commit ourselves to adhering to them and to continuously improving all of the management systems we have implemented. All employees are obligated to align their actions with the corporate policy and to contribute to continuous improvement.

## EMPLOYEES, OCCUPATIONAL SAFETY AND HEALTH PROTECTION

Our employees and their expertise are essential to the success of our company. Maintaining the health of our employees as they carry out their occupational activities is therefore very important to us.

Taking account of the capabilities and needs of employees and providing the necessary equipment to enable them to do their jobs is part of our corporate culture. We regard continuous training and further development as essential as these are the prerequisites for a high qualification and motivation.

We encourage safe and healthy working conditions that prevent not only injuries, illnesses and strain but also physical, mental and social stresses. This applies both to our employees as well as external parties.

The Executive Board, Management Board, senior managers, and staff representatives (if present) work together to implement and promote an integrated and comprehensive approach to prevention and health promotion.

## INFORMATION SECURITY & DATA PROTECTION

Adequate protection of our information and business processes with regards to confidentiality, integrity, and availability safeguards the independence of our company.

We are aware of our special responsibility when handling personal data. We therefore regard it as essential that we adhere to all applicable laws and regulations relating to data protection.

## QUALITY

The customer is our main focus in all our actions. We recognize their needs early, respond quickly to their wishes and requests, and develop innovative solutions with dedication and technological expertise. We view our customers and suppliers as partners with whom we have a long term working relationship.

We guarantee to our customers the safety of our solutions during operation, and the security of the data that has been entrusted to them over the life cycle.

The quality of our products and services ensures our ongoing commercial success and gives us a unique selling point. We regard it as an opportunity to learn from our mistakes, regardless of where and why they occurred. Continuous improvement is our fundamental philosophy and therefore the basis of our actions and the path towards the zero-defect goal.

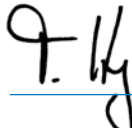
## ENVIRONMENTAL AND ENERGY MANAGEMENT

We are conscious of our special responsibility to the environment and are committed to sustainable environmental protection. This means, in particular, that we use resources sparingly, minimize our environmental emissions, and use and develop environmentally friendly and energy-saving products. This includes the development of products whose functions make a positive contribution to the protection of the environment. In all of this, energy efficiency is an essential building block for sustainable environmental protection and we continuously strive to improve it.

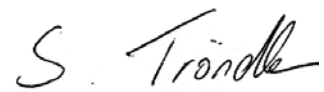
Waldkirch, 1st August 2020



Dr. Tosja Zywiets  
Member of the Executive Board



ppa. Torsten Hug  
Senior Vice President CD Quality Management



Susanne Tröndle  
Chairwoman of the Group Works Council