

## Corporate Policy

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Our policy represents the fundamental value-based approach of the SURTECO GROUP SE companies and is the common foundation of our daily work and the implementation of our goals. We strive to cooperate with our customers and partners in a spirit of trust and transparency, understanding their requirements and expectations as both an obligation and a challenge. The ultimate combination of quality, reliability, service and adherence to delivery dates constitutes strategic factors of success for us as well as for our customers and partners with the aim of improving our performance and competitiveness through Operational Excellence. Beyond economic success, our sustainability strategy takes into account our responsibility for ecological and social aspects. We are committed with the principles for the sustainable development and improvement of life standards.

The health and safety of those who contribute to business development is a priority. Open dialog with our employees is a matter of course, and the further development of their knowledge is a special concern. In addition, we enable them to find the right balance between family and professional life.

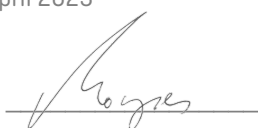
Growth and the sustainable use of resources must be in harmony within our entrepreneurial activities. It is our goal to minimize environmental impact, to counteract climate change and to permanently improve our environmental performance through appropriate measures in the entire life cycle of our business. Management systems are central building blocks of our corporate management and culture, which, in conjunction with the goal of continuous improvement, form the basis of comprehensive principles of thought and action. In this way, we generate the highest standards in all processes for the benefit of our customers, partners, employees, the environment and society. With the implementation of defined goals we

- create and continuously improve quality,
- guarantee that processes are aligned with the demands of our customers,
- pursue a financially self-sustained business,
- promote a positive health and safety culture and ensure a safe work environment,
- foster the development of talent and competencies,
- conserve resources and avoid or mitigate emissions and the generation of waste,
- reduce energy consumption sustainably and increase energy efficiency continuously,
- expand environmental performance along the entire value chain,
- raise awareness of quality, safety, environmental issues and social responsibility.

We ensure that management systems are continually improved, that the planned goals can be achieved, and that the necessary resources are available for this purpose. This includes a commitment to comply with legal requirements and obligations resulting from the corporate context. Quality, occupational safety, energy efficiency, environmental protection and health protection issues are taken into account in all steps of the decision-making process. This includes requirements for suppliers and service providers.

All employees are called upon to contribute continuously and constructively to the further development of our processes.

April 2023



Wolfgang Moyses, CEO



Andreas Pötz, CFO