



CORPORATE POLICY

Schürholz GmbH & Co. KG Stanztechnik is a highly specialized sheet metal forming company. We produce sophisticated metal parts and components for the automotive industry, the automotive supply industry, the electrical industry and, to a lesser extent, for other branches of industry. In the business areas it operates in, Schürholz GmbH & Co. KG Stanztechnik is one of the most efficient suppliers in the market. It owes its leading position in the market to the highly specialized product solutions it delivers to customers and also to innovative production processes that generate increased productivity.

In order to maintain and expand our competitive position, we aim to

- expand our technological leadership,
- continuously improve and stabilize all our processes,
- steadily expand our sales potential,
- pledge to live and act sustainably for the company and the environment in which it operates.

QUALITY

Quality is the cornerstone of everything we do at Schürholz. Our certified quality management system in compliance with IATF 16949, together with our employees' keen quality consciousness, ensure that the parts we make meet the specific requirements of each customer, from the time we receive the customer's inquiry and implement the project, right through to producing and dispatching our components.

Every employee makes an essential contribution to quality. Our quality policy is the basis on which every employee at Schürholz works. Zero-defect quality in respect of every product, process and service is essential when it comes to securing the future. Completely satisfied customers are our ultimate goal. Increasing customer satisfaction and strengthening our own market position as a result is the objective of our quality management system. We aim to do so with flawless products and services, and by adhering 100% to delivery dates and being a competent partner for our customers. For us, standing still means falling behind. Continuous quality improvement requires each employee to commit unreservedly to quality as well as to actively contribute to ongoing quality improvement.

Schürholz stands for the very highest quality standards, reliable delivery performance, sound expertise, providing customers with support for projects and products plus innovative and state-of-the-art processes, plant and machinery.



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PROTECTING THE ENVIRONMENT

Thinking and acting responsibly when it comes to the environment is part and parcel of Schürholz Stanztechnik's corporate philosophy and represents a key factor for future development. The company has established and implemented an environmental management system and integrated it into its operating processes. This system meets the requirements for environmental management systems as set out in DIN ISO 14001. The environmental management system is certified. The company is committed to protecting the environment, including the prevention of environmental pollution. Fulfilling this remit requires that the company's environmental performance is continuously monitored and sustainable environmental protection is ensured. To achieve these environmental objectives, the company works with employees, suppliers and customers on an ongoing basis to prevent any environmental impact or pollution from the company's operations, products and services.¹ The company has therefore defined the following (fundamental) environmental objectives¹.

- Conserve natural resources and prevent wastefulness
- Prevent waste
- Reduce emissions
- Minimize (operational) environmental hazards

To achieve environmental management targets and the overriding objective of environmental protection, Schürholz GmbH & Co. KG Stanztechnik sensitizes its employees, suppliers, customers and service providers to the concerns of environmental management. Schürholz Stanztechnik pledges to improve the environmental management system and its environmental performance on an ongoing basis and to comply with the legal requirements of environmental protection.

¹) More details on action to achieve these objectives is given in the corporate policy program.

WORKPLACE HEALTH AND SAFETY

Schürholz GmbH & Co. KG Stanztechnik is committed to complying with the legal requirements for occupational health and safety. These legal requirements are formulated as minimum requirements. To ensure a sustainable yet consistently high level of occupational health and safety, the company has implemented a workplace safety management system

that meet the requirements of DIN ISO 45001 and has been integrated into the company's operational processes. This workplace



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safety management system¹ is certified. The company's occupational safety performance is monitored on an ongoing basis. The company has defined the following (fundamental) occupational health and safety objectives:²

- Eliminate occupational and health hazards
- Reduce occupational and health risks
- Improve the level of occupational health and safety

To achieve the occupational safety objectives, the company is committed to maintaining safe and healthy working conditions and preventing work-related injuries and illnesses. To accomplish the goals of workplace safety management and the overriding objective of occupational safety, Schürholz GmbH & Co. KG Stanztechnik sensitizes employees, suppliers and customers and service providers to the issues of both occupational safety and workplace safety management. The company undertakes to consult and involve employees or their representatives in matters relating to occupational safety. Schürholz Stanztechnik pledges to improve the workplace safety management system as well as the occupational safety performance on an ongoing basis.

1) Health and safety management system

2) More details on action to achieve these objectives is given in the corporate policy program.

INFORMATION SECURITY

Schürholz GmbH & Co. KG Stanztechnik considers information security to be an important element for maintaining an efficiently-working organization over a long term. Thus, it is an ongoing corporate objective. This creates an ever-present security awareness in every type of work. Each employee contributes towards improving the security level and the associated methods and processes in the long term, as well as maintaining business operations in the event of an emergency. The goal is to maintain a credible long-term security level with an information security system adapted to the requirements. We are therefore committed to implementing appropriate action to maintain the operability of business processes at Schürholz GmbH & Co. KG Stanztechnik and its customers and to ensuring data availability, confidentiality and integrity. Threats such as force majeure, technical failure, lack of due diligence or negligence and vulnerabilities

Zuverlässige Unterstützung der Geschäftsprozesse durch die IT und Sicherstellung der Kontinuität der Arbeitsabläufe innerhalb



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that could encourage such threats are to be identified in order to avert any incidents and thus prevent harm. Our security objectives are therefore to:

- Reliably support business processes using IT and ensure the continuity of work processes within the organization
- Preserve the value invested in technology, information, work processes and expertise
- Safeguard the high, and possibly irretrievable, value
- Maintain or provide the requirements resulting from statutory regulations
- Ensure the data subject's right to informational self-determination in the case of the processing of personal data
- Reduce the costs arising from any case of damage
- Maintain confidentiality regarding any specific trade secrets

The company undertakes to comply with binding requirements arising from laws, regulations, directives, regulatory obligations and customer requirements. The management systems are monitored and confirmed regularly by an independent organization. In order to achieve the company's objectives, every employee's skills in regard to customer safety, environmental safety and occupational safety, as well as quality-oriented thinking and acting must be continuously developed and trained.

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