

Declaration of Principles on Corporate Policy

Mission of Stromag GmbH:

In the trusting and close cooperation with our partners, we recognize trends of the future.

We understand the wishes and requirements of our customers. With a high level of competence and efficient processes, we offer advice, individual solutions, and comprehensive service.

We secure our corporate success through innovation and digitalization. We set new standards in the drive technology market.

STROMAG assumes responsibility for the environment and society by acting sustainably.

Stromag GmbH is committed to the success of its shareholders. The basis of this success is satisfied customers. To achieve this goal, motivated, qualified, and healthy employees as well as an effective cooperation with our suppliers based on partnership are a necessity. All this is supported by our commitment to diversity, equality, and inclusion.

Safety, health and occupational safety (SHE) form the basis of our corporate culture. We want our employees to leave the company just as healthy as when they entered. In the areas of quality, environmental protection, and energy, we proactively identify potential risk in advance and safely eliminate them. Near misses and accidents are effectively and sustainably prevented by appropriate technical, organizational and personnel measures.

Our **products and services** meet our customers' expectations in all respects. We place a huge emphasis on aspects relating to quality, environmental compatibility, safety, durability, environmentally compatible recyclability, energy efficiency, and adherence to prices and deadlines.

The **quality policy** is an integral part of our company's business policy. We take all necessary measures to convince through high quality and reliability. Our quality management system is aimed at eliminating the occurrence of errors by identifying and removing potential errors at an early stage. Error prevention has priority over error elimination. All areas and employees are involved in this quality process.

The sustainable use of resources is obligatory for us. **Sustainability** is a binding element for Stromag GmbH regarding economy, ecology, and social issues.

Environmental protection is another elementary principle of our business policy. We are aware that all activities connected with the development, manufacture, distribution, and use of our products has a direct or indirect impact on the environment. It is our duty to reduce the impact on the environment to the possible minimum within the scope of economic and technical possibilities and by means of well-thought-out processes. Our responsibility in dealing with the environment and resources obligates us to fulfill the defined environmental goals and programs and their verification based on measurable characteristics. It is binding for us to conserve resources and use energy efficiently and sustainably by improving the company's energy performance. This means manufacturing products with the lowest possible use of materials and energy, while avoiding waste and emissions wherever

possible. Opportunities to improve energy-related performance and operational control are considered in the design of new, modified, or re-engineered plant, equipment, and systems.

Competent suppliers are necessary for the success of our business and contribute to the creation of shared value through their expertise. We actively involve our suppliers in our quality, occupational health and safety, environmental protection and energy efficiency efforts. We actively work with suppliers to ensure their products and services contribute and improving the energy-related performance of our company.

Management is committed to monitoring, complying with and, where possible, exceeding all legal and regulatory requirements as well as other requirements related to the integrated management system that are placed on the company. Our main energy consumers are continuously monitored so that measures for improvement can be derived from the associated analysis.

All employees are responsible for the quality of their work and for safety and environment-friendly as well as energy-efficient and -conscious behavior in their area. All employees are integrated into our management system and have the right and duty to work towards eliminating circumstances that cause unnecessary burdens on the environment; all our employees are regularly informed and trained. We work continuously to improve our products, processes and performance in order to meet the expectations of our customers and the demands of society. All employees who contribute to this process by making suggestions for improvement are rewarded appropriately. Our suppliers are also actively involved in the improvement process. The management provides the necessary resources to implement and maintain the goals in the best possible way. This includes sufficient personnel resources and the financial means to continuously develop the systems, whilst also taking into account appropriate organizational and communication structures along with instruments for monitoring and evaluating the management systems.



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