

# ESG

Environmental Social Governance

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Environmental Social Governance (ESG) describes sustainable corporate governance taking into account its social responsibility.

For many years, CeoTronics AG has consistently focused on sustainable business practices and lived up to its social and societal responsibility.

## Environmental management and sustainability

### Conserve resources

In February 2023, CeoTronics AG became the first German company in its sector to become certified by TÜV Rheinland in accordance with the international standard ISO 14001 for environmental management and sustainability. The certificate confirms CeoTronics' future-focused way of thinking and acting, consistent focus on sustainable management and multi-faceted commitment to environmental protection.

We conserve resources such as materials and energy for new production by designing our products, especially those in the CT-ComLink® family, to be significantly more durable, better repaired and adaptable to our customers' changing needs for longer through firmware updates and upgrades.

When procuring the required materials/assemblies, we make sure to purchase them as locally as possible in order to ensure the shortest possible delivery route.

At the end of the life cycle, we accept our products back free of charge so that they can be disposed of properly and, if possible, returned to the recycling process.

### Electromobility

The company fleet consists largely of hybrid company vehicles. As soon as the ranges of fully electric vehicles are in line with the intended use, we will replace more combustion vehicles with hybrid and electric vehicles. Wallboxes powered by the company's own PV system are available at the Rödermark location.

### Surface unsealing

In the 2020/21 financial year, a 155 square metre plot at the Rödermark site was unsealed as part of energy-efficient passive new construction at Adam-Opel-Straße and 1,300 bee-friendly perennials and grasses were planted.

### Energetic building refurbishment

At the Lutherstadt Eisleben site, a modern geothermal heat pump was installed that heats the entire building complex with geothermal energy and cools the rooms in summer by dissipating the heat into the cooler ground.

The Rödermark site was upgraded with two 30 kWp photovoltaic systems that meet almost the entire electricity demand. Green electricity, mainly from hydropower, is purchased for the remaining demand.





To reduce energy consumption, the interior and exterior lighting was converted to LED bulbs and a motion control system was installed for the outdoor area.

Almost all of the old windows have already been replaced by windows with triple glazing, which have a high thermal insulation value. And the old, power-guzzling air-conditioning units were also replaced with new energy-efficient air-conditioning units.

#### **Voluntary CO2 compensation**

For the 2022/23 business year, we will prepare an "ECO balance sheet" to document our CO2e emissions. For this we would like to pay an environmental offset to support projects that protect the environment.

It is our ambition and defined goal to continuously improve and develop the environmental performance of CeoTronics.

### **Social and societal responsibility**

#### **Corporate culture**

Since CeoTronics was founded, a corporate culture has grown that promotes a sense of "we", a transparency of information and harmony, as well as a constructive and objective exchange of opinions between employees and managers.

All employees are regularly invited to staff meetings to be comprehensively informed about changes in human resources as well as business development and orientation. Topics such as occupational health and safety, export control and data protection are also regularly discussed and the staff can address open questions to the management.

Via a digital, secure and anonymous whistleblowing system, all employees as well as third parties have the opportunity to voice complaints or report misconduct or legal violations.

#### **Preventive occupational safety and a pleasant working atmosphere**

CeoTronics offers its workforce modern ergonomic workstations for healthy office work. For this purpose, we provide height-adjustable desks and office chairs that can be adjusted to the body's needs wherever possible, and ensure that the workplaces are well lit and air-conditioned, as well as have modern IT technology.

Free mineral water and our spacious break room with a modern open kitchen where coffee and fruit are offered free of charge are intended to provide our employees with a positive environment for their breaks.

Summer parties and Christmas celebrations are annual social events that strengthen the sense of community and are enjoyed by the employees.

#### **Professional development**

Interns from the student body have the opportunity to gain their first professional insights into various fields of activity. We also offer bachelor's or master's students the opportunity to do an internship, a practical semester or write their thesis in the field of communications and telecommunications engineering.

CeoTronics regularly trains industrial clerks. In cooperation with the Rhine-Main University of Cooperative Education in Rödermark, students can complete a dual course of study in business administration.

The teaching staff are offered further training opportunities that are goal and demand-oriented and are regularly accepted.

#### **Corporate Benefits**

Through the Corporate Benefit Programme, CeoTronics offers its employees the opportunity to purchase branded products at a "company discount".

In addition to the monetary benefit, the company bike leasing offered is not only environmentally friendly, but also promotes health. The employer-financed supplementary health insurance also provides the opportunity to make use of private health services at a reduced rate or free of charge.

#### **Minimum wage**

Others demand, discuss and negotiate. At CeoTronics, the minimum wage has long been €12/hour.

#### **Equal treatment**

The CeoTronics Code of Conduct is applied in all Group companies. Every employee is required to contribute to observing the responsibilities and values described. For example, no one experiences discrimination on the grounds of race or ethnic origin, gender, religion or belief, disability, age or sexual identity.

CeoTronics also strives for good in-house integration of people with health impairments and trains direct caregivers when special skills are needed.

#### **Promoting commitment, volunteering and social projects**

CeoTronics has been supporting social institutions in the city, booster clubs, schools, kindergartens, daycare centres and the fire brigade for many years and is committed to municipal economic and location development.

We encourage our employees to volunteer in their home towns and give them time off during working hours to volunteer for fire and rescue missions.

As a manufacturer of systems for professional communication under difficult environmental conditions, we were keen to donate the latest technology to the local fire brigade in 2023. 43 fire helmets have now been upgraded with the latest radio communication technology. Back in 2007, when the conversion to digital radio was pending, we donated equipment together with the UnternehmerForum.

We are committed to the goals of an initiative founded in 2006 called "Respect! No place for racism" and call for tolerance, recognition and appreciation of fellow human beings!

#### **Compliance (business and legal compliance)**

We regard it as our fundamental principle of economically responsible action to comply with all legal regulations affecting CeoTronics. It does not matter which laws and regulations are involved, such as the General Equal Treatment Act (AGG), occupational health and safety regulations, the basic principles of the International Labour Organisation (ILO), data protection (GDPR), foreign trade law (export control), tax law, stock corporation law, commercial law, environmental protection, anti-corruption regulations, fire protection regulations, conformity with regard to CE/RoHS Directive/REACH Regulation/WEEE, to name but a few.

As a public limited company with comprehensive, detailed and regular open communication of current business developments and with our supervisory board and auditors, we also offer transparency, openness and independent control bodies.

#### **Supply chain due diligence**

In order to make our contribution to securing jobs, CeoTronics prefers suppliers from Germany and Europe. The value added share of production costs in Germany (German Content) is 76.1 %, while in Europe (European Content) it is 88.7 % (both as of 31 May 2022).

We develop and produce almost 100 % in Germany - Rödermark (Hesse) as well as in Lutherstadt Eisleben (Saxony-Anhalt) and most of our suppliers and service providers are located near these CeoTronics sites. In this way, we combine economy and ecology through short distances.

Although the Supply Chain Due Diligence Act only applies to companies with more than 3,000 employees, CeoTronics, with a group size of 130 employees (as at 28 February 2023), selects its business partners with the utmost care.

As part of our social responsibility, we try to oblige our business partners to comply with the values of our Code of Conduct or to develop and live our own Code of Conduct.

#### **Export control and self-restraint**

We refuse to generate business partners in countries where human rights are not respected or inhumane conditions prevail, even if it means foregoing business for CeoTronics.

Each request or delivery of our products is individually checked and, if necessary, rejected by us if it contradicts our Values Compass, even if the export control regulations of the Federal Republic of Germany, the EU and the USA would allow corresponding deliveries of goods to the respective country.

We also subject ourselves to this self-restraint when it comes to countries of the Wassenaar Arrangement, but current political/social developments lie outside our value coordinates.

In this way, we want to avoid our products being used to violate human rights, freedom, democracy, the rule of law and international law. Especially if our products could be used against Europe or other democratic NATO members as well as

\*If not otherwise stated in the offer, CeoTronics grants a 3-year warranty for material and manufacturing defects for CeoTronics products. The precise scope of the warranty can be found in the warranty terms and conditions (also available for download at [www.ceotronics.com](http://www.ceotronics.com)).

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