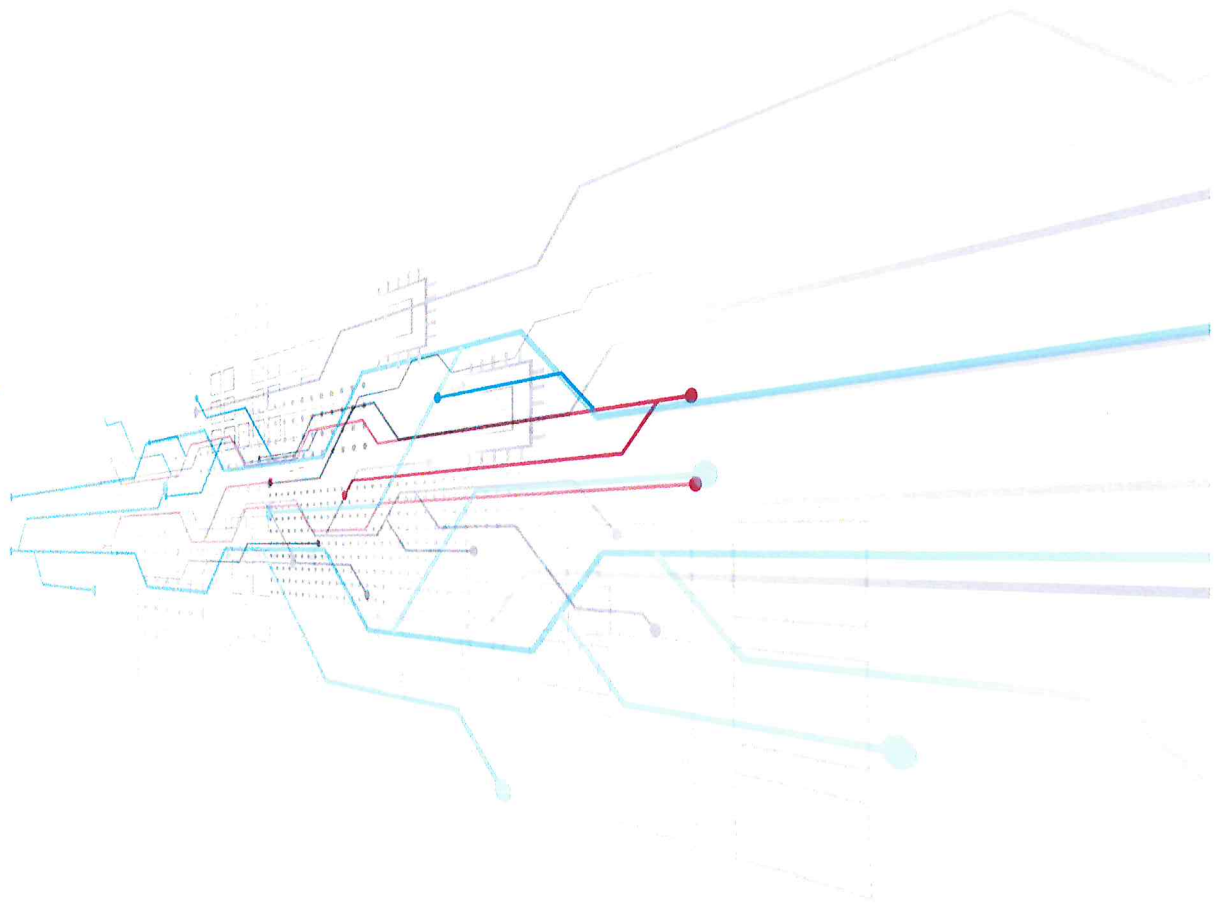


CORPORATE POLICY

btv technologies GmbH & for all sites

2024, August | Management Board



Maximum customer satisfaction, customized service and error-free, environmentally friendly process implementation are the foundations of btv's corporate policy.

The btv team at all locations is committed to meeting the challenges of constantly growing market requirements and product innovations.

This corporate policy is implemented by people who work with consistency and commitment for their customers in order to take account of the constantly changing market conditions.

That is why we want to

- understanding and implementing what our customers expect from us and advising and supporting them when problems arise,
- detect and eliminate deficiencies and effectively prevent their recurrence,
- continuously improve our business processes and adapt them to the requirements placed on us,
- recognize and effectively manage risks,
- a transparent company that is understood by our employees and business partners,
- promote healthy corporate growth through targeted investments, future-oriented and profitable business processes and the economical use of resources, thereby creating and maintaining secure jobs.

The aim of our corporate policy is to achieve maximum customer satisfaction through innovation and flexibility.

In order to fulfill this obligation, we strive to

- fulfillment of customer wishes and their requirements,
- execution of all commissioned services to the highest quality,
- quality of our services with the objective of "zero defects" in order to set standards in our industry,
- permanent assurance of our high performance and delivery readiness,
- proper and environmentally friendly use of resources and operating materials,
- minimizing the consumption of energy and packaging raw materials.

The following points for acting with integrity are very important to us.

btv technologies GmbH complies with the applicable laws and other legal provisions of the countries in which btv technologies GmbH operates.

btv technologies GmbH bases its actions on generally accepted moral values and principles, in particular with regard to integrity, transparency, honesty and respect for human dignity.

Openness and non-discrimination with regard to the ethnic origin, gender, ideology, disability, religion, age or sexual identity of our employees, our customers or our suppliers are the basis of btv technologies GmbH's actions.

We reject corruption and bribery as well as theft, misappropriation, fraud, embezzlement, forgery of documents, any agreements with other companies that restrict competition and the betrayal of internal or external trade secrets of our customers or suppliers.

We are therefore committed to,

- establish necessary measures that serve the purpose and context of our organization. The context of our organization is a documented part of btv's management documentation.
- to establish necessary measures in our business processes that are required to implement the applicable requirements of DIN ISO 9001:2015 and IATF 16949:2016.
- the continuous improvement and accountability of our quality management system and the safeguarding of information security with the provision of all necessary resources.
- to maintain and further develop a socially responsible and employee-oriented corporate culture by managing, promoting and challenging our employees and ensuring their safety and protecting their health.
- to responsibly promote and actively help shape environmental protection in all matters within our control.

Only an intact environment offers the prerequisite for a liveable and humane working and leisure world today and in the future, which everyone is entitled to and which must be preserved to the best of our knowledge and belief. We systematically consider all aspects of our activities, products and services that could have both positive and negative effects on the environment.

Our efforts are directed towards the continuous optimization of environmentally relevant activities and the prevention or minimization of environmental pollution. We are also committed to complying with the applicable legal bases and environmental requirements.

- encourage all our managers to develop measurable quality and departmental targets. This should also make it possible to meet the economic, social and cultural demands of the company in a healthy, liveable environment now and in the future. Furthermore, we will support responsible employees in the implementation of this policy in order to strive to achieve the agreed objectives.

We remain committed to complying with and implementing the provisions of our Standards of Ethics and Conduct, our Code of Conduct and our compliance statement on sustainability in the supply chain.

By achieving and adhering to our policy, we want to strengthen our profitability and competitiveness and thus guarantee the continued existence of our locations and secure their jobs.

Unna, August 2024



Maximilian Krane

Management Board

btv technologies GmbH



Sven Vogel

Management Board

btv technologies GmbH



Wieland Rose

Management Board

btv technologies s.r.l.