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To all relevant stakeholders

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## Management Statement on Human Rights, Sustainability, and Environmental Responsibility

Dear Sir or Madam,

The TQ Group has embedded responsible, human rights-compliant, and environmentally conscious conduct as core values in its business strategy. This also includes the consideration of due diligence obligations focused on sustainability and legal compliance. For this reason, we have incorporated performance indicators for the aforementioned topics into our corporate objectives. The TQ Group is aware of its sustainable, environmental, and social responsibilities and strives to achieve continuous improvement in these areas. We are convinced that this approach ensures the long-term success of the TQ Group.

The TQ Group is committed to upholding internationally recognized human rights. Our company supports the Code of Conduct (CoC) of ZVEI and VDMA to continuously promote awareness of this issue within the supply chain and in our collaboration with business partners and customers. TQ's management has signed this CoC to express its strong commitment. It has defined responsibilities within the company and strives to ensure compliance with and implementation of the CoC throughout our company's entire direct supply chain. The foundation for successful implementation in the supply chain is the regular conduct and monitoring of country- and procurement-product-specific assessments of our suppliers' environmental, social, and governance risks. Where necessary, we initiate appropriate measures to reduce or eliminate these risks (e.g., conducting CSR audits at suppliers). The TQ Group thereby contributes to greater respect for human rights and environmental requirements, as well as to the improvement of working conditions for all affected employees.

Overall, the ZVEI/VDMA CoC, in compliance with relevant norms and standards, encompasses the following:

- General compliance with laws
- Anti-corruption
- Fair competition
- Prevention of money laundering
- Protection of intellectual property
- Data protection
- Export controls
- Avoidance of conflicts of interest
- Health and Safety
- Respect for human rights (prohibition of child and forced labor, freedom of association, promotion of diversity, equal opportunity)
- Environment, Energy, and Climate Protection
- Handling of Conflict Minerals
- Consumer interests
- Communication
- Information on violations

The aforementioned risk analysis was first conducted in 2022 and has been updated regularly since then. The TQ Group's own business operations are low-risk. Significant risks are evident in the supply chain. At the start of the project, six out of 2,500 key suppliers were therefore identified as particularly high-risk— which specialize in high-performance magnets and Li-ion batteries. As part of the ongoing refinement of the risk assessment system, 35 of the above mentioned key suppliers are currently identified as having elevated environmental and human



rights risks within the product groups of electronic assemblies and components, as well as custom-designed parts. We are working closely with all high-risk suppliers to minimize or eliminate these risks. However, due to the high proportion of suppliers mandated by customers and the prevailing conditions in some third countries, the TQ Group's ability to influence these situations is often severely limited.

The TQ Group has developed a framework of sustainability guidelines that includes a five-year action plan for greater sustainability, improved energy and environmental management, and a transformation plan for CO2 neutrality. The action plan is regularly updated and, following a reduction of over 80% in Scope 1+2 emissions over the past few years, forms the basis for a further reduction in CO2 emissions from TQ's entire business operations by up to 20% by 2030 (Scope 1+2 as well as material aspects of Scope 3).

To ensure progress on all measures, we conduct rigorous quarterly reviews at the highest management level.

Our focus on environmental issues is based on two pillars: The first pillar is environmental issues related to our production sites. The second pillar is the material compliance of the services and products we offer.

To protect the environment at our production sites, we take a multidisciplinary approach to new investments and monitor, for example, all necessary parameters during production.

With regard to material compliance, we rely on our suppliers, as the TQ Group's products and services are based on numerous components from other manufacturers. To both raise awareness within the supply chain and ensure we receive the necessary information, we have entered into specific material compliance agreements with our suppliers and are implementing a training program for key suppliers. In addition, data from the supply chain is optimized through the use of external databases. Despite these efforts, we do not currently have all the information regarding all global environmental requirements. Please note that, by default, the TQ Group's material compliance information covers only EU requirements. For any additional, specific requirements, our customers are free to submit a separate request.

To give all stakeholders the opportunity to easily report violations of the aspects mentioned in this statement to TQ, we have introduced a whistleblower system. This can be accessed via the website.

The TQ Group has integrated the above-mentioned topics into its integrated management system and the company's processes. Reporting is a key component in this context. The first report is scheduled for the year 2026. In addition, we provide stakeholders with a comprehensive profile on all relevant topics via the Integrity Next platform, which we continuously update. Likewise, the contents of this policy statement are reviewed annually, updated as needed, and continuously refined. Naturally, our General Terms and Conditions of Purchase also take into account the aspects outlined in this statement.

TQ-Group GmbH

A blue ink signature of Detlef Schneider.

Detlef Schneider  
Managing Directors

A blue ink signature of Rüdiger Stahl.

Rüdiger Stahl  
Managing Director

A blue ink signature of Stefan Schneider.

Stefan Schneider  
Managing Director