

ESG-Guideline

Environment, Social Responsibility and Corporate
Governance

CEOTRONICS AG and CT-VIDEO GmbH
As of July 2026



CEOTRONICS
when it counts



ESG-Guideline

Environment, Social Responsibility and Corporate Governance

1. Purpose and Scope

CEOTRONICS develops and manufactures professional communication solutions for demanding and safety-critical operational environments. Sustainable and responsible business conduct forms an integral part of our long-term corporate governance.

This ESG Guideline sets out our framework for:

- Environmental (E): environmental protection and responsible use of resources;
- Social (S): responsibility towards people and society; and
- Governance (G): ethical, lawful and transparent corporate governance.

It supplements the CEOTRONICS Code of Conduct, the CEOTRONICS Anti-Corruption Policy, the CEOTRONICS Values and Responsible Export Policy, the Workplace Rules and other internal regulations. In the event of any conflict, applicable law and binding internal regulations shall prevail.

ENVIRONMENTAL - ENVIRONMENT AND RESOURCES

2. Environmental and Quality Management

CEOTRONICS complies with applicable environmental, energy, substance, waste and product regulations. Our objective is to avoid and continuously reduce environmental impacts wherever operationally feasible.

Our environmental management system is certified in accordance with DIN EN ISO 14001:2015. Our quality management system is certified in accordance with DIN EN ISO 9001:2015.

We use energy, water, materials and other resources responsibly. Environmental, quality and safety risks are identified and addressed through the designated internal processes.

3. Product Responsibility and Circular Economy

Our products are developed with the objective of enabling reliable and safe use over the longest possible service life. Where technically and economically feasible, we take particular account of quality, durability, repairability, maintainability, modularity and adaptability.

In particular, products in the CT-ComLink® product family can be adapted to changing requirements through repairs, updates and upgrades. This can extend their useful life and reduce the need for replacement products or the manufacture of new products.

Depending on the product, contractual arrangements and operational environment, CEOTRONICS offers, among other services, commissioning, technical briefings, training, maintenance services, engineering, extended warranty coverage, software updates and other after-sales services.

At the end of their life cycle, products may be returned, subject to the applicable conditions, for proper disposal and, where possible, for recovery through recycling processes. In this context, we comply in particular with REACH, RoHS and WEEE requirements.

4. Quality, Safety and Testing

Quality, reliability, product safety and safe operation are essential elements of our product responsibility.

Products and components are subject to appropriate testing, inspection and quality-assurance procedures. Depending on the product and applicable requirements, these may include automated testing as well as testing relating

to electrical safety, acoustics, cables, climatic conditions, water resistance, immersion testing and dust resistance.

Appropriate quality-assurance measures are also applied to suppliers and procured components.

5. Energy, Buildings and Mobility

CEOTRONICS implements measures to use energy efficiently, incorporate renewable energy sources and reduce mobility-related emissions.

Photovoltaic systems with battery storage have been installed at the three buildings at the Rödermark site and at the CT-VIDEO GmbH site in Lutherstadt Eisleben. Electric vehicle charging stations are also available at these sites.

Further measures include energy-efficient LED lighting, demand-based control of outdoor lighting, thermal insulation measures, more energy-efficient climate control systems and the use of a ground-source heat pump at the CT-VIDEO GmbH site in Lutherstadt Eisleben.

The vehicle fleet consists predominantly of electric vehicles.

CEOTRONICS continues to develop the measurement and recording of energy consumption and associated greenhouse gas emissions. This supports the assessment of energy-efficiency and emissions-reduction measures.

6. Procurement, Supply Chains and Biodiversity

When selecting suppliers, materials and components, we consider environmental, compliance and human-rights aspects in addition to quality, reliability and economic considerations.

Our development and manufacturing activities are predominantly based in Germany and closely integrated into European value chains. Where appropriate, we seek to keep supply routes as short as possible. Proximity to German and European suppliers can also support supply security and the resilience of our supply chains.

We take ecological considerations into account in the design of our operating sites. At the Rödermark site, an approximately 155 m² previously impermeable surface was restored to green space and landscaped with approximately 1,300 bee-friendly perennials and grasses during the 2020/21 financial year.

Social – Responsibility Towards People and Society

7. Human Rights, Equal Treatment and Working Conditions

CEOTRONICS respects the dignity and rights of every person. Discrimination, harassment, sexual harassment, bullying, intimidation and any other form of disrespectful treatment are not tolerated.

We treat employees, job applicants and business partners with respect, irrespective of their origin, ethnic background, gender, age, religion or belief, gender identity or sexual orientation, disability or other personal characteristics.

CEOTRONICS is committed to internationally recognised human rights. We do not tolerate child labour, human trafficking, forced or compulsory labour, slavery, illegal employment or undeclared work.

We respect freedom of association and the right to establish or join employee representative bodies and to engage in collective bargaining within the framework of applicable law. We ensure that working conditions, working hours and remuneration comply with applicable legal, collective bargaining and contractual requirements.

The CEOTRONICS Code of Conduct contains additional binding provisions on human rights, equal treatment and respectful conduct.

8. Occupational Safety, Health and Corporate Culture

Protecting health and safety is an essential part of our responsibility. CEOTRONICS complies with applicable occupational health and safety, accident-prevention and fire-safety requirements and provides regular instruction and training.

Applicable occupational health and safety, accident-prevention and fire-safety requirements, together with the relevant internal regulations, must be observed.

Hazards, safety deficiencies, near misses, workplace accidents and environmental incidents must be reported and addressed without delay through the designated reporting channels.

Where permitted by the nature of the work and operational circumstances, we provide modern and ergonomic work equipment. This includes, for example, height-adjustable workstations, ergonomic office chairs, appropriate lighting, climate control and modern IT equipment.

Our corporate culture is intended to be characterised by cooperation, respect, openness and constructive dialogue. Political or religious extremism, activities directed against the constitutional order and related symbols have no place at CEOTRONICS.

9. Training, Development and Employee Benefits

CEOTRONICS supports career orientation, vocational training and professional development. School pupils may complete internships. Depending on demand and capacity, we offer students, including students enrolled in dual-study programmes, opportunities for internships, work placements and final theses.

CEOTRONICS regularly provides vocational training in industrial administration and enables dual-study programmes in cooperation with suitable educational partners. Employees receive development and training opportunities tailored to their roles and needs.

Depending on applicable internal arrangements, employees may be eligible for various benefits and additional services. These include, among other things, drinks and fruit, modern break areas, bicycle leasing, corporate benefits programmes, occupational pension provision and measures supporting health and well-being.

10. Community Engagement, Volunteering and Reserve Service

Within the scope of its capabilities, CEOTRONICS supports social institutions, support associations, schools, kindergartens, childcare facilities, fire and rescue services, and initiatives promoting local economic and regional development.

We welcome the voluntary commitment of our employees. Subject to applicable internal and legal requirements, employees who volunteer, in particular with voluntary fire and rescue services, may be granted leave during working hours for relevant emergency deployments.

CEOTRONICS supports national resilience and employees who undertake voluntary reserve service. Subject to operational requirements and applicable legal conditions, leave arrangements may be available for this purpose.

Donations and sponsorship activities are carried out transparently, in a traceable manner and in accordance with the CEOTRONICS Anti-Corruption Policy.

Governance – Responsible Corporate Governance

11. Lawful and Ethical Conduct

CEOTRONICS stands for lawful, ethical and responsible conduct. We comply with all applicable legal and regulatory requirements, as well as binding internal regulations.

This includes, in particular, human rights, occupational health and safety, environmental law, data protection, information security, competition and antitrust law, anti-corruption, anti-money laundering, foreign trade, export control, and accurate reporting and accounting.

The CEOTRONICS Code of Conduct provides the overarching binding framework for the conduct of all employees.

12. Anti-Corruption and Conflicts of Interest

CEOTRONICS does not tolerate any form of corruption, the improper offering, granting or acceptance of benefits, or any form of improper influence.

Business decisions must be made solely on objective grounds and in the interests of CEOTRONICS. Improper advantages must not be offered, granted, requested or accepted, either directly or through third parties.

Potential or actual conflicts of interest, in particular those arising from outside activities, financial interests or personal relationships with business partners, must be disclosed.

Detailed requirements, particularly regarding gifts, invitations, hospitality, donations, sponsorship, public officials and conflicts of interest, are set out in the CEOTRONICS Anti-Corruption Policy.

13. Responsibility in the Supply Chain

Suppliers, service providers and other business partners are selected carefully and on the basis of objective criteria. In addition to quality, reliability and economic considerations, we take particular account of compliance, environmental and human-rights aspects.

We expect our business partners to comply with applicable legal requirements and fundamental standards relating to human rights, occupational health and safety, environmental protection and anti-corruption.

Where appropriate and risk-based, we take information on compliance, human-rights, environmental and supply-chain risks into account when selecting and assessing business partners. Where risks are identified, we seek appropriate clarification and improvement together with the relevant business partner.

Where relevant to products, customer requirements or legal obligations, we take information on the origin and processing of critical raw materials into account. This applies in particular to tin, tantalum, tungsten and gold, as well as other raw materials associated with elevated human-rights, environmental or conflict-related risks.

Additional requirements applicable to business partners are set out in the CEOTRONICS Code of Conduct, contractual arrangements and other relevant internal requirements.

14. Export Control and Values-Based Decisions

CEOTRONICS complies with applicable foreign trade, customs, export control, sanctions and embargo regulations.

Export-controlled products, software, technical documentation, know-how and services may only be supplied, transferred or otherwise made available after completion of the prescribed export control process and the required review and approval.

Export transactions and customer relationships are assessed on a case-by-case basis, taking political, security-related and human-rights considerations into account. Even where a transaction is legally permissible, CEOTRONICS may decline it following a careful risk assessment if the potential use of its products would be incompatible with our corporate values.

Applicable legal requirements, CEOTRONICS' export control process and the principles set out in the CEOTRONICS Values and Responsible Export Policy and the CEOTRONICS Code of Conduct shall govern such decisions. In cases of uncertainty, the designated internal contacts and approval procedures must be involved.

15. Data Protection, Information Security and Reporting Concerns

CEOTRONICS processes personal data in accordance with applicable data protection regulations. Internal processes, contacts and a data protection management system are in place for

data subject requests, personal data breaches and other data-protection-related matters.

Information security is an essential component of our corporate responsibility. CEOTRONICS continuously enhances its information security management practices and protects confidential information, trade secrets, technical documentation, customer data and IT systems through appropriate organisational and technical measures.

Security incidents, suspicious emails, potential phishing attacks and the loss of devices or access credentials must be reported without delay through the designated reporting channels. Employees receive regular awareness training on data protection and information security.

AI systems may only be used for business purposes where they have been approved by CEOTRONICS and where their use complies with applicable legal and internal requirements. Confidential information, personal data, security-related information and export-control-relevant information must not be entered into unapproved AI systems.

Further details are set out in CEOTRONICS' applicable data protection, information security, IT and AI policies.

Employees and authorised third parties may report potential violations confidentially and, where provided for, anonymously through the whistleblowing system or other designated reporting channels. Persons who raise concerns or submit reports in good faith must not suffer any disadvantage or retaliation.

16. ESG Responsibility and Continuous Improvement

Implementing this ESG Guideline is a shared responsibility of all employees and managers. Managers have a particular duty to act as role models and to ensure compliance.

Managers and the relevant specialist functions take ESG matters into account within the scope of their respective responsibilities. Material ESG risks and opportunities for improvement

are incorporated into existing management, compliance, quality and environmental processes. The Executive Board is informed of material developments and any action required.

CEOTRONICS regularly reviews and develops ESG-related processes, measures and objectives. In doing so, we take account of legal developments, customer and product requirements, findings from environmental and quality management, and feedback from employees and business partners.

CEOTRONICS reports on material developments in the areas of environment, social responsibility and corporate governance as part of its corporate communications. Relevant indicators and progress are published where they have been reliably collected, internally reviewed and approved for external communication.



CEOTRONICS AG

Adam-Opel-Str. 6

63322 Rödermark (Germany)

Telefon +49 6074 87510

E-Mail info@ceotronics.com