

CEOTRONICS

Values and Responsible Export Policy

Export Policy and Customer Sectors
As of 2026



CEOTRONICS

when it counts



CEOTRONICS Values and Responsible Export Policy

Export Policy and Customer Sectors
As of 2026

1. Responsibility in Safety-Critical Environments

CEOTRONICS develops and supplies professional communication solutions for demanding operational environments. Our systems are used wherever people, health, infrastructure and critical processes must be protected—for example by police, fire and rescue services, civil protection organisations and armed forces, as well as in industry, energy supply, healthcare and transport.

The security situation in Europe and around the world has changed significantly in recent years.

Conflicts, terrorism and hybrid threats pose challenges to public institutions and businesses alike. CEOTRONICS recognises its responsibility to ensure that its technology serves the protection of people, the rule of law and democratic societies.

2. Values as the Foundation of Our Actions

Our business activities are guided by clear values:

- Respect for human rights;
- Protection of freedom and democracy;
- Respect for the rule of law and international law;

- Promotion of tolerance, diversity and social responsibility; and
- Sustainable use of natural resources and protection of the environment.

These values provide the framework for our decisions—both in the development and use of our products and in the selection of markets, customers and business partners.

3. Export Policy: Legal Compliance and Values-Based Case-by-Case Assessment

CEOTRONICS strictly complies with applicable export control regulations of the Federal Republic of Germany, the European Union and the United States. Legal requirements, embargoes and sanctions are binding upon us.

In addition, CEOTRONICS assesses export transactions and customer relationships on a case-by-case basis, taking political, security-related and human-rights considerations into account. Even where an export is legally permissible under formal criteria, we reserve the right to decline a transaction if, following a careful risk assessment, we conclude that our products could be used in circumstances incompatible with our values.

This applies in particular where there is a risk that our technology could be used to suppress human rights, restrict freedom or violate international law.

4. Market Focus, Value Creation and Partnerships

CEOTRONICS develops and manufactures predominantly in Germany and is closely integrated into the European value chain. Our value creation is deliberately characterised by a strong German and European focus.

Our core markets are the European Economic Area (EEA) and the United States. In other carefully selected countries with democratic institutions and free societies, we work with partner companies that share our values and use our products responsibly.

We expect our business partners to:

- comply with all applicable legal requirements;
- respect fundamental human-rights and environmental standards; and
- use our products responsibly in the interests of safety and protection.

5. Customers and Fields of Application

CEOTRONICS solutions are used across a wide range of sectors and operational environments, including:

- hospitals and research laboratories;
- power generation and the energy industry;
- airports;

- police, fire and rescue services, high-angle rescue teams, the Federal Agency for Technical Relief (Technisches Hilfswerk, THW), as well as disaster relief and civil protection organisations;
- armed forces; and
- the defence industry.

Our audio and video communication systems are required wherever challenging conditions make clear communication difficult or impossible, for example:

- high levels of noise;
- the use of masks, helmets and protective clothing;
- differing visual and operational perspectives;
- operations in which personnel are partially or fully concealed; and
- the need to keep both hands free for work.

CEOTRONICS communication technology helps to make operations and work processes more coordinated, safer and more efficient. In doing so, it contributes to the protection of people, public safety and critical infrastructure.

Our customers and products operate in the field of Mission Critical Communication.

MISSION CRITICAL COMMUNICATION

CEOTRONICS audio and video products are particularly sought after wherever challenging working conditions—such as noise; the use of masks, helmets and protective clothing;

differing perspectives among those involved; operations in which personnel are partially or fully concealed; or the need to keep both hands free for work—make normal communication difficult or impossible.

CEOTRONICS products enable work processes and operations to be managed, coordinated, accelerated and safeguarded through better communication—when it counts.

CEOTRONICS' customer portfolio is characterised by its focus on organisations that safeguard internal and external security. In addition to police forces, armed forces and the defence industry, this includes the coordinated efforts of fire and rescue services, disaster relief and civil protection organisations, the Federal Agency for Technical Relief (Technisches Hilfswerk, THW), as well as hospitals and laboratories dealing with highly infectious diseases, infectious materials or hazardous substances.

6. Our Position on Security and Democratic Societies

CEOTRONICS has great respect for the work of police, fire and rescue services, civil protection organisations and armed forces personnel, as well as everyone who serves the public interest by providing protection and maintaining public order.

We regard security as a prerequisite for:

- democratic participation;
- freedom and fundamental rights;
- the stability of the social market economy; and
- sustainable development and environmental protection.

Diplomacy, cooperation and fair rules are essential means of preventing conflict. At the same time, security and defence forces must be appropriately equipped to uphold the rule of law, repel attacks and protect people.

Through our products and services, we support personnel in emergency services and critical sectors in acting professionally, effectively and responsibly under demanding conditions.

7. Employee Responsibility

Implementing this Policy is a shared responsibility of all employees.

We expect every employee to:

- clearly reject political or religious extremism;
- treat colleagues and third parties with respect;
- comply with laws, export control regulations and internal policies; and
- make responsible decisions within their respective area of responsibility.

We are convinced that economic success, technological excellence and our values are compatible—and, at their best, mutually reinforcing. Through its decisions, CEOTRONICS aims to demonstrate that security, freedom, the rule of law and economic success can be considered and upheld together.

CEOTRONICS is proud of these principles and of all its customers.

CEOTRONICS AG

Adam-Opel-Str. 6

63322 Rödermark (Germany)

Telefon +49 6074 87510

E-Mail info@ceotronics.com