

Integrated Management System Policy

1. Purpose

As a leading manufacturer of connection technology, "smart & reliable connections" is not only our driving force but also our promise. This vision and mission manifests itself in both our products and our dealings with our employees, customers, suppliers. Hummel AG strives to deliver innovative, tailor-made products of superior quality, we maintain an Integrated Management System (IMS) in accordance with customer requirements and recognized international norms and standards. We are convinced that this is the right way to ensure compliance with all requirements, regulations and laws while living diverse values that ensure a valuable future for us.

2. Key Principles

Our principles determine our actions.

2.1 Quality

- ❖ Focus on customer satisfaction and continuous improvement.
- ❖ Ensure effective risk-based thinking and process optimization.
- ❖ Engage employees in delivering excellence and innovation.
- ❖ Foster strategic, long-term relationships with high-performance suppliers in the economic, social and environmental terms.
- ❖ Conduct knowledge management and extensive in-house product development to safeguard our assets and advance expertise and know-hows.

2.2 Occupational Health & Safety

- ❖ Prevent workplace accidents, injuries, and occupational diseases.
- ❖ Promote a culture of health, safety, and well-being.
- ❖ Comply with legal and regulatory health & safety requirements.

2.3 Environment

- ❖ Reduce carbon footprint and environmental impact.
- ❖ Comply with applicable environmental regulations and best practices.
- ❖ Promote waste reduction, recycling, and sustainable resource use.

2.4 Energy

- ❖ Reduce energy consumption and improve energy performance.
- ❖ Invest in energy-efficient technologies and sustainable practices.
- ❖ Monitor and review energy objectives to ensure continual improvement.

2.5 Information Security

- ❖ Protect business-critical and personal data from cyber threats.
- ❖ Ensure strong data protection.
- ❖ Foster a security-conscious culture through awareness and training.

3. Responsibilities

- ❖ Top management provides the human and financial resources and information necessary to maintain and further develop the management systems.
- ❖ Every member of the company work equally responsibly in the daily implementation of all aspects of IMS.
- ❖ External partners and suppliers are expected to adhere to our IMS principles.

4. Continuous Improvement

We are committed to continual improvement in all IMS aspects. To this end,

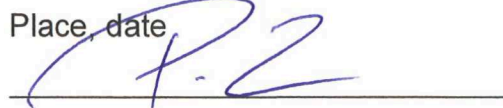
- ❖ We set annual quantified objectives and conducted internal and external audits; we check our goals in Plan-Do-Check-Act cycles. The results are communicated regularly.
- ❖ We periodically identify opportunities, risks and the need for change based on the results of the KPIs, risk analyses, customer/supplier assessments, quality records, evaluation of complaint reports, customer surveys and the audits carried out.
- ❖ We cultivate a cooperative corporate culture through guidance, regular training, and employee involvement in improvement processes.

5. Compliance and Communication

We proactively define our IMS policy and review it regularly for relevance and effectiveness, analyzing the context of the company and requirements of legal provisions, ISO-standards, customers, and other stakeholders. The IMS policy is communicated across all levels and functions of the organization, and constantly updated and made available to interested parties.

Reuzlingen, 26.03.2025

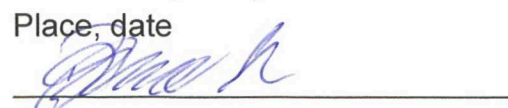
Place, date



P. Kemper, COO / CFO

Reuzlingen, 08.04.2025

Place, date



B. Hotze, CSO / CTO