

## Declaration and commitment to sustainability

We are convinced that sustainability is not only an ethical obligation, but also economically essential to fulfil our responsibility towards the environment and future generations.

Environment, energy, and climate protection are important topics in our Code of Conduct, which is lived along our entire supply chain.

RTS has designed its business processes to be compatible with applicable regulations and laws, as well as with our responsibility towards future generations. For this reason, we started to establish an environmental management system years ago and are continuously developing it.

Using our environmental criteria, we regularly evaluate our business processes, which are based on the following principles:

- **Procurement and storage**

Our procurement strategies are designed to prioritize environmentally friendly materials and products. We attach great importance to sustainable and partnership-based relationships with our suppliers. Environmental criteria play a crucial role in the selection and qualification of these suppliers. Our storage practices aim to minimize our space requirements and energy consumption. To this end, we rely on efficient warehouse management systems and optimized storage strategies.

- **Traffic and transport**

Our priority is to minimize traffic and transport caused by our goods and employees. We focus on optimizing our supply chain processes and promoting environmentally friendly transport options.

- **Waste**

Reducing waste and supporting recycling are fundamental pillars of our sustainability initiatives. We are strongly committed to accurate waste separation and work closely with waste management companies to optimally recycle and recover waste.

- **Water and energy consumption**

Our water consumption is monitored and optimized in all areas of the business. Efficient technologies and processes are integral to our operations. Minimizing our energy consumption is a top priority for us. We focus on energy-efficient building and production facilities, as well as on reducing our energy demand through training and awareness-raising among our employees.

- **Emissions**

We monitor our emissions and actively work to reduce them. Our efforts include investments in clean technologies and renewable energy to achieve these goals.

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By consistently evaluating our environmental criteria, we can define and implement measures that bring us closer to our goal of becoming climate neutral.

Below are the topics that we have already implemented.

- **Recycling and sustainable packaging management**  
In our packaging management, we work with recycled wastepaper, which is 100% recyclable. The boxes are selected to match the delivery quantity to avoid the use of fillers or unnecessarily large outer packaging. We use air cushions made from 100% recycled materials as fillers. Wastepaper that cannot be directly reused by us is collected and then recycled. These measures allow us to significantly reduce our volume of packaging waste and save both space and CO<sup>2</sup> by increasing the efficiency of our waste management. We are thus setting an example for sustainability and resource conservation throughout our entire supply chain.
- **Settlement of bees and greening of the company premises**  
We rely on greening and planting flower meadows to promote biodiversity. The establishment of bees on our premises supports biodiversity and the pollination of plants. Our honey pleases both our employees and our customers.
- **Electrified vehicle fleet**  
We are proud to have already converted our entire fleet to electric vehicles. Our employees can charge their vehicles at our 3 e-charging stations with a total of 6 access points. This not only helps to reduce CO<sup>2</sup> emissions, but also promotes the use of renewable energies in the transport sector.
- **Own energy production**  
We have installed a photovoltaic system on our building to produce clean, renewable energy to meet our electricity needs. We feed the surplus from our 60-kW system into the local power grid. If our own production is not sufficient, we purchase additional electricity needed at a 100% green tariff. This helps to reduce the need for fossil fuels and increase the share of renewable energies.
- **Energy efficient building**  
In 2022, our entire building was converted to energy-efficient LED lighting, resulting in significant energy savings. In the spring of 2023, we started to equip our window fronts with mirrored films. This has enabled us to ensure that temperatures in the building remain pleasantly cool in summer and that heating heat can be better retained in the room in winter.

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Our sustainability strategy also involves our employees. We are convinced that social and environmental responsibility are equally important.

We actively promote a healthy working environment. This includes ergonomic workplaces with height-adjustable desks, screen holders and chairs. In addition, we continuously monitor the temperature and air quality in all work areas.

Our support for job bike leasing not only enables our employees to get around in an environmentally friendly way, but also promotes their health. To ensure that each employee can choose the bike according to his or her personal preferences, there is no limit to the purchase value.

We also encourage our employees to use public transportation.

We focus on diversity, inclusion, fairness, and work-life balance.

Our employees can work from home offices at their convenience. This avoids additional travel and reduces the carbon footprint.

We see our sustainability efforts as an ongoing process that must be continuously improved. That's why we are constantly working on new projects that will help us achieve the environmental goals we have set ourselves.

One of these projects, for example, is the complete digitalization of our workflows. We are striving to further reduce our paper requirements and increase efficiency. The goal is to have an office that can do without 90% of its current paper requirements in day-to-day operations.

The items listed in this letter provide only a brief overview of the extent of our commitment to sustainability and environmental protection.

You can gain the best impression by visiting us on site. You are cordially invited to do so at any time.

Thank you for your interest and trust.

With best regards from Waltrop,

RTS Electronic GmbH