

## Our Corporate Policy

### JENOPTIK Industrial Metrology Germany GmbH

1. Our customers are our partners. The complete satisfaction of our customers is the standard measure used for our quality performance and the environmental responsibility of our processes, products and services.
2. The basis for the company's success can be found in our enthusiasm for innovation in the field of photonics and optics and in the diversity of our employees. We actively promote our employees' initiative, sense of responsibility and skills, as these are the foundation for the continuous improvement of our management system. We ensure the health and safety of our employees by complying with the relevant workplace laws and regulations. Particular attention is paid to the humane design of the working environment in order to avoid work-related injuries and illnesses.
3. With globally positioned, reliable suppliers and supply chains the goals of our customers can be efficiently achieved. We minimize risk by seeking partners who share our commitment to compliance with applicable requirements, sustainable economic growth and continuous process improvements.
4. Protecting the environment by reducing waste and using energy responsibly, while we ensure the best quality to our customers, is anchored on our management system. We actively involve our suppliers in our product and process development at an early stage promoting stable partnerships that support energy-efficient production and service.
5. In the interests of our customers, employees and shareholders, we are committed to continually improving our management system, business processes, technologies and competencies. We are dedicated in our pursuit of technological leadership and operational excellence to be globally competitive over the long term.
6. Our company is a reliable and trustworthy partner whose actions are shaped by the idea of integrity and ethical behaviors. Compliance with regional laws, regulations and corporate ethics is a matter of course for us. All employees are committed to the JENOPTIK Code of Conduct.
7. Data and information are highly sensitive for us. Maintaining the control, confidentiality and integrity of data and information are market factors of particular importance to us. We therefore handle the data and information of our suppliers, employees and customers responsibly.



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Villingen-Schwenningen, March 2024