

16.12.2024

## RENK Group Corporate Policy for Quality, Environmental Protection, Occupational Health & Safety and Energy

RENK is a leading global supplier of highly efficient drive and control technology. We develop systems for the reliable utilization of high forces and torques to drive vehicles, ships and machines. Customers and users from the defense, energy and industrial sectors rely on RENK's technical solutions when it comes to performance and endurance in demanding applications with minimal fault tolerance.

RENK operates production facilities in Germany, the USA, Switzerland, the UK, France and India as well as sales and service locations worldwide as part of a global network for production, technical support and maintenance.

RENK is aware of its global responsibility, which is why management systems for quality, occupational health and safety, the environment and energy are implemented and operated with the aim of meeting and exceeding binding obligations. These include legal and regulatory requirements as well as the requirements of customers, society and other interested parties.

The management systems create a structure to make our high standards transparent and measurable with targets and key figures. Target achievement is regularly evaluated in order to continuously improve performance.

Key objectives in the implementation of business processes are the identification and fulfillment of customer requirements and the continuous improvement of customer satisfaction.

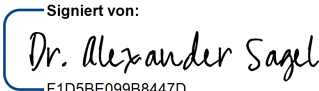

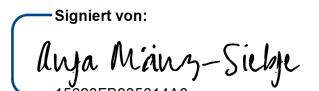
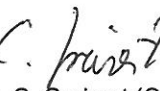
RENK's employees are the foundation for the Company's success. By maintaining and expanding personal and professional qualifications through further education and training measures as well as regular feedback from managers, we ensure that our employees have all the necessary skills to meet and exceed requirements and targets.

RENK is committed to consulting and involving employees in decisions on preventive and aftercare health and safety issues. This includes ensuring healthy working conditions to prevent injuries and illnesses as well as offering health-promoting measures.

With its sustainability strategy, RENK pursues the goal of minimizing the impact and effects of its business processes and products on the environment and, in particular, on climate change over their entire life cycle. Measures to this end include the promotion of biodiversity, the reduction of resource consumption, energy use and waste as well as the reduction of greenhouse gas emissions ("net zero by 2050 in Scope 1 & 2 compared to the base year 2024") and other emissions. Furthermore, RENK is continuously increasing the energy efficiency of its products and business processes as well as the recyclability of its products by substituting substances that are harmful to the environment and health.

RENK works in partnership with its suppliers and service providers and expects all partners to be equally reliable in terms of quality, safety, health, environment and energy.

RENK's management and the heads of the segments set the targets for the management systems, provide the necessary resources and regularly review their performance and effectiveness.

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Dr. A. Sagel (CEO)	Dr. E. Schiller (COO)	A. Mänz-Siebbe (CFO)	Dr. C. Greisert (QMB)

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