



2025

SUSTAINABILITY REPORT

RAFI

INHALT

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INTRODUCTION

As we celebrate our 125th anniversary, we at RAFI reaffirm that sustainability is not at odds with economic success – it is a prerequisite for it.

Dear readers,

125 years of RAFI – a company founded in 1900 that has grown into a leading global enterprise over the course of more than a century. The name RAFI has been synonymous with innovation, craftsmanship, and responsibility since 1908. These principles continue to guide us today and inspire us to meet the challenges of the future. Last year, we once again demonstrated that sustainability is not an external requirement but a natural extension of everything we do – supported by measurable results and guided by strategies that are shaping our future.

A look at our infrastructure highlights this progress: at our Berg site, we successfully completed an energy-efficient refurbishment, bringing the facility up to the KfW 55 standard. At the same time, we are actively expanding the use of renewable energy sources, from our 800 kWp photovoltaic system to geothermal energy, particularly at our new building in Bad Waldsee. This is our concrete contribution to reducing CO₂.

At the same time, we are strengthening our strategic foundations: We have updated our SDG priorities and honed our sustainability strategy with clear, measurable goals. This precise focus enables us not only to track our progress but also to consistently accelerate it. To enhance our corporate governance globally and improve cooperation at all locations, we have also established Country Coordinators, who act as central intermediaries to foster exchange and integration of our international locations with our headquarters.

In a complex world, we focus on transparency and resilience: the digital transformation of our risk and supplier management is a decisive step towards making our value chains more sustainable and resilient. And by establishing our specialized AI hub and developing our in-house RAFI GPT, we are using state-of-the-art technology to increase efficiency and innovation in the interest of sustainability.



This report reflects our determination to see sustainability not as a duty but as an opportunity that increases our long-term competitiveness and ensures our economic success. In the following chapters, you can learn more about the concrete progress we are making as we shape RAFI's path toward a more sustainable future.

Dr. Lothar Seybold
CEO

Lothar Arnold
CFO



Eröffnung RAFI - Werk Bad Waldsee 16.05.2025

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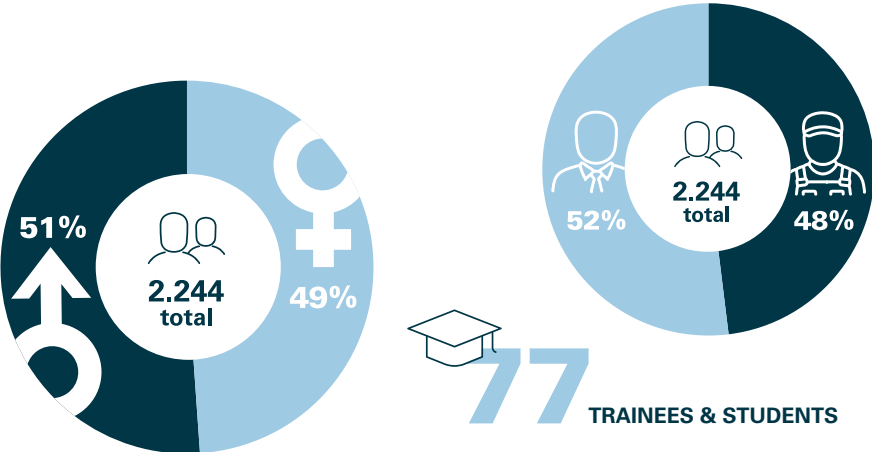
CORPORATE GOVERNANCE

01 CORPORATE GOVERNANCE

1.1 OUR RESPONSIBILITY AS A COMPANY

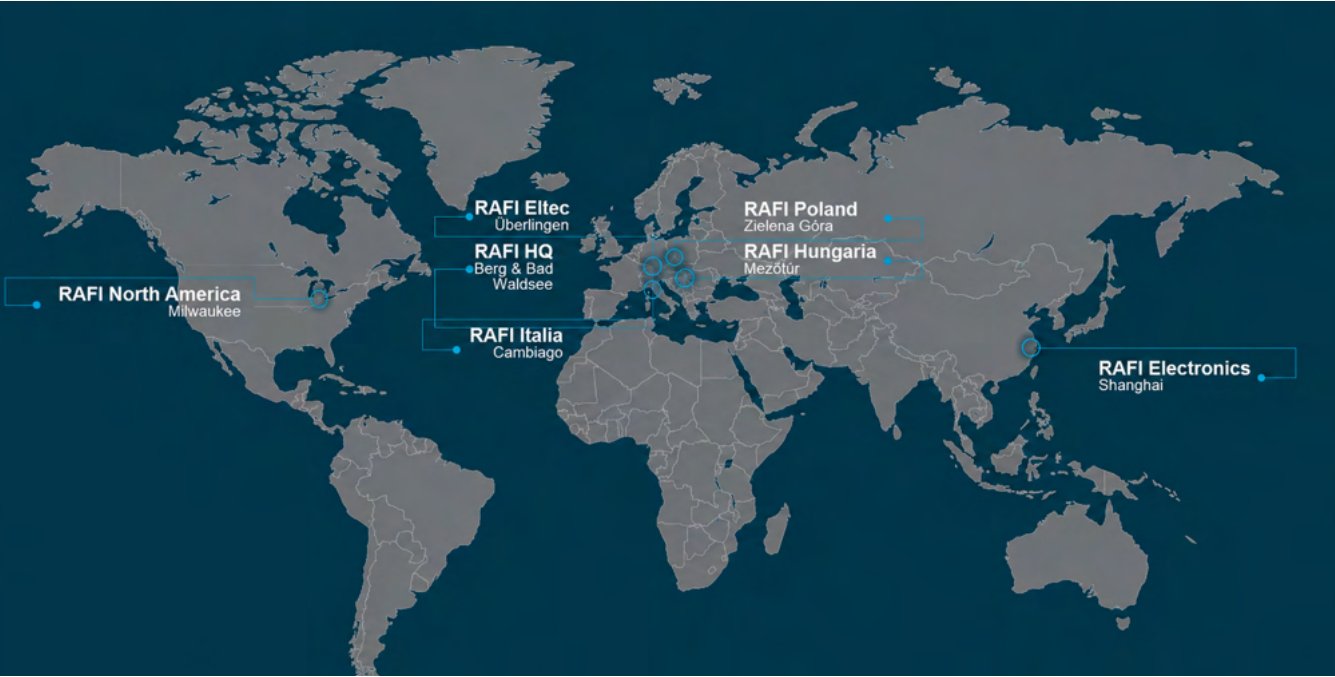
[GRI 2-1, -2, -6, 3-3] The RAFI Group, with the operating management company RAFI GmbH & Co. KG, headquartered in Berg near Ravensburg, is a medium-sized enterprise with around 2,300 employees at eight locations worldwide, including seven subsidiaries in Europe, China, and the United States. In the reporting year 2025, the RAFI Group includes RAFI Eltec GmbH (Überlingen, Germany), RAFI Hungaria Kft. (Mezőtúr, Hungary), RAFI Italia S.r.l. (Cambiago, Italy), RAFI Poland sp. z o.o. (Zielona Góra, Poland), RAFI Electronics Ltd. (Shanghai, China), RAFI North America Inc. (Milwaukee, Wisconsin), and the RAFI plant in Bad Waldsee, Germany.

As a regionally based yet globally operating group, RAFI Group is distinguished by uniform management standards and proactive operations. The management team exemplifies a results-oriented and economic approach that characterizes our employees' dealings with all stakeholders. At every stage, we take into account our objectives, budget, and quality requirements. This basic identification as a tight-knit community is reflected in our corporate policy, flat hierarchies, the many options for worker participation in decision-making, our principles, and corporate ethics. The values and guidelines set out in the RAFI mission statement (→see Appendix 6.1) shape our relationship with our business partners and stakeholders as well as our societal and social commitment: RAFI positions itself as an innovative and global benchmark-setting designer of human-machine interaction. Our company is driven by entrepreneurial independence, sustainable growth, and profitability, enabling us to provide our customers with outstanding services worldwide. We foster an environment that enables innovation and motivates employees to systematically pursue goals and take responsibility while adhering to rules. Mutual trust, open communication, and an active approach to praise and criticism are our core values. Everyone at RAFI is committed to



setting clear goals, taking customer needs seriously, delivering the best possible solution, and ensuring sustainable results. Key aspects of individual responsibility include the early identification of bottlenecks, needs-based continuing education, and the targeted acquisition of information.

We are committed to managing our most significant impacts across the value chain in a transparent and responsible manner. This includes our commitment to the highest quality standards, innovation, and partnership-based cooperation from development and production at our sites in Germany, Hungary, Italy, Poland, China and the USA through to after-sales service. With our high degree of in-house production and our focus on pioneering technologies, we create value for our stakeholders, contribute to a more sustainable future, and drive technological progress. One of RAFI's key priorities is to strengthen the organizational integration of all companies within the Group based on a shared Group strategy.





THE FUTURE NEEDS A STRONG FOUNDATION – 125 YEARS OF RAFI



[SDG 9, 13, GRI 2-1,2-22→] “From Upper Swabia to the world: RAFI turns 125” was the headline with which RAFI kicked off its anniversary year in January 2025. As part of the celebrations, the company invited around 200 customers, suppliers, partners, and other associates to

the “Future Impact Symposium” at the Inselhalle in Lindau in the summer and also celebrated the milestone with employees at its various sites. “We can be very proud of 125 years of RAFI. We have always evolved and reinvented ourselves, even – or especially – in difficult economic times,” says Dr. Lothar Seybold, CEO of the RAFI Group. As a sign of appreciation, employees and their families were invited to a “Family Day” at the German locations in Berg, Bad Waldsee, and Überlingen as well as at the international locations in China, Hungary, and the United States.

Back to the beginnings: In 1900, Ernst Bucher founded an electrical engineering business in Ravensburg under the name “Institut für Elektrotechnik Optik & Mechanik.” This laid the foundation for RAFI. Bucher’s successor, Raimund Finsterhölzl, registered RAFI as a trademark with the Imperial Patent Office in 1908. A lot has happened since then. The company, which initially specialized in the development and production of switches and nurse call systems, has continuously expanded its product line and areas of application over the last 125 years. This development was marked by a number of milestones, including the development and production of the first pushbuttons and switches for machine controls in the 1950s, series switches and control systems for industrial and household applications in the 1960s, and the introduction of the RAFI keypad in 1970. In 1977, RAFI became the market leader for terminal and office applications with the RS76 keyboard program and manufactures under license for Siemens, among other companies. During the following decade up to 1990, RAFI achieved further pioneering milestones. These included the development and production of flat data entry systems and tactile switches which are still in use in industry today under the name RACON. They ensure individual control, input and operation of machine applications.

Early in the new millennium, RAFI developed a touch control system for WMF coffee machines. In 2012, the company launched its own production of touch sensors for capacitive control systems of all kinds, responding to the growing demand for industrial-grade standards in the smartphone era. By the mid-2010s, RAFI had established





a leading position in a market segment that remains important both in Germany and across Europe: the manufacture of routers and Wi-Fi devices for internet communications, which then as now form an integral part of the RAFI product portfolio. Throughout our 125-year history, we have not only focused on technical innovation and the highest quality but have also been committed to protecting and preserving our environment. Sustainability has been an integral part of our corporate culture from the very beginning. Since the company was founded in 1900, our products and processes have been distinguished by principles such as durability, quality, and resource efficiency. This deeply rooted attitude manifests itself in lasting customer relationships, regional value creation, and a responsible approach to our employees and resources. The associated long-standing commitment to environmental sustainability was formally underscored by the certification of our main site to ISO 14001 in 2011. Since then, sustainability has been continuously embedded in our processes and development activities to help preserve a livable environment for future generations.

With a view to the future and the increasing importance of global sustainability standards, RAFI further enhanced and formalized its sustainability commitment through-



out the 2020s. This included the introduction of comprehensive ESG reporting, the implementation of a dedicated ESG board for strategic guidance, and the in-depth integration of sustainability targets into all business areas. RAFI is thus consolidating its leading position as an innovative designer of human-machine interaction while also taking ecological, social, and governance aspects into account.

CORPORATE POLICY AND STRATEGY

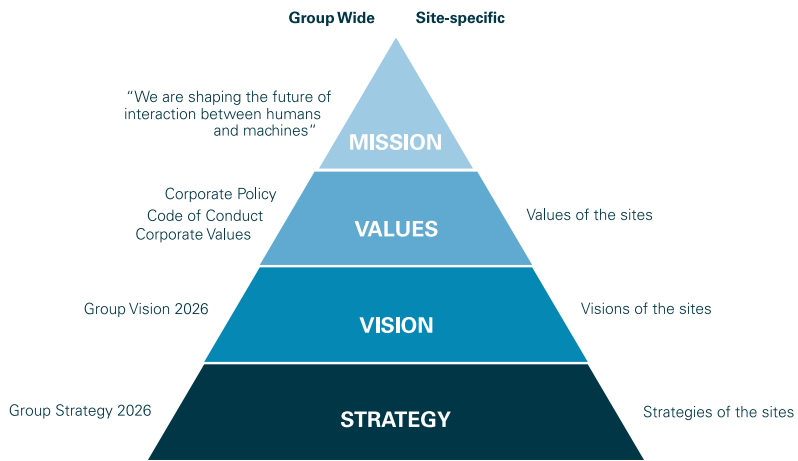
[SDG 9.1, 13.2; GRI 2-1, 402] The innovative strength and economic success of our company are based on the commitment of our employees. To achieve optimal results, we strive for and encourage personal initiative, creativity, and a dedicated quest for quality. We collaborate with our employees to establish individual target agreements. These agreements are evaluated in meetings held at least once a year as part of a program that identifies opportunities for optimizing the working environment. The RAFI Group's corporate policy and strategy form the foundation for sustainable growth and responsible action. Together, they comprise a framework of policies and strategic documents that apply both across the Group and at the local level, guiding all aspects of our operations and decision-making. Our Corporate Values

form the Group-wide framework for the entire RAFI Group. They are underpinned by our corporate policy and Code of Conduct, ensuring that our commitment to profitability and responsibility goes hand in hand across the Group worldwide. In addition, RAFI GmbH & Co. KG has its own guiding principles, which provide a specific framework for the headquarters.

Our Corporate Strategy 2026 unites the individual strengths of our locations behind a common focus. Its central components are our global mission "We are shaping the future of interaction between humans and machines," which defines our core mission, and our global vision "Excellence and responsibility for the future of your products," which formulates our long-term goal in terms of product quality and responsibility. To successfully implement this strategy, we rely on the agile "Objectives and Key Results" (OKR) method. The OKR method tested at the Berg site is gradually being rolled out to all RAFI Group companies. The ONE RAFI initiative is also a central principle for standardizing structures and processes across locations and fosters a transparent corporate culture characterized by trust. The close integration of all RAFI Group companies enables us to optimally consolidate our strengths and fully leverage synergy effects.

In addition to the Group strategy, the individual locations develop their own location strategies that take local circumstances into account and are based on the overarching Group strategy.

The interaction of our Group-wide strategic elements is illustrated by the following framework:



This pyramid shows our global mission at the top, followed by our values, which comprise our Group-wide Corporate Values and are put into practice through Corporate Policy and the Code of Conduct. The Group Vision 2026 guides the common strategic direction and the Group Strategy 2026 forms the basis for all local strategies, supplemented by location-specific values, visions, and strategies.

The RAFI sustainability strategy, which was revised in 2025, is an integral component of our future viability and competitive strength. It provides clear guidance and binding targets for managing our positive and negative impacts, as well as sustainability-related risks and opportunities. The detailed content and progress of this strategy are described in more detail in Chapter 1.3.

MANAGEMENT STRUCTURE AND COMMUNICATION

[GRI 2-1, -9, -10, -11, -12, -13, -14, -18]

RAFI attaches great importance to achieving a flat hierarchy with a transparent structure. This is the focus of our ONE RAFI initiative. At all production locations, we have implemented a uniform organization model based on the three pillars Central Department, Product Evolution Process (PEP), and Product Manufacturing Process (PMP). Managing Directors Dr. Lothar Seybold (CEO) and Lothar Arnold (CFO) have led the RAFI Group since 2019. Together, they form the highest decision-making body of the RAFI Group. The management team of RAFI GmbH & Co KG consists of the five authorized signatories and reports directly to the Board of Directors. Group-wide decisions are made in accordance with the organizational structure. Employee suggestions can be addressed to team and department leaders or directly to the management team. The CEO and CFO report to the Supervisory Board at regular intervals. The Supervisory Board is the highest governance body and includes two representatives of the owner, US investment company Oaktree Capital Management L.P., as well as two other industry experts. Assessments of the performance of the highest governance body are carried out annually to ensure the effectiveness of oversight of the management of material impacts.

Furthermore, mechanisms have been established to compensate for negative effects, which are reviewed on an ongoing basis. The Board of Directors maintains regular contact with employees and uses videos and other media to inform them about strategic decisions, prospects for the future, and ongoing economic developments. Since



2023, we have complemented our communications portfolio with the myRAFI app, which is used by 73% of employees and enables them to actively participate in internal communication. Detailed information on communication channels and contact persons can also be found in the guideline on cooperation within the RAFI Group. To ensure that the Board of Management's requirements and goals are firmly anchored at all levels, all managers in the RAFI Group receive systematic further training in their own areas of expertise and in personnel management. The effectiveness of these measures is regularly assessed through feedback sessions and questionnaires.

1.2 ETHICS AND COMPLIANCE

[SDG 8, 8.8; GRI 2-23, 27, 406, 407, 408, 409, 413-1] Compliance with all laws that apply at the specific business location is the foundation of our company's ethical orientation. Because our company has its headquarters in Germany, German and European legal standards form the basis of our internal corporate guidelines. In all corporate activities, companies in the RAFI Group comply with all local and international legal standards. In our business relationships, we pay attention to the integrity, effective governance, and transparency of our partners. We also communicate these values by basing all external relationships on our comprehensive RAFI Code of Conduct (→see Appendix 6.2). As an employer, we expressly reject child labor, forced labor, physical and psychological disciplinary measures, and discrimination of any kind. We also take preventive measures to ensure industrial safety, and we regularly review these measures to ensure they are always up to date and effective. RAFI fully endorses the principles of international human rights conventions, including the UN Universal Declaration of Human Rights, and joined the UN Global Compact in 2024 to promote human rights, fair working conditions, environmental protection, and anti-corruption efforts. Our corporate group fully recognizes the principles of the International Convention on Human Rights, including the UN Declaration on Human Rights, and respects the right of all employees to form or join trade unions, provided that such action is within the framework of local laws and regulations. As a global company, RAFI also fulfills its financial, social, and environmental obligations in its relations with the outside world. We are committed to supporting the positive development of local communities and showing respect for local cultural characteristics, customs, and traditions.

ANCHORING ETHICS AND COMPLIANCE

[GRI 2-16, -23, -25, -27, 205] RAFI has established a Group-wide Code of Conduct that defines the principles and requirements for all employees, suppliers, and business partners worldwide (→see Appendix 6.2). In the event of any ambiguity regarding validity and application or



to report any potential violations, all RAFI employees are encouraged to contact their direct supervisors or trusted third parties. In serious cases, they should directly contact the Compliance Manager (CM) responsible for their location.

Our whistleblowing policy also makes it possible to anonymously report serious misconduct to an internal or external body. Sanctions will be imposed if the business ethics guidelines are violated. Furthermore, RAFI has formulated a Declaration of Principles Concerning Human Rights (→see Appendix 6.3), in which the RAFI Group acknowledges its social responsibility and commits to upholding human rights, respecting the rights of employees and their representatives, and protecting the environment. This declaration is based on the principles of the RAFI Code of Conduct and expands on these principles.

RAFI operates a structured compliance management system that includes defined rules, measures, and control instances for preventive and active compliance with applicable laws and regulations. In recent years, we have established a comprehensive role structure to better

organize and monitor compliance tasks.

LEGAL AND NORMATIVE REQUIREMENTS

[SDG 12.2; GRI 2-16, -25, -27, 205, 205-2, 206] A legal register contains the operator obligations in the context of environmental protection and occupational health and safety that apply to the German RAFI sites, with these obligations assigned to the corresponding roles in the company. We regularly update this register and consider whether it can be extended to other locations. Experts who source information on legal changes and their consequences for our Group fill the assigned roles. All officers and experts in the compliance organization regularly receive training in their area of expertise. At least once a year, a meeting is held with the Compliance Officers from across the entire Group to coordinate relevant topics and share expertise. A Compliance Manager (CM) at each company location is re-



WE SUPPORT



responsible for ensuring compliance with applicable laws and regulations.

In order to assess the completeness and effectiveness of the local compliance organization and derive appropriate improvement measures, a regular risk assessment is carried out with each RAFI Group location. As part of the integration of RAFI North America, such an assessment was carried out there in 2025. Selected RAFI sites are also audited every two years as part of an external legal audit. The implemented measures and their final evaluation have demonstrated the comprehensive effectiveness of the compliance structures throughout the Group. In addition to legal compliance, prevention is another key compliance task. To raise staff awareness of this, we conduct regular mandatory training courses for all employees, such as basic compliance training and courses for employees in selected departments on topics such as antitrust and competition law, the Supply Chain Duty of Care Act, anti-corruption, and our whistleblower policy.



Quality management (QM) plays a central role at RAFI and is an integral part of our sustainability strategy. By consistently applying and certifying internationally recognized standards, we ensure that processes are optimized, resources are used efficiently, and products of the highest quality are developed and manufactured. In addition, the certified management systems promote standardization across locations, thereby supporting lasting international collaboration. A robust QM system not only increases customer satisfaction and the reliability of our solutions, but also makes a significant contribution to reducing waste and increasing product service life, thus conserving natural resources. That means the continuous improvement of processes and products through our QM system is directly linked to the minimization of negative ecological and economic impacts.

DATA PRIVACY AND INFORMATION SECURITY

[GRI 418] Only companies that handle their business and customer data in a trustworthy and responsible manner can be considered attractive employers and reliable business partners over the long term. For this reason, RAFI has taken a number of measures in recent years to protect the data of employees, customers, and suppliers. This includes reviewing and adapting the organization to the requirements and obligations arising from the GDPR, as well as appointing an external data protection officer (DPO) and internal data protection coordinators to support the DPO. In addition, selected departments and employee groups receive regular in-depth training on data protection and information security. There were no reportable data protection incidents in 2025.

In the field of information security, an Information Security Management System (ISMS) was introduced, and the process of obtaining matrix certification in accordance with DIN EN ISO 27001 was initiated at the Berg headquarters in 2021. The ISMS was then extended to the RAFI Eltec (2022), RAFI Hungaria (2023) and RAFI Poland (2023) sites. In 2024, the ISMS was transitioned to the Revision 2022 standard, and compliance with the new standard was confirmed by the certification service provider. To ensure safety and compliance, inter-

nal audits are conducted at regular intervals, complemented by annual external surveillance and recertification audits. The ISMS officer also draws up an annual report for submission to the Board of Directors. In 2025, we recorded one security incident, which was reviewed and processed using the criteria of the established assessment system (CVSS).

1.3 OUR COMMITMENT TO SUSTAINABILITY

[SDG 13, 13.2, 13.3; GRI 2-12, -14, -22, -23, -28, 3-3] Sustainability is one of the key tasks of a forward-looking corporate policy that addresses the social and environmental challenges of the present and does not restrict the development of future generations. As a global manufacturer and technology leader for innovative HMI solutions, we are committed to growth that is sustainable, conserves our planet's resources, respects the climate, and is consistent with our commitment to corporate social responsibility. In 2024, RAFI GmbH & Co. KG joined the United Nations Global Compact (UNGC). By endorsing this initiative, RAFI is contributing to the realization of a fair and sustainable approach to economic development. In addition to the UNGC Communication on Progress (CoP), which we prepared for the first time in 2025, we align our sustainability efforts with the 17 United Nations Sustainable Development Goals (SDGs) and use the Global Reporting Initiative (GRI Universal Standards 2021) as the basis for our reporting.

These international, cross-industry standards provide a consistent framework for reporting and also guide RAFI in setting targets, defining measures, and establishing an appropriate reporting structure. We also incorporated initial findings from the double materiality assessment required under the ESRS (European Sus-



Quality management certificates

- DIN EN ISO 9001:2015
- IATF 16949:2016
- DIN EN ISO 13485:2016
- DIN EN ISO 14001:2015
- DIN EN ISO 16247
- DIN EN ISO 27001
- DIN EN ISO 50001:2018

ustainability Reporting Standards) as part of the CSRD (Corporate Sustainability Reporting Directive) and used these insights to further refine our objectives, policies, and measures. Sustainability for us is a holistic process of bringing to life a set of corporate values. We are committed to continuously developing and firmly embedding these values in our corporate culture, with the key areas of our business activities serving as a starting point. To this end, we have established an employee committee consisting of staff from various departments that is responsible for determining, implementing, and documenting our goals. This committee reports directly to the Board of Directors, which itself also attends the bi-weekly meetings at regular intervals.

OUR GOALS AND PRIORITIES

[SDG 3, 4, 8, 9, 12, 13; GRI 3-1, 3-2] In 2015, the United Nations adopted the 2030 Agenda for Sustainable Development by unanimous decision of all member states. In this agenda, the global community defines 17 goals for social, economic, and environmentally sustainable development (SDGs). They provide a framework for countries and stakeholders from business, government, and civil society to advance sustainable development while identifying opportunities for future areas of business.

The RAFI Sustainability Strategy 2030 is a clear commitment to our corporate responsibility. It is an integral part of our long-term vision and helps ensure the company's future viability by taking into account the impacts, risks, and opportunities of our actions while incorporating the UN Sustainable Development Goals (SDGs) into our strategic decision-making. This strategy concentrates on six key focus areas. Specific targets are formulated for each of the six areas, which include measurable indicators.

Against the backdrop of our business model, business areas, value chain, and corporate strategy, RAFI's contribution to selected Sustainable Development Goals becomes clear. We have identified the following SDGs, based on their indicators and sub-targets, as being particularly relevant for the sustainable management and growth of our



company with the involvement of stakeholders from the environment, society, and the economy.

SDG 3: Health and well-being



RAFI makes a significant contribution to SDG 3, "Ensure healthy lives and promote well-being for all at all ages," particularly through its role as a supplier to the medical technology industry. With the development and production of modern electronic components and operating solutions, RAFI is directly involved in improving medical devices and access to high-quality healthcare. This corresponds to target 3.8: "Achieve universal health coverage, including protection from financial risks, access to quality essential health services and access to safe, effective, quality and affordable essential medicines and vaccines for all." Internally, RAFI focuses on the well-being of its employees by creating safe working conditions and promoting preventive health measures as part of comprehensive oc-



cupational health management (OHM). RAFI also contributes to the responsible handling of hazardous substances and chemicals. These measures reduce mortality in accordance with target 3.4: "By 2030, reduce premature mortality from non-communicable diseases by one third through prevention and treatment and promote mental health and wellbeing." Applying high quality standards in production also ensures the safety and reliability of products, which can indirectly contribute to reducing illnesses and deaths. RAFI's strategy of acting as an innovative partner in demanding industries supports the development of advanced medical applications designed to improve the health and well-being of people around the world.

SDG 4: Quality education



Through its commitment to education and training, RAFI is committed to SDG 4, "Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all." The company offers a

wide range of training opportunities and supports the continuous professional development of its employees. It thus contributes to target 4.3: “By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including higher education” and target 4.4: “By 2030, substantially increase the number of youth and adults with relevant skills, including technical and vocational skills needed for employment, decent work, and entrepreneurship.” The RAFI strategy ensures that specialists have the necessary skills for the complex requirements of the HMI and E²MS industry. This also includes the promotion of skills for sustainable development in line with target 4.7: “By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development...”. RAFI invests in the development of its workforce through internal training programs and the support of cooperative study programs, thus ensuring not only its own innovative capacity but also the employability of its employees. This is essential to meeting the demands of a rapidly evolving industry within the global economy and to promoting lifelong learning. As a member of a sponsoring



association, RAFI supports the establishment of a specialized secondary school designed to prepare students for STEM degree programs. At RAFI, we are convinced that a strong STEM education is essential for the innovative strength of industry and the future development of our society, which is why we invest in nurturing young talent in the field of technology.

SDG 8: Decent work and economic growth

8 DECENT WORK AND ECONOMIC GROWTH



SDG 8, “Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all,” is a guiding principle of RAFI’s business activities. Decent work and economic growth form the universal foundation for social progress. RAFI creates jobs and contributes to economic growth at production sites worldwide. RAFI’s corporate culture is characterized by fair working conditions, occupational health and safety, and compliance with international labor standards along the entire value chain and corresponds to target 8.8: “Protect labor rights and promote safe working environments for all employees...”. With the help of systematic supplier management, RAFI evaluates its direct suppliers using criteria such as integrity, environmental compatibility, and compliance with social standards. In addition, RAFI promotes “...full and productive employment and decent work [...] and equal pay for work of equal value...” as formulated in target 8.5. In line with target 8.2: “Achieve higher economic productivity through diversification, technological upgrading, and innovation, including by focusing on high value-added and labour-intensive sectors,” RAFI aims to achieve high economic productivity through technological upgrading and innovation. By promoting entrepreneurship and bolstering small and medium-sized enterprises (SMEs) in the supply chain, RAFI contributes to the achievement of target 8.3: “Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity, and innovation...”. The commitment to sustainable and transparent corporate practices is of central importance to RAFI and contributes to the measurability of progress, as well as legal compliance.



SDG 9: Industry, innovation, and infrastructure

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



As a company in the field of Industry 4.0 and electronic manufacturing, RAFI is an innovation driver for development goal SDG 9, “Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation.” RAFI’s business model, which includes the development and production of HMI solutions and E²MS, promotes sustainable industrialization through the efficient use of resources and the use of environmentally friendly technologies and industrial processes in accordance with target 9.4: “By 2030, modernize infrastructure and transform industries to make them sustainable, with increased use of resources and greater adoption of clean and environmentally friendly technologies and industrial processes...”. The high level of vertical integration and internal expertise in areas such as touch sensor technology and electronics manufacturing underscore RAFI’s contribution to target 9.2: “Promote in-

clusive and sustainable industrialization...". In accordance with target 9.5: "Improve scientific research and increase the technological capacity of industrial sectors...", RAFI continuously invests in scientific research and technological capacity in order to develop innovative products and solutions. The strategy to build resilient and sustainable infrastructures is manifested in our global manufacturing presence, which promotes a reliable supply chain and thus a robust economic infrastructure – in line with target 9.1: "Build a high-quality, reliable, sustainable, and resilient infrastructure...".

SDG 12: Responsible consumption and production



By optimizing its production processes and designing its products over their entire life cycle, RAFI makes an important contribution to SDG 12, "Ensure sustainable consumption and production patterns." The company is committed to the sustainable management and efficient use of natural resources in accordance with target 12.2: "By 2030, achieve the sustainable management and efficient use of natural resources." In line with target 12.5: "By 2030, significantly reduce the amount of waste generated," production processes are continuously reviewed with a view to reducing the amount of waste generated through prevention, reduction, recycling, and reuse. As a member of the "Component Obsolescence Group Deutschland" (COGD), RAFI is committed to sustainable obsolescence management in order to increase the longevity of electronic products by increasing the availability of components and materials and to make product development more resource-efficient overall. RAFI encourages its suppliers and partners to adopt sustainable practices and transparent sustainability reporting in line with target 12.6: "Encourage companies ... to adopt sustainable procedures and integrate sustainability information into their reporting cycle."



SDG 13: Climate action



As part of SDG 13, "Take urgent action to combat climate change and its impacts," RAFI is committed to reducing the environmental footprint of its global operations. The company focuses on energy efficiency in its production facilities and strives to minimize emissions in order to mitigate climate change. This is in line with target 13.2: "Integrate climate protection measures into national policies, strategies, and planning." In addition, RAFI improves knowledge and capacity to address climate change within the company, which corresponds to target 13.3: "Education, awareness raising...". Through these initiatives, RAFI is helping to bolster resilience to climate-related threats and support global climate goals. The roadmap drawn up by RAFI to reduce greenhouse gases envisages CO₂ neutrality for the RAFI Group from 2030 in Scope 1 and 2 with offsetting and, from 2045 in Scope 1 and 2 as well as in Scope 3.1 (purchased goods and services), without offsetting. The Group employs



numerous measures to ensure that the set energy targets are achieved and the environmental footprint is constantly reduced.

MATERIALITY AND STAKEHOLDERS

[GRI 2-29, 3-1, 3-2] The materiality analysis forms the foundation of our sustainability reporting. It ensures that we focus on the issues that are particularly important, targeted, and relevant to our stakeholders. We use a structured process based on the GRI standards to identify and evaluate the most important sustainability indicators. This analysis takes into account our impact on the environment and society, as well as the relevance for our business activities and our stakeholders. The results are presented in the materiality matrix and form the basis for the structure of this report. Continuous exchange with our customers, employees, suppliers, investors, and the public is crucial in order to take their expectations and needs fully into account. The knowledge gained is incorporated directly into our current planning and objectives and forms the basis for our sustainable develop-

ment. The findings of the double materiality analysis carried out at the end of 2024 in accordance with ESRS requirements were also partly incorporated into the selection and prioritization of the reporting topics for this report and are already included in our current planning and objectives.

REPORT PROFILE

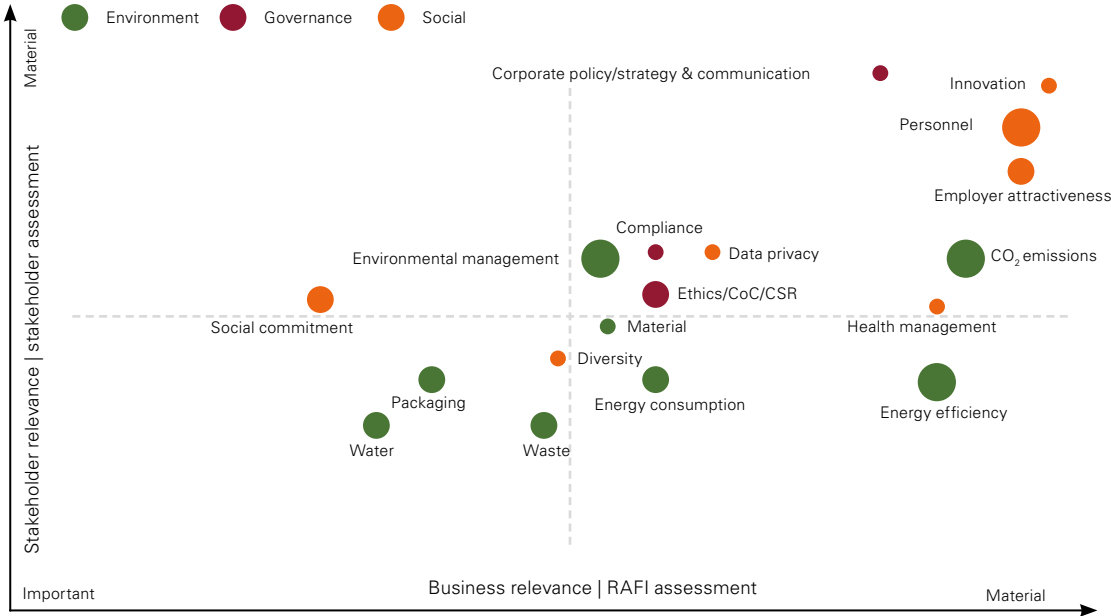
[GRI 2-3] We publish the RAFI Group’s sustainability report for the 2025 financial year in accordance with the applicable GRI standards, the content of the 2030 Agenda, and the Ten Principles of the UN Global Compact. The organization presents information for the same reporting period covered by its financial reporting.

In the 2025 reporting period, the RAFI Group comprises seven companies at eight locations.

On the following pages, we make our current services for sustainable corporate development in economic, ecological and social terms transparent for our stakeholders and present our projects and objectives.



Materiality matrix



02

INNOVATION AND VALUE CREATION



02 INNOVATION AND VALUE CREATION

Innovation and value creation are at the heart of RAFI's corporate philosophy and are firmly integrated into our organization as key success criteria. Our value creation covers the entire product life cycle from development to production and after-sales service. By vertically integrating and controlling all production steps, we can make processes



more sustainable with a variety of measures. We meet the challenges of ever shorter product life cycles and more restrictive material approvals through proactive obsolescence management.

2.1 INNOVATION

[SDG 9] We have firmly integrated the fostering of innovation into our organization as a key success criterion and guiding principle of our business activities. We strive to continuously improve the structural conditions for an innovation-oriented corporate culture. This will keep us fit for the future so we maintain our competitive edge through new ideas, processes, and developments. To do this we rely on the wealth of ideas of our employees and expressly motivate them to participate creatively. Our structurally embedded innovation process invites all employees to develop their own suggestions and ideas and enter them into our "INVISION" innovation database. The provider of the ideas systematically organizes them in a structured format and pitches them to a body consisting of representatives from Sales, Development, Product Management, and Production. After talking things through and looking at the ideas from a variety of different angles, the body agrees on the next course of action.

INTERNAL INNOVATION COMPETITION

[SDG 9] As part of our annual product brainstorming process at the Berg site, our employees submit between 20 and 40 new ideas every year, which are first reviewed and evaluated by a team of experts. In the second step, the submitters present their proposals to an interdisciplinary body and present them for discussion. The Board of Directors confers the title of Innovator of the Year in special recognition of the best idea. The winner then receives a trophy and a token cash prize of €2,000, which RAFI contributes to a charity designated by the winner. After mainly innovative product developments were rec-

ognized in previous years, in 2025 the jury awarded an employee for the development of a custom GPT (a specialized AI assistant, comparable to the RAFI GPT) for production. This innovative tool optimizes New Product Introduction (NPI) processes and offers significant efficiency gains. The aim is to ensure the process-reliable technical transfer of injection molding reference parameters, which are primarily imported from China, to our machinery in Germany. The model acts as a digital process technologist with clear decision logic and generates a robust set of starting parameters for our NPI projects. The model can be used to reduce the sampling time and the resulting machine utilization time, for example. Time-consuming routine activities (such as calculations) are performed by the model, reducing the workload of process engineering employees. As the model is rule-based, physics-based, and documented, we can reduce waste while identifying the root causes of process instability and hidden quality risks. The planned standardization in the production network makes production less dependent on local expert knowledge and therefore scalable.

THE RAFI AI HUB

[SDG 9] AI is an integral part of everyday working life at RAFI. The RAFI AI Hub has established a central framework for the structured, safe, and responsible use of AI across the company. The core of the AI Hub is the company's internal, protected AI system RAFI GPT, which has been rolled out across the Group and is actively used by employees in their daily work. Data protection, information security, and internal governance requirements are taken into account.

In addition, the concept of custom GPTs enables employees to independently create specialized AI applications for defined tasks and link them with company-specific knowledge, providing targeted support for individual work processes and increasing efficiency potential. Since the launch in August 2025, more than 80 custom GPTs were

developed and deployed by the end of the year. For more complex use cases, employees can submit AI ideas requiring additional coordination or support through a central idea platform. The RAFI AI Hub thus combines the productive use of AI in everyday working life with a clear framework for governance, security, and responsible use.



OUTLOOK – FURTHER DEVELOPMENT OF THE CAPACITY TO INNOVATE

Going forward, the existing innovation process will be more closely integrated with the RAFI AI Hub and its ideas space. Our aim is to supplement traditional innovation structures with digital and AI-supported elements and to create an integrated framework for the submission, evaluation, and further development of innovation ideas. In particular, the use of AI should help to prepare innovation ideas in a more structured way and evaluate them in a more informed manner. This will further enhance the objectivity of decision-making processes and improve the quality of idea evaluation. The closer integration of the innovation process and the RAFI AI Hub will establish the organizational framework needed to capture innovative ideas holistically and develop them in a structured manner.

2.2 DEVELOPMENT AND DESIGN

[SDG 12; GRI 301, 416] The Product Evolution Process (PEP) and Product Manufacturing Process (PMP) are at the heart of our value creation activities and represent key areas in which we lay the foundation for the success and sustainability of our products. In product development, we focus our extensive expertise and technical know-how on precisely implementing the specific requirements of our customers. As the majority of our projects are customer-driven, our primary focus is on meeting the functional, technical, and economic re-



quirements of our customers – always with an eye to security, reliability, and integrity in all business relationships (compliance & governance).

Since 2025, we have formally defined our platform technologies: a modular ecosystem of validated hardware, software, and mechanical components that we are continuously developing. In addition, we systematically pursue the standardization of our components and processes: we reduce the variety of new parts as far as possible through the targeted reuse of identical, proven components across multiple projects. At the same time, we leverage standardized production processes and common production equipment for follow-up projects, reducing complexity and the risk of errors. This allows us to strategically allocate more development capacity to innovative software solutions and customized adaptations, rather than investing resources in complex and high-risk new developments. By reusing highly reliable, proven components, we shorten development cycles, accelerate time-to-market, and reduce technical risks. This enables small and



medium-sized manufacturers in particular to access certified, validated modules more quickly instead of developing complex systems from scratch. In this way, we create space for innovation in software logic and customer-defined functionality, not in redundant hardware development. The modular approach thus lowers the barriers to entry for secure and innovative solutions.

Our in-depth technical expertise and stringent quality standards allow us to develop durable components and systems. This longevity significantly extends the service life of our customers' end products and helps reduce material waste by delaying the need for replacement parts and product replacements. Regardless of our customer-focused orientation, we make a significant contribution to sustainability through this product philosophy.

Safety and reliability are central to our social responsibility towards end users and employees. Thanks to our systematic safety framework with certified platforms such as Safety Joystick, Safety Display,

and MICON 5 Safety, which meet international standards such as ISO 13849-1, ISO 26262, IEC 61508, and ISO/IEC 62304, we protect the health and safety of people in safety-critical applications (medical technology, construction machinery, vehicles, and robotics). In addition, we have begun the systematic implementation of the Cyber Resilience Act (CRA), a key step in ensuring the long-term security of our products. We are actively involved in customer projects to implement cyber-secure solutions and ensure compliance with these regulatory requirements. These safety platforms systematically reduce work-related risks and thus contribute to SDGs 3 (health and well-being) and 8 (decent work). Reliable products also reduce downtime and work-related accidents, an economic and ethical benefit for our customers and their employees.

The continuous development of our proprietary technologies enables us to offer solutions that are not only powerful and safe, but also energy-efficient and compact in design. Such innovations make a significant contribution to reducing material consumption and operating costs in our customers' applications. Compliance with all relevant legal requirements and industry standards regarding environmentally friendly materials (such as RoHS and REACH) and processes is a matter of course for us. This ensures that our products always comply with current ecological and regulatory requirements.

RAFI sees its role as delivering the best possible, most efficient, and reliable solutions within the framework set by customer projects, which directly or indirectly have a positive impact on our customers' sustainability performance. Working in close partnership with our customers ensures that our development meets the specific sustainability requirements of a wide range of industries and creates customized, resource-efficient products that create long-term value.

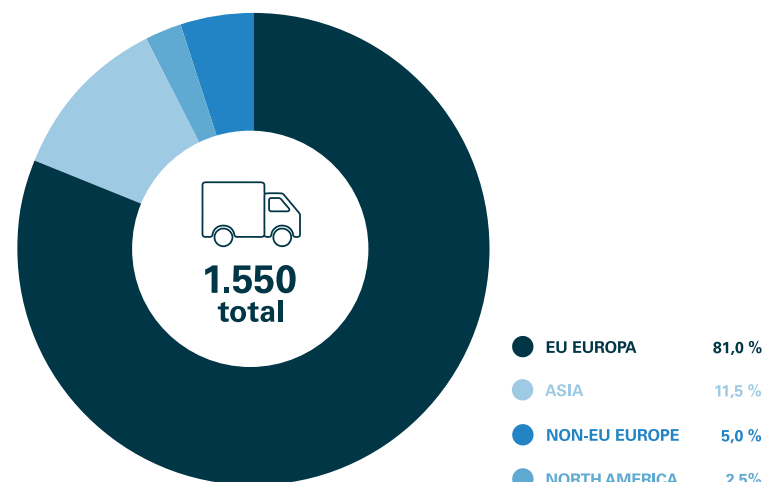
2.3 PROCUREMENT

[GRI 2-6, -23, -24, -25, 204, 308, 414] Procurement plays a key role in our company's business activities and, with a volume of €270 million, accounted for around half of the RAFI Group's annual sales in 2025.

Purchasing and procurement are structured globally and include both direct procurement from producers and distribution, particularly in the major segment of electronic components. As an international company operating primarily in the B2B sector, we differentiate between the upstream and downstream supply chain and our own business area. Based on our position as a supplier, we bear particular responsibility for our upstream supply chain and our own business area and fulfill our due diligence obligations with regard to environmental and social issues. We focus on selecting reliable partners who not only meet our specific quality and performance requirements but also fully understand and take into account the diverse expectations of our broad customer base in a wide range of industries.

The RAFI Group currently has business relationships with a large number of suppliers. We ensure compliance with our due diligence obligations through strategic supplier management and the resulting long-term cooperation. In terms of the geographical origin of our sources of supply, more than 81% of our order volume is generated within the EU, with just under 5% coming from European countries outside the EU. Around 11.5% of our Group's suppliers are in Asia, and approx. 2.5% are in North America. There is a clear trend toward increasing procurement of materials from Asia. Measured in terms of the origin of commodities, materials, and components, the distribution is as follows:

RAFI Group procurement



To strengthen our environmental responsibility and enhance the resilience of our supply chains, we are increasing our focus on regional sourcing. This includes diversifying our supplier base, in particular by establishing new partnerships in North Africa and Eastern Europe. The aim is to reduce our dependence on distant procurement markets and shorten transportation routes by strategically selecting suppliers that are geographically close to our production sites. We strive for lasting supplier relationships characterized by trust and based on the applicable standards. These relationships are also based on contractual provisions from our supply and quality assurance agreements as well as additional contractual agreements such as tooling contracts and non-disclosure agreements. We require our suppliers to comply with our Code of Conduct. Additional documentation, such as ISO certifications, may be required as a condition of cooperation depending on the contractual requirements.

For conflict minerals due diligence, we ensure that our supply chains are free of materials that contribute to the financing of violence and human rights violations in conflict or high-risk areas. We focus on the 3TG minerals (tin, tantalum, tungsten, gold) and implement a management system in accordance with the "OECD Due Diligence Guidance." This includes supply chain follow-up, risk assessment and risk mitigation measures to ensure responsible procurement. The manufacturers and suppliers we commission pledge to comply with the RoHS and REACH criteria, and we conduct audits on a random basis to ensure this. We initiate an audit if there are indications that the above principles have been violated; if we find deficiencies, we then agree adequate corrective actions with the supplier.

RAFI excludes from the supply chain any suppliers who fail to implement the agreed corrective actions.

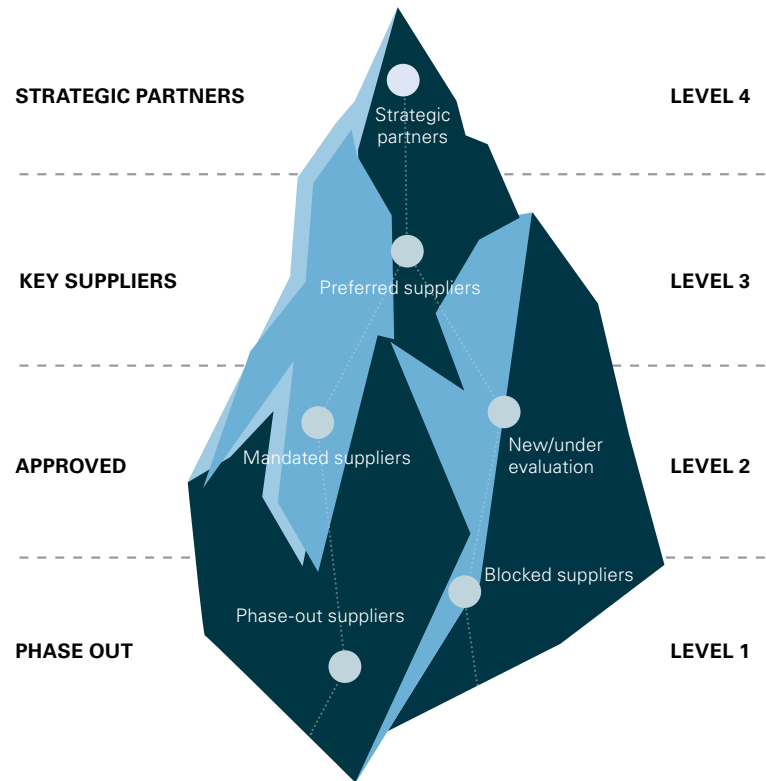
SUPPLIER SELECTION AND EVALUATION

[GRI 308, 414] RAFI operates an active supplier management system to evaluate and manage business relationships. This not only strengthens the resilience of our supply chain and reduces risk, but also supports profitability and helps secure long-term competitive advantages. To further improve the performance and compliance of the supply chain, in 2026 we will introduce new, stricter classification criteria that are based exclusively on objective and measurable data and define clear exclusion criteria for suppliers. Suppliers are currently classified in four categories. Levels 2 to 4 apply to new or standard suppliers, ranging from “Mandated Supplier” to “Strategic Partner.” Business relationships that fall below level 1 are discontinued. Responsibility for supplier selection lies with Strategic Purchasing in close cooperation with Supplier Management. To objectively evaluate our supplier relationships, we implemented a scoring system and a risk analysis prepared in accordance with the German Supply Chain Duty of Care Act and gradually digitized it.

Suppliers assessed as critical are advised on appropriate preventive and corrective actions and closely monitored. We also query quality requirements, reliability and other economic factors, valid certification in accordance with DIN EN ISO 14001 or EMAS, existing compliance guidelines, and policies on conflict materials. Verification is carried out by an independent supplier management team, which conducts supplier assessments and audits throughout the world at regular intervals.

RAFI Electronics has established its own supplier assessment and qualification process focused on ensuring a sustainable and responsible supply chain. Particular attention is paid to risk management, especially in connection with conflict minerals, compliance with labor rights, and environmental regulations. Based on this initial analysis, suppliers are evaluated on the basis of four parameters: quality and

operational excellence, sustainability, compliance and risk mitigation, and capacity for collaboration. In the next step, a cross-functional audit team carries out on-site inspections and verifications at the suppliers’ production facilities. Suppliers who successfully pass this assessment receive formal qualification certification and are added to the Approved Vendor List. Dynamic supplier relationship management subjects key partners to a complete reassessment every two years and continuously adjusts their qualification levels based on performance, such as delivery quality and punctuality in corrective action. Suppliers that present significant compliance risks or fail to implement agreed corrective actions within the specified timeframe may have their business relationship with RAFI suspended until satisfactory improvements have been made. In serious cases, we permanently remove suppliers from our Approved Vendor List to ensure the



integrity of the supply chain at all times.

HUMAN RIGHTS DUE DILIGENCE

[GRI 408, 409] Human rights due diligence is a central pillar of RAFI’s corporate responsibility and an integral part of our sustainability strategy. It is firmly anchored in the company’s internal guidelines and directives, such as our Code of Conduct and our Declaration of Principles on Respect for Human Rights. RAFI is committed to respecting internationally recognized human rights and children’s rights in all areas in which the company can exert influence. This includes the explicit exclusion of child labor, forced labor, human trafficking and all forms of modern slavery, and compliance with ILO conventions. Respect for human rights is a fundamental principle for RAFI as part of responsible corporate governance. As a participant of the UNGC,

RAFI undertakes to observe the ten universal principles of the UNGC, including the principles on human rights and labor standards, and to transparently document compliance with them in annual reports. As part of this due diligence, RAFI identifies, assesses, and mitigates potential and actual negative impacts on human rights along the supply chain to ensure responsible procurement. Concrete measures include integrating human rights criteria into supplier selection and evaluation processes. In addition to technical and economic factors, supplier compliance with human rights and labor standards is evaluated through self-assessments and audits. Furthermore, suppliers are contractually obliged to comply with the human rights standards and ethical principles set out in the Code of Conduct, including the ILO core labor standards. To raise awareness, employees in Purchasing and other relevant departments are trained in human rights due diligence. RAFI also promotes transparent communication with its suppliers and provides anonymous channels and grievance mechanisms that allow internal and external stakeholders to raise concerns. Our Human Rights Officer and Compliance Officer carry out monitoring.

2.4 MANUFACTURING

[SDG 9, 9.1, 9.4, 12.2, 12.5; GRI 301, 302, 306] The manufacturing processes at RAFI are specifically designed for environmental protection and resource efficiency, largely supported by a high degree of in-house production and comprehensive internal expertise. This strategy enables RAFI to manage and optimize the entire product life cycle, from development through to final production, using in-house processes. RAFI's vertical integration is a cornerstone of its sustainable production. Thanks to its extensive in-house expertise in areas such as touch sensor technology, metal processing, electronics manufacturing, plastic injection molding, and system assembly, RAFI can design products with environmental sustainability in mind from the outset. This starts with the design-for-environment approach, which takes into account the choice of materials, energy consumption during production, and subsequent recyclability. A significant environmental advantage results from the elimination of resource-intensive transportation between different external suppliers. This leads to a



significant reduction in CO₂ emissions and fossil fuel consumption that would otherwise result from long supply chains. At the same time, bulky transport packaging can be dispensed with, which significantly minimizes the amount of waste and reduces the need for packaging materials. The close coordination of our in-house production capabilities ensures the efficient use of resources. This includes precise material planning, the reduction of waste and scrap and the ability to recycle residual materials more efficiently.

SPECIFIC TECHNOLOGIES AND THEIR CONTRIBUTIONS

Plastic injection molding: In-house production allows RAFI to control the choice of materials, such as by using recycled synthetic material or developing components that require less material. Precise process control optimizes the energy consumption of injection molding machines and reduces material waste.



Metal processing: In-house precision processes such as punching, bending, and milling ensure maximum material utilization of raw materials such as aluminum or stainless steel. The option of recycling metal waste internally also helps to conserve resources.

Electronics production: RAFI has control over the selection of electronic components and can thus reduce the use of environmentally harmful substances. Lead-containing soldering processes have been replaced by lead-free processes. Internal processes are designed to promote energy efficiency and thermal insulation while enabling precise monitoring of waste streams.

Touch sensor technology: In-house development and production of touch sensors enables RAFI to optimize both sensor materials and manufacturing processes for energy efficiency and durability, thereby extending product life cycles.

System assembly: Internal assembly ensures efficient work processes, minimizes sources of error, and reduces the need for additional packaging and transport between individual production steps.

2.5 LOGISTICS AND PACKAGING

[SDG 12, 12.5, 13.2; GRI 301, 305] In transport logistics, RAFI focuses on optimization and efficiency in order to reduce emissions and the consumption of raw materials. We aim to reduce CO₂ emissions by intelligently planning transportation routes and selecting suitable means of transport. This includes consolidating shipments, avoiding empty runs, and using lower-emission transport solutions wherever feasible and appropriate. Collaboration with logistics partners is crucial in order to pursue and continuously improve sustainability goals along the entire supply chain. Efficient logistics not only contribute to environmental protection but also optimize costs and processes, which has a positive effect on the entire value chain. Our products are delivered to customers ex works as standard. This means that the selection and organization of the external means of transport, as well as the responsibility for further transport, are the responsibility of the respective customer.

RAFI aims to balance optimal product protection with maximum resource conservation in its packaging solutions. Given the high sensitivity of our electronic components and HMI solutions, effective product protection is crucial. We avoid unnecessary packaging materials, place a strong emphasis on reducing packaging waste, and promote the use of recycled materials wherever technically feasible. Based on clearly defined packaging standards, we ensure that repackaging processes are avoided and all relevant packaging regulations are complied with. By using returnable packaging as well as custom-fit and reusable packaging solutions, we reduce both waste and transport volume. Where possible, reusable packaging is used, and used packaging materials are systematically collected and recycled. This leads to a considerable reduction in the amount of waste and promotes a circular economy.

2.6 PRODUCT LIFE CYCLE AND OBSOLESCENCE MANAGEMENT

[SDG 12, 12.2, 12.5; GRI 2-28, 301, 416] As an electronics manufacturer, RAFI is confronted with the challenge of ever-shorter product life cycles for electronic components and assemblies. The rapid discontinuation of older components makes the long-term supply of identical systems and the provision of compatible replacement parts more difficult, which increases the effort required to ensure product availability. More restrictive material approvals also affect the availability of substances. For example, through the SCIP notification requirements, the EU has further strengthened the obligations arising from the RoHS and REACH regulations by requiring manufacturers to report the use of Substances of Very High Concern (SVHCs). This applies to a wide range of materials, from electronic components to synthetic materials, metals, and paints. RAFI meets these challenges with a forward-looking strategy in the selection and management of materials to ensure product functionality and longevity. The management of product and material changes is particularly important for products requiring approval in the automotive and medical technology industries. In such cases, component changes must be reported to customers or approval authorities and may require extensive and costly validation, or even complete re-approval.

Through strict change management and the continuous assurance of component availability, RAFI ensures that the health and safety of end users in these sensitive application areas are never compromised by unqualified replacement parts or insufficiently validated components. A proactive materials and components strategy helps to ensure the safety and reliability of our products throughout their entire life cycle. In order to proactively address these complex challenges in the areas of material management and product safety, RAFI has been an active member of the industry interest group “Component Obsolescence Group Deutschland” (COGD) since 2017. The constant exchange of information within COGD enables us to respond to chang-

es in components and materials at an early stage and make appropriate adjustments to products and production processes. Through this cooperation and the exchange of knowledge with other economic players, we can actively shape the framework conditions for responsible material and component management. In this way, we help make product development more environmentally friendly and resource-ef-



ficient while maintaining the availability of products with a long service life and future-proof functionality.

2.7 CUSTOMER FOCUS AND SERVICES

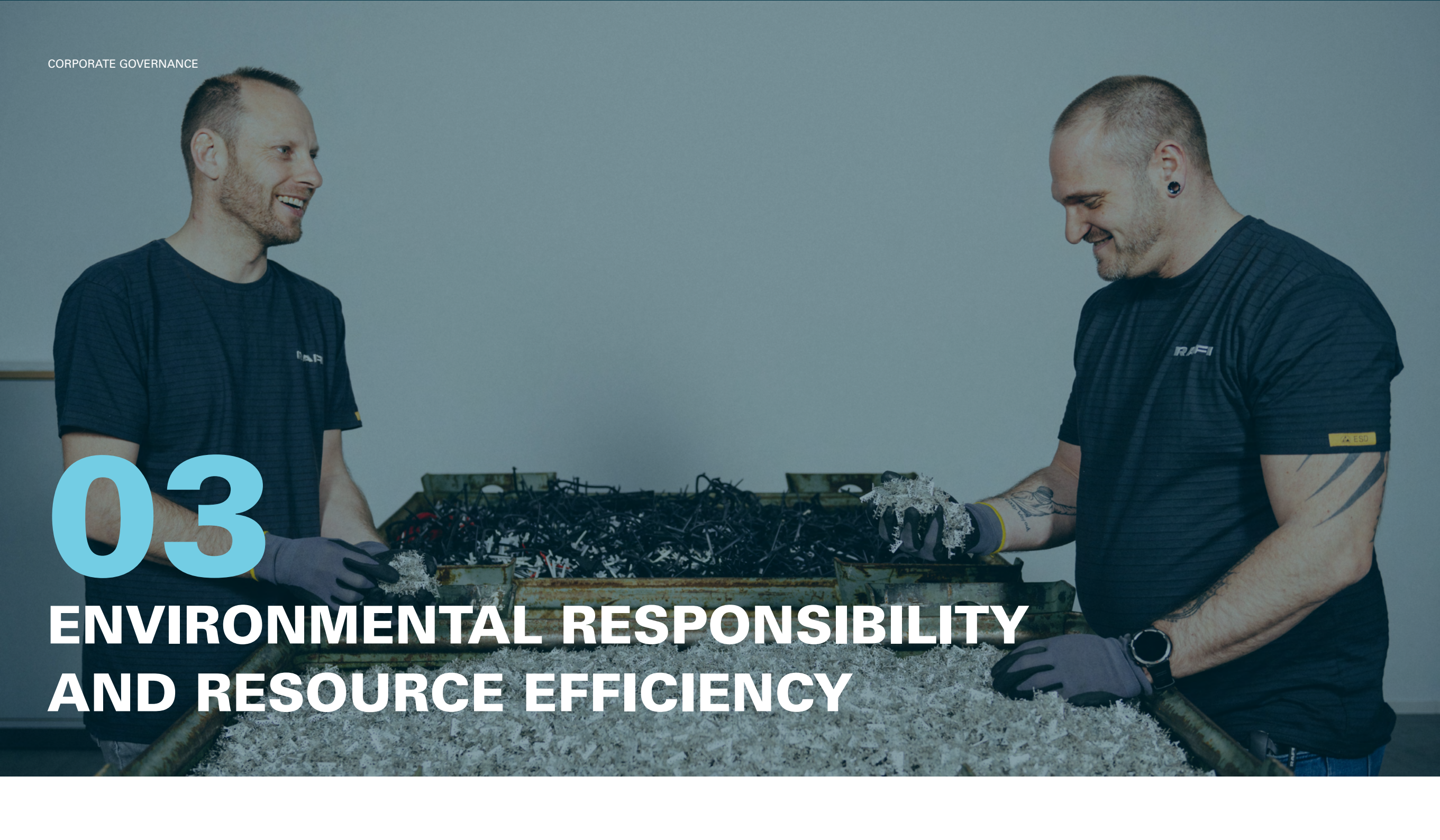
[GRI 2-29, 417] Working in partnership with our customers forms the basis of our business model and is an expression of our deep-rooted customer focus. We maintain a continuous dialog in order to develop a profound understanding of their individual needs and specific requirements throughout the entire product life cycle. We ensure end-to-end support and expertise from the initial product idea through de-



velopment and production to comprehensive after-sales services. This approach allows us to deliver innovative, high-quality Human Machine Interfaces (HMI) and Electronic Engineering and Manufacturing Services (E²MS) that are precisely tailored to our customers' applications. Active engagement with our customers is essential to meeting their expectations and continuously improving our products and services in line with changing market requirements. RAFI is committed to complete transparency and the highest level of accuracy in the communication of our services and product information. We ensure that all information about our products, technical specifications, and related services is clear, accurate, and easy to understand. This includes not only a detailed presentation of our HMI solutions and E²MS offerings but also comprehensive support from our service team. This team assists our customers with technical questions, planning maintenance intervals, and ensuring the reliable supply of replacement parts. Through clear product labeling and open communication, we build trust and enable our customers to make informed decisions that contribute to long-term satisfaction and the successful completion of their projects.

03

ENVIRONMENTAL RESPONSIBILITY AND RESOURCE EFFICIENCY



03 ENVIRONMENTAL RESPONSIBILITY AND RESOURCE EFFICIENCY



For RAFI, environmental responsibility is an essential part of corporate governance. We are thus making an active contribution to the future viability of the economy and to sustainable development. Given our global presence and the complex value chains in our core busi-

ness areas of Human Machine Interfaces (HMI) and Electronic Engineering and Manufacturing Services (E²MS), we see it as our responsibility to comprehensively assess and continuously improve our environmental impact. This chapter describes our ongoing commitment and the initiatives we have taken to conserve natural resources and minimize our environmental footprint at RAFI Group sites.

We are committed to the climate protection goals of the Paris Agreement and are taking effective initiatives to reduce our greenhouse gas emissions with the aim of achieving greenhouse gas neutrality in Scope 1 and 2 by 2030. Any unavoidable residual emissions are to be offset. For the year 2045, we are aiming for CO₂ neutrality in Scope 1, 2, and 3.1 (purchased goods and services). This means that the recording and reporting of emissions falling under Scope 3 will be an integral part of our future sustainability strategy as soon as the necessary preconditions for valid and reliable reporting have been created.

3.1 ENVIRONMENTAL AND ENERGY MANAGEMENT

[GRI 3-1, 3-3→] The RAFI Group's business activities are inextricably linked to a wide range of environmental impacts. These were further differentiated on the basis of the materiality assessment. We regularly evaluate complex interrelationships, enabling us to proactively intervene with appropriate actions.

EVALUATION AND ACTIONS

[SDG 13, 13.2] Our climate protection actions are aligned with the SDGs and the principles of established management system standards. An environmental management system in accordance with ISO 14001, which we have established at most of our production sites, forms the systematic framework for continuously recording, evaluating, and improving our environmental impact. ISO 14001 de-

finies requirements for determining environmental objectives and actions, training employees, and monitoring environmental performance.

In accordance with ISO 50001, we have implemented an energy management system that significantly supports our initiatives to reduce greenhouse gases, particularly in Scope 1 and 2. The ISO 50001 standard allows us to take a systematic approach to increasing energy efficiency, lowering energy consumption, and thus reducing energy-related CO₂ emissions. This not only contributes to climate protection but also reduces operating costs and enhances competitiveness. The consistent implementation of these management systems ensures that our climate protection targets are achieved through measurable actions and continuous improvement processes.

[SDG 9.4; GRI 103-2, 302-4] Energy-efficient buildings are an important part of the energy transition, which is why we have new buildings designed with modern energy considerations in mind and existing buildings equipped with consumption-reducing solutions and modern systems. The construction measures for the energy-efficient renovation of the buildings at the main site in Berg were largely completed in 2025. Once the energy-efficient renovation is complete, the buildings are expected to meet the KfW 55 efficiency standard, resulting in a considerable reduction in energy consumption and heat loss. The fire protection measures necessary to achieve final building approval will be completed in 2026. According to calculations by the commissioned engineering firm, the planned building improvements could reduce energy consumption by up to 45%, corresponding to approximately 340 tonnes of CO₂ per year. Our CHP unit serves as an efficient heating system, providing heat, process cooling, air conditioning, and electricity at the Berg site. At our German sites, we source 100% hydropower electricity and, according to our supplier, avoid approximately 1,444 tonnes of CO₂ emissions annually compared with

the standard German electricity mix. By gradually electrifying our company car fleet, we are also contributing to a reduction in CO₂ emissions. The commissioning of the new workshop in Bad Waldsee also makes a significant contribution to reducing our greenhouse gas emissions. By installing a modern geothermal system with 34 probes extending to a depth of 131 meters and a high-performance photovoltaic (PV) system with a capacity of 760 kWp, we are significantly expanding our use of renewable energy. This further reduces the need for externally sourced electricity and increases the share of sustainably generated energy. At our international locations, we are dependent on local supplier conditions when purchasing electricity. We are also continuously evaluating opportunities to expand the use of renewable energy internationally. Our site in China already uses a PV system provided by the local electricity supplier, and the installation of similar systems is currently being evaluated at our sites in Hungary



and the United States. Another initiative to conserve resources is the expansion of paperless processes at all locations and the modernization of sanitary facilities to reduce water consumption. Charging stations for electric vehicles are available at our German sites and at RAFI North America, and their energy efficiency is to be continuously improved through smart load management.

RESOURCE MIX AND ENERGY CONSUMPTION

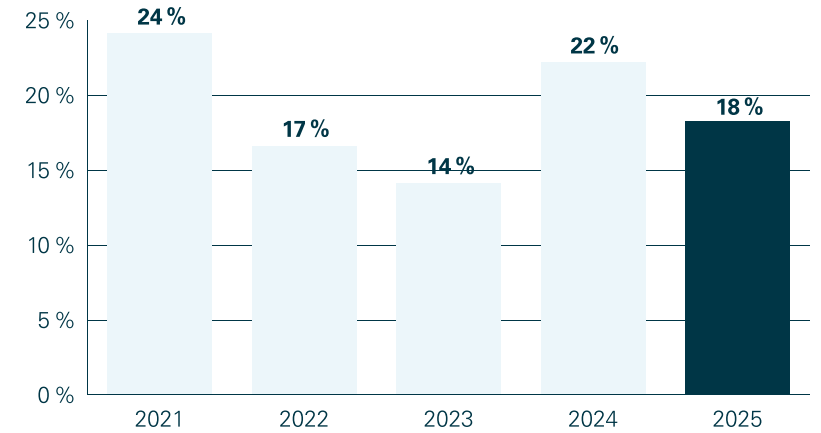
[GRI 103-2 and 302-1, 303, -1, -4] The energy consumption of the RAFI Group consists of the purchase of the following external energy sources:

Natural gas	Operation of the combined heat and power plant and for heat-
Heating oil	For heating purposes
Diesel	Company car fleet/emergency power
Gasoline	Company car fleet
Electricity	Operation of production equipment, buildings, company car

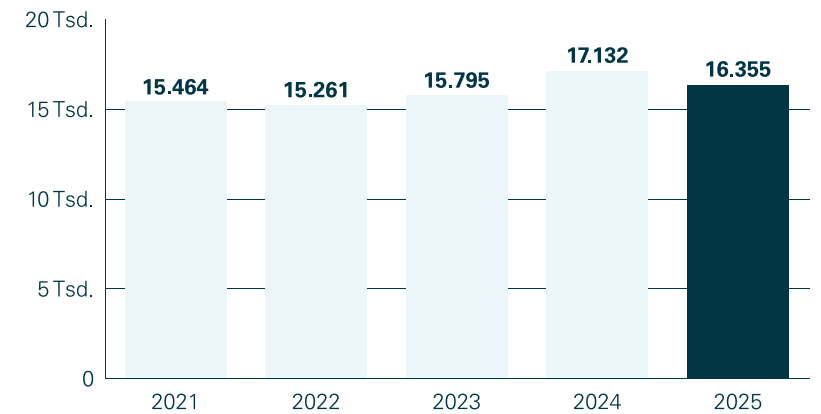
While natural gas, heating oil, diesel and gasoline are purchased, the situation is more differentiated when it comes to the power supply. Together with in-house PV generation, the RAFI Group generated approximately 18.21% of its electricity requirements in 2025. If the amount of power generated in-house at any time exceeds our facilities' own requirements, we feed the surplus into the public grid. Since 2019, the external electricity required to cover the total electricity demand in all German factories has come from renewable sources, which means that the calculation factor for CO₂ emissions has fallen to zero. Heating oil is required to operate our oil-fired central heating system in the event of a natural gas supply interruption.

An absorption chiller generates cooling using the excess heat generated by the combined heat and power plant in Berg.

GRI 302-1: Share of power generated in-house per year



GRI 302-1: Total power consumption (external procurement) per year



A buffer tank with a capacity of 100 m³ is used to temporarily store additional surplus heat, which is then used for heating or cooling purposes as needed. The remaining cooling requirements are met using an electricity-driven, magnetically mounted turbo compressor. As a company committed to the conservation of natural resources and

sustainable development, the responsible use of water is also a key pillar of our sustainability strategy. One example of this commitment and compliance with the highest standards is our German Water Resources Act (Wasserhaushaltsgesetz, WHG) certificate issued by TÜV. This certificate confirms to our German sites that all our facilities and operating areas in which we handle water-polluting substances fully comply with the strict requirements of the WHG. The certificate also proves that we have implemented comprehensive measures to systematically prevent such substances from escaping into the environment. In addition to technical security, the measures also include process excellence and regular training for employees. The integrity and functionality of our systems are regularly verified through mandatory inspections. This continuous monitoring confirms our compliance with the legal requirements for the long-term protection of our waters.

[GRI 303-5] Water consumption figures

The main consumers of water at RAFI are sanitary facilities and, in clean room environments, the targeted humidification of our production areas for optimum production conditions. A marginal proportion is used to cool the production equipment.

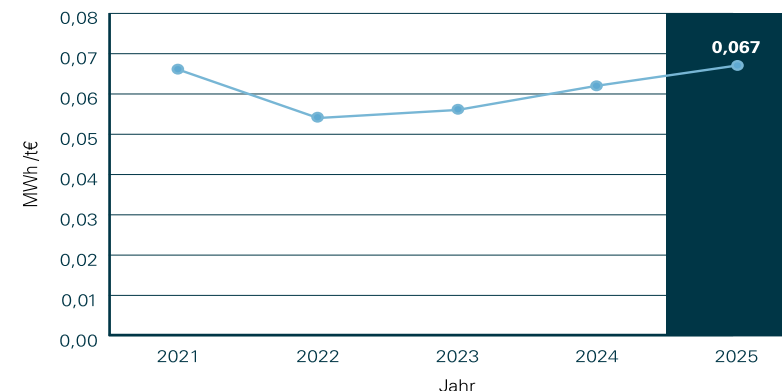
Water consumption figures for the entire RAFI Group 2025

Total water consumption in m³	24,121
Process water in m ³	11,307
Sanitary water in m ³	12,822

ENERGY INTENSITY AND CONSUMPTION SAVINGS

[GRI 103-2, -4, -5, 302-3, -4] RAFI is committed to responsible energy management and strives to continuously improve energy efficiency. We analyze our energy consumption on an ongoing basis, as the absolute consumption data trend can vary due to factors such as fluctuations in production or expansion of business activities. A clearer picture of efficiency progress is provided by the ratio of energy consumption to sales. This key figure measures our successful decoupling of corporate growth from resource consumption and the continuous optimization of the energy efficiency of our processes. We systematically review existing production processes to continuously improve energy efficiency. The sustainability strategy that we consistently pursue also includes taking environmental aspects and energy requirements into account when investing in new machines and sys-

GRI 302-3: Energy intensity ratio MWh/t€



tems. Therefore, from the very beginning we have relied on state-of-the-art and highly efficient technologies.

In the future, we will deepen our analyses by precisely recording energy-intensive production steps and allocating them to the products being manufactured. This detailed data collection enables us to precisely determine the product-specific carbon footprint and energy costs. This provides us with a sound basis for targeted measures to further reduce emissions and optimize our sustainable production.

Total energy consumption and consumption structure

Year	Natural gas consumption (MWh)	Oil consumption (MWh)	Power consumption from external procurement (MWh)	PV power consumption (MWh)	CHP power sales (MWh)	Total energy consumption (MWh)	Fleet consumption (MWh)	Total energy consumption according to the Scope 1 and Scope 2 definition (MWh)
2021	15670	85	11852	316	-126	27797	-	27797
2022	13963	80	12733	335	-92	27019	-	27019
2023	14563	75	13572	280	-116	28374	859	29233
2024	13052	9	13336	205	-158	26444	1184	27628
2025	12527	5	16355	845	-1194	28538	1030	29568

3.2 EMISSIONS

[SDG 13, 13.2; GRI 102-5, -6, -7, and 305, -1, -2, -3] The RAFI Group pursues a systematic and transparent approach to recording and reporting greenhouse gas (GHG) emissions at all RAFI Group sites. We record our emissions indirectly by measuring our consumption, which is then converted into the corresponding emission equivalents using recognized conversion factors. Consumption data is collected at each site using calibrated meters, ensuring the accuracy and reliability of the data used in our emissions reporting. In accordance with the international standards of the greenhouse gas (GHG) Protocol, we differentiate and report our emissions by scope in order to provide a comprehensive picture of our environmental footprint and develop targeted reduction strategies. This methodical approach also allows us



Group assessment Scope 1 and Scope 2 Market-based

Year	Sales (t€)	Total CO ₂ e (t)	Emissions intensity quotient (t/t€)
2021	418929	4652	0.01110
2022	498675	5046	0.01012
2023	520466	5711	0.01097
2024	442163	5947	0.01345
2025	443139	5646	0.01274

to continuously measure our progress in reducing emissions and transparently present our decarbonization efforts.

SYSTEMATICALLY ACCOUNTING FOR GHG EMISSIONS

[GRI 102-5 and 305-1] Scope 1: Direct emissions: Our direct, Scope 1 greenhouse gas emissions include the CO₂ equivalent (CO₂e) of all energy sources purchased and consumed directly by the RAFI Group at its sites. These include natural gas, heating oil, diesel, and gasoline. These emissions result directly from the sources we control or

own. In addition, the CO₂e of relevant cooling and cleaning agents that can be released into the atmosphere in gaseous form are included in our Scope 1 accounting. The company car fleet is also accounted for in Scope 1. The complete recording of this data ensures comprehensive presentation of our direct influences.

[GRI 102-6 and 305-2] Scope 2: Indirect emissions from purchased energy: Indirect greenhouse gas emissions from purchased energy relate to the CO₂e of externally sourced electricity. In accordance with the requirements of the GHG Protocol and in preparation for future

GRI 305-1: Direct GHG emissions (Scope 1) in metric tons of CO₂e

Year	Medium	CO ₂ e Scope 1 Natural gas in tons	Medium	CO ₂ e Scope 1 Heating oil in tons	Medium	CO ₂ e Scope 1 Diesel in	Medium	CO ₂ e Scope 1 Gasoline, in tons	CO ₂ e Scope 1 total in tons
2021	Natural gas	3167	Oil	23	Diesel		Gasoline		3190
2022	Natural gas	3008	Oil	21	Diesel		Gasoline		3029
2023	Natural gas	2928	Oil	20	Diesel	109	Gasoline	101	2995
2024	Natural gas	2623	Oil	2.27	Diesel	202	Gasoline	95.61	2922.88
2025	Natural gas	2518¹	Oil	1.33²	Diesel	182.42³	Gasoline	90.95⁴	2792.7

- Factor 0.201 tCO₂/MWh according to Bafa 2025
- Factor 0.266 tCO₂/MWh according to Bafa 2025
- Factor 0.266 tCO₂/MWh according to Bafa 2025; 1 l = 10 kWh
- Factor 0.264 tCO₂/MWh according to Bafa 2025; 1 l = 8.9 kWh

reporting obligations, we take both the location-based and market-based approaches into consideration in our accounting. For this sustainability report, the emissions of each individual RAFI location are calculated using the location-based method and consolidated into a Group-wide value. This precise approach ensures transparent and methodologically sound presentation of our Scope 2 emissions.

[GRI 102-7 and 305-3] Scope 3: Indirect emissions in the value chain: Our indirect greenhouse gas emissions in the value chain comprise the 15 different categories of the upstream and downstream value chain determined as material according to the definition of the GHG Protocol. This includes the CO₂e of purchased goods and emissions generated during the life cycle of the products. As the recording and detailed analysis of Scope 3 emissions is a complex and data-intensive undertaking, this area is not included in the current sustainability report. We are continuously developing our methodology for recording and accounting for Scope 3 emissions and aim to integrate this

into our reporting in the future. This underscores our commitment to a holistic understanding and management of our carbon footprint along the entire value chain.

GHG INTENSITY AND REDUCTION

[GRI 102-4, -8 or 305-4, -5]

CO₂ emissions Scope 2 Location-Based

Year	Medium	CO ₂ e Scope 2 total	CO ₂ reduction %
2021	Electricity	4153	0.00%
2022	Electricity	4771	-14.88%
2023	Electricity	4778	-15.05%
2024	Electricity	4719	-13.63%
2025	Electricity	5953	-43.34%

CO₂ emissions Scope 2 Market-Based

EMISSIONS OF OTHER POLLUTANTS

Year	Medium	CO ₂ e Scope 2 total	CO ₂ reduction %
2021	Electricity	1485	0.00%
2022	Electricity	2038	-37.24%
2023	Electricity	2307	-55.35%
2024	Electricity	2234	-50.44%
2025	Electricity	2620	-76.43%

[GRI 305-7] As part of our commitment to environmental protection, RAFI continuously monitors emissions of other relevant air pollutants. The results of the measurements carried out by a commissioned independent measuring body in February 2025 confirm that our emissions are well below the legally prescribed limit values. As the following table shows, our emissions are well below the permitted limit val-

ues, underscoring the effectiveness of our emissions management and our commitment to improving air quality.

Measurements from the independent testing body commissioned in February 2025

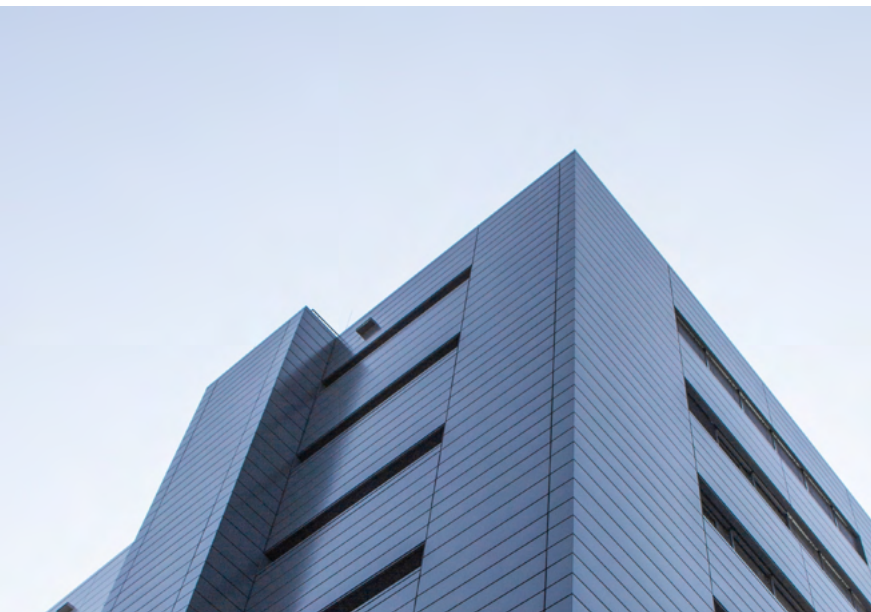
Pollutant	Unit	Limit value	Measurement
Carbon monoxide (CO)	g/m ³	0.30	0.009
Nitrogen oxides (NO)	g/m ³	0.50	0.236
Nitrogen oxides (NO ₂)	mg/m ³	0.50	0.107
Nitrogen oxides (NO _x)	g/m ³	0.5	0.468

Annual loads in kg per year calculated on the basis of the measurements for 2024

Pollutant	Unit	Measurement
Carbon monoxide (CO)	kg/a	8.2
Nitrogen oxides (NO)	kg/a	214
Nitrogen oxides (NO ₂)	kg/a	97
Nitrogen oxides (NO _x)	kg/a	426.1

3.3 WASTE AND HAZARDOUS SUBSTANCE MANAGEMENT

[SDG 12; GRI 306] RAFI attaches great importance to recycling and proper disposal of waste, with our primary goal being waste prevention. In this context, we are working with customers and suppliers on concepts to reduce the amount of waste. As early as in the development stage, we consider ways to reduce waste generated by new products. We ensure that the production panels in printed circuit board manufacturing are optimally utilized in terms of space. We also minimize plastic waste in injection molding. Since relocating plastics production to the new facility in Bad Waldsee, we have benefited from a centralized granulate supply system that automatically controls

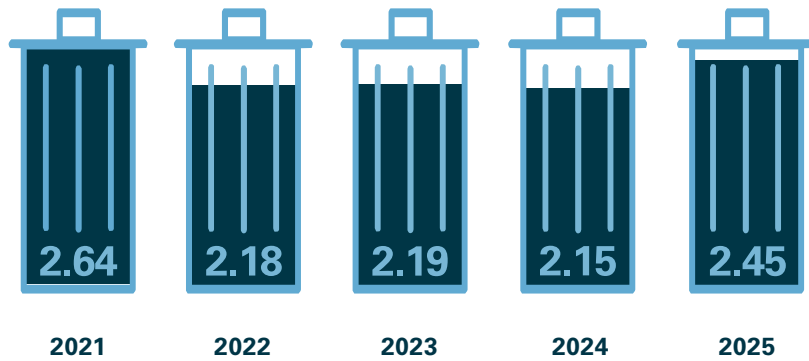


drying times and material quantities. In addition to cost savings, a positive side effect is improved environmental compatibility through material efficiency and waste avoidance.

WASTE AVOIDANCE

[SDG 12.5; GRI 306-2, -3] With our waste prevention and recycling measures, we achieved a waste generation ratio of around 2.45 tons per €1 million in sales in the RAFI Group in 2025. The remaining waste is disposed of through recycling, material recovery, and thermal recovery, and – if not otherwise possible – disposal. Our wastewater is classified as household wastewater and can be disposed of through the sewer system.

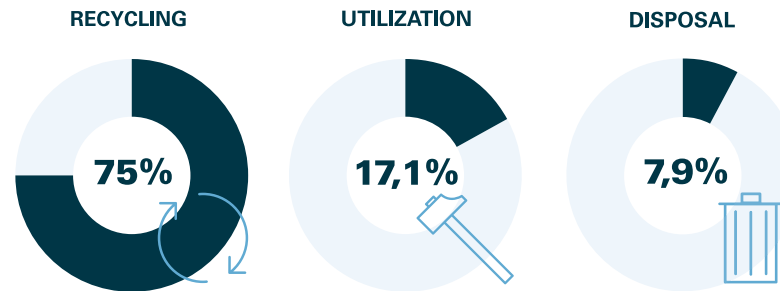
Waste generation in relation to tons per €1 million sales



RECYCLING, RECOVERY, AND DISPOSAL

[SDG 12.5; GRI 301-2, 306-2, -3, -5] In 2025, the recycling rate in terms of material quantity was 75%. The percentage of material recovery was 25%. Only 9% of the material quantity went into waste disposal. In the RAFI Group, we have achieved a waste sorting separation rate of roughly 93%. Of the total volume of waste generated at RAFI, approx. 9% is classified as hazardous. It therefore requires spe-

cial disposal procedures to ensure safe and environmentally sound disposal of the pollutants contained in it. When carrying out such procedures, our company strictly follows the requirements of the EU Directive on RoHS and REACH. To verify RoHS and REACH compliance, we have set up a component database that enables corresponding status queries for each individual component.



Separation rate

Year	2021	2022	2023	2024	2025
Separation rate	91.38%	92.11%	89.89%	89.89%	93.43%

3.4 CHEMICALS AND CRITICAL SUBSTANCES

[SDG 3, GRI 416] High-purity or precisely specified chemicals are often required in electronics production in particular. At RAFI, such hazardous substances are mainly used in our production areas. Through systematic hazardous substance management, we strive to reduce the use of hazardous substances as far as possible in order to lessen the harm to both people and the environment. As early as the product development stage, we pay attention to the avoidance of critical sub-



stances in accordance with the applicable criteria and laws. We have also established our own guidelines to avoid the use of critical substances wherever possible. All hazardous substances in use are monitored through a hazardous substances register, and potential alternatives are regularly reviewed in coordination with the responsible specialist departments. Even before new hazardous substances are introduced, we investigate whether they can be replaced by less harmful substances in order to develop alternative solutions at an early stage. In 2025, we listed 439 substances in the register. As part of our materials management, we consistently apply the first-in, first-out (FIFO) principle for hazardous substances. This method allows us to ensure the safety of our operations and minimize adverse environmental impacts. By ensuring that hazardous materials are used in the order in which they are received, we prevent material degradation and instability. This reduces the risk of unwanted chemical reactions, incidents, and the formation of hazardous by-products. This not only ensures process stability and the consistently high quality of our products by always using materials that meet specifications, but also makes an

important contribution to waste avoidance. By preventing hazardous materials from exceeding their shelf life unused, we reduce the quantity of hazardous waste to be disposed of while optimizing our inventory management and material efficiency. In addition, consistent application of the FIFO principle supports compliance with all relevant regulations on the storage and handling of hazardous substances and improves the traceability of our batches.

Hazardous waste volumes broken down by recovery method in tons

	2021	2022	2023	2024	2025
Total waste	1,108.62	1,086.71	1,140.83	949.73	1,086.57
Hazardous	74.99	74.28	95.76	106.99	98.21
Not hazardous	1,033.87	1,008.64	1,045.23	842.73	988.35
Hazardous proportion	7.2%	7.4%	8.4%	11.27%	9.04%
Waste for recycling	724.39	785.35	748.87	667.86	814.83
Hazardous	19.86	13.59	31.24	26.42	20.62
Not hazardous	704.52	779.47	714.99	641.44	794.21
Waste for recovery	290.24	258.23	288.76	150.34	186.05
Hazardous	35.86	37.92	49.32	41.10	43.27
Not hazardous	254.38	220.51	239.65	109.23	142.78
Waste for disposal	93.69	106.09	103.93	108.72	85.69
Hazardous	18.72	22.15	15.64	39.62	34.33
Not hazardous	74.97	83.94	86.27	69.11	51.36



04

SOCIAL RESPONSIBILITY

04 SOCIAL RESPONSIBILITY

For the RAFI Group, social responsibility is a key aspect of sustainable corporate governance that goes far beyond its business activities. As a company steeped in tradition with regional roots and a global focus, the concept of “WE” is at the heart of our corporate activities – characterized by the principles of “Respect & Performance” and “Responsibility.” This social responsibility manifests itself in four important areas: creating an attractive and healthy working environment for employees, consistently protecting their health and safety, actively engaging with the local communities at our sites, and promoting equal opportunities and diversity. RAFI’s aim is not only to act as a responsible employer and social partner but also to create lasting added value for society and strengthen social cohesion.

4.1 THE WORKING ENVIRONMENT AND WELL-BEING OF EMPLOYEES

[GRI 401, 402, 403] The RAFI Group’s headquarters are situated in the thriving economic region of Upper Swabia, where we compete for the best skilled workers. We are therefore committed to further enhancing our reputation and recognition as an attractive employer both here and at all our locations. This ensures the recruitment of appropriately qualified specialists and keeps unwanted turnover at a consistently low level. We foster a family-friendly work environment and support a healthy work-life balance through various benefits for our employees at every stage of their lives. We show appreciation for and support the voluntary work of our employees. Through a wide range of health-promoting and preventive measures in our occupational health management (OHM), we ensure that our employees are protected in the workplace and that their health and well-being are maintained.

[GRI 401-2] RAFI Berg offers its employees an attractive package of fringe benefits, bonuses, and discounts that go beyond the collective



agreement. We create the framework for high employee satisfaction through a wide range of benefits: flexible working time models, a variety of time bank options, sabbaticals, a company-sponsored pension plan, partial retirement models, allowances for local transport, cafeteria meals, child and vacation care, health-promoting initiatives, organization of excursions and events, and support for volunteer work.

REMUNERATION, ALLOWANCES, AND BONUSES

[SDG 8.8; GRI 2-30, 404-3, 407] RAFI GmbH & Co. KG at the Berg site is bound by collective agreements and recognizes the collective agreements of the metal and electrical industry. The percentage of



RAFI Group employees covered by collective bargaining agreements was 45.63% in 2025. At the main site in Berg, the figure is 95% of employees and at RAFI Italia 98%. In addition to attractive basic salaries, individual performance bonuses are determined in annual performance reviews. Our company pays vacation and Christmas bonuses, as well as an annual profit-sharing bonus based on the company’s results for the previous fiscal year. We also offer our employees many other bonuses and fringe benefits. We ensure that the wages and salaries paid enable a decent standard of living and allow our employees to meet their needs and maintain an appropriate quality of life. Remuneration will in no case fall below the applicable country-specific minimum requirements and will, where appropriate, exceed them, taking

into account local economic conditions and industry standards. The menu offerings in the existing company cafeterias are subsidized at all locations. This ensures that employees can choose from a fresh and varied selection of food and beverages, with more than 25% of the dishes consisting of organically produced vegetarian or vegan options. In addition, RAFI is committed to supporting its employees' occupational and personal financial security by contributing to their retirement provisions and offering private accident and disability insurance. We also strengthen the cohesion of the workforce through joint activities.

WORKING TIME MODELS

[GRI 401-2] With our location-specific and, where possible, flexible working time models, we support our employees in reconciling their personal needs with operational requirements. This requires a culture



of mutual trust, candor, and honesty between management and employees. We strive to keep the volume of overtime low and adjust our recruitment processes to the current order backlog. In Berg, the weekly working hours stipulated by the RAFI collective agreement is 38 hours. A working week of 35 hours applies to trainees and DHBW cooperative study students. Internationally, working hours are governed by a large number of laws and regulations. These regulations typically include maximum daily and weekly working hours, rest breaks, minimum vacation days, and provisions for overtime and night work. At the German RAFI locations, we maintain a flexible working time model without core working hours as far as possible. To ensure our machines are utilized as efficiently as possible in production, shift work is carried out in various production areas. Internationally, around 63% of employees use flexible working time models, and just under 59% are compensated separately for atypical working time models.

Overtime hours worked are either accumulated in a personal flexitime account, which each employee can manage individually, or remunerated in accordance with local legislation. Employees also have a company working time bank as well as a long-term account. Accumulation of hours in these time banks also allows for extended absences – such as to care for family members, go on sabbaticals, take early retirement, or participate in individual continuing education and training opportunities. This model has become established above all at the German locations. Depending on the activity and operational requirements, our employees have the option of mobile work. By offering individual work arrangements that are variable in both time and location, we help employees balance the demands of career and family and meet the needs of many employees for more flexibility.

THE RELATIONSHIP BETWEEN THE EMPLOYER AND THE EMPLOYEES

[GRI 402] A concept of “WE” is at the center of all our business activities. As a globally operating industrial company with regional ties, we attach great importance to being down-to-earth and creating a friendly environment. Decisions made in close collaboration with our em-



ployees are guided by mutual respect and aligned with our strategic principles and goals. In addition to ONE RAFI, we have established the principles of “Respect & Performance” and “Responsibility,” which shape our relationships with employees and contribute to RAFI’s lasting success.

We also express our appreciation for our employees through various campaigns and events. The most important events are the summer party and the annual Christmas celebration. The individual locations are allowed to independently plan and organize the annual celebrations in accordance with the relevant national and cultural traditions. At our locations in Berg and Überlingen in Germany and Zielona Góra in Poland, our company sports associations (CSA) offer a wide range of opportunities for joint sporting activities. Our RAFI Big Band and the RAFI factory fire department at the headquarters in Berg serve as additional points of contact for cultural and social engagement outside the workplace.

EMPLOYEE SATISFACTION

To ensure the quality of our services and effective knowledge management with a focus on in-house expertise, we attach great importance to lasting employment relationships. We recognize and reward employees who have dedicated many years of service to the company, and we regularly assess the level of satisfaction of our employees. We identify areas for optimization and implement strategies for maximizing the identified potential. Because our success as a company is built on satisfied and motivated employees, our management in Berg works closely with the Works Council and other employee associations. As the participants in these bodies come from a wide range of business areas, the decisions they make are widely accepted by the entire workforce. Through the ONE RAFI initiative, measures successfully implemented at one of the Group's sites are extended to other RAFI locations where feasible. In this way, the international RAFI locations can benefit from local co-determination and participation rights that are enshrined in the German Works Constitution Act. [GRI 401-1] The satisfaction of our employees is reflected in particular in the length of service and low level of sick leave at RAFI, which is below the industry average. The staff turnover rate in 2025 was 8.8%.

The reasons for employee resignations are determined in exit interviews. If necessary, targeted measures can be derived to keep employee satisfaction at a high level. In addition, we involve the Works Council in surveying employee satisfaction on a regular basis. RAFI locations around the world are also required to regularly survey their employees and involve them in decision-making processes. For our locations in Germany, we also check public employer ratings on platforms such as Kununu and ausbildung.de. RAFI GmbH & Co. KG achieved 4.5 out of 5 stars on "Kununu." On Ausbildung.de, RAFI GmbH & Co. KG is rated 5 out of 5 stars in the areas of cooperative study programs and apprenticeships.



4.2 OCCUPATIONAL HEALTH AND SAFETY

[SDG 3; GRI 403] Safety in the workplace is always a top priority at RAFI. RAFI not only complies with country-specific standards at all locations but also implements a comprehensive occupational health and safety management system. At headquarters, overall responsibility for occupational health and safety lies with the Central Department, with this department reporting directly to the CFO, putting its representatives in direct contact with the Board of Directors. We strive to align our workplace design internationally with the above-average conditions at our headquarters.

[GRI 403-1] Occupational Health Management (OHM) at RAFI considers the health of employees to be our most valuable asset and one that must be safeguarded and fostered through effective measures. In line with RAFI's responsibility as an employer, we attach great importance to safety in the design of our workplaces, take preventive measures to ensure a safe working environment, and provide our employees with information and prevention resources. Our established



workplace health promotion program (WHPP), coordinated by the cross-location health promotion working group, fosters health-conscious behaviors among employees and cultivates a work environment that promotes well-being at all locations of the RAFI Group.

[GRI 403-2] The primary prevention goal is to prevent accidents and harm to the health of our employees. The responsibility for determining and reviewing the protective measures in accordance with the Occupational Health and Safety Act and other guidelines lies with the responsible line managers, supported by our Occupational Health and Safety Committee (OHSC). In risk assessments, relevant and potential hazards and stress factors are systematically analyzed, identified, and evaluated in order to assess, define, and implement the necessary protective measures to ensure health and safety in the workplace. At our German sites, we carry out regular workplace inspections with our Occupational Health and Safety Committee team and supplement these with department-specific inspections in various operational areas. We have also appointed a separate safety officer for each department.

[GRI 403-4, -5] In general and workplace-specific briefings, all employees are made aware of the possible hazards and risks by their supervisors and, depending on the hazard potential, are provided with the prescribed personal protective equipment (PPE) and safety-relevant rules of conduct. We enlist the help of experts to ensure that workstations are designed ergonomically to minimize strain.

[GRI 403-3] Our qualified company physician provides medical support and conducts general and occupational medical check-ups for employees at our German sites. Personnel trained in first aid are ready and available everywhere to provide immediate assistance and treatment in case of minor injuries. The medical equipment for first aid is readily available in every building through several freely accessible first-aid stations. Defibrillators have been installed for use by the public during cardiac emergencies.

PREVENTION AND EMERGENCY MANAGEMENT

[GRI 403-9] RAFI operates a long-established accident management system at all of its locations. Reporting internal accidents to supervisors and safety specialists ensures that accidents are accurately recorded for statistical purposes. In our statistical record keeping, we differentiate between reportable and non-reportable incidents, which are then broken down into accidents relating to travel or commuting, occupational accidents, and sports accidents. The individual RAFI Group locations are guided by the respective country-specific requirements. The statistics are collected annually, and the development is evaluated on a quarterly basis. In the event of accidents at work, we carry out an accident analysis in order to derive preventive measures and adapt the risk assessments to the relevant working environment. Near misses are reported to supervisors and analyzed for any preventive measures based on their risk potential. The accident-free period is displayed to our employees in the production areas to ensure transparent communication with the workforce.

Fire safety is an essential part of operational safety. The fire safety officer advises and supports the management of the German RAFI

sites in preventive fire safety matters. To fight fires, RAFI has established a factory fire department on the Berg campus. The 20 active members of the fire department regularly participate in drills and are always ready to respond to emergencies using the department's own vehicles. We also collaborate with the Berg volunteer fire department for joint operations and mutual assistance. All RAFI employees are eligible to join the factory fire department, provided they meet the necessary requirements for firefighting service. Every firefighter has opportunities for advancement and access to all training. The captains are elected by the whole team. Environmental aspects are considered when making new purchases, and regular fire department training exercises are conducted in a resource-efficient manner to minimize unnecessary water and energy consumption. Regular briefings are provided on the proper disposal of waste and hazardous substances during operations and training exercises.

PROMOTING HEALTH AND REINTEGRATION

[GRI 403-6] We support our employees in maintaining their vitality and health through a wide range of preventive activities that foster health and well-being. Our company sports association (CSA) in Berg offers various sports and associated training sessions, tournaments, excursions, and other events. The surrounding locations are invited to take part in the sporting activities on offer in Berg at any time. The site in Überlingen also operates its own company sports groups. In cooperation with our partner "EGYM Wellpass," we also give our employees at RAFI in Berg and Überlingen the opportunity to access a variety of sports and leisure activities in the region at a discounted rate. Over 25% of employees have already opted for a membership allowing exercise at gyms or yoga studios, swimming pools, or climbing centers, for example. Other employees use the "Wellpass" for meditation courses, wellness, coaching, or other services. In addition, RAFI offers employees in Germany the opportunity to lease a bicycle of their choice at attractive conditions in cooperation with "Business-Bike." The leasing option allows employees to benefit from financial advantages and choose the brand and model of bike they want – from e-bikes to road bikes. The leased bicycle can also be used privately

without restriction. This not only fosters individual health and fitness, but also makes a positive contribution to the transition to sustainable mobility.

Our company integration management (CIM) provides personalized and empathetic support to assist employees in reintegrating into their workplace after illness-related absences. They can be supported by medical staff, safety specialists, and the works council as required.

4.3 CHARITABLE AND LOCAL COMMITMENT AT OUR LOCATIONS

[GRI 413] As a company steeped in tradition, with deep roots in the region and a globally active group structure, RAFI maintains strong ties to the communities in which it operates. Our commitment to corporate social responsibility (CSR) goes beyond our business activities and aims to strengthen social cohesion in the long term. This commitment is reflected in targeted donations, strategic sponsorships and a wide range of initiatives with which we support local projects, associations, and charitable organizations. The factory fire department at the Berg site makes a valuable contribution to the local infrastructure and safety, playing an important role not only in protecting our factory premises but also in the event of a disaster that extends beyond the boundaries of the premises.

SUPPORTING COMMUNITIES, EDUCATION, AND THE ENVIRONMENT

[GRI 413-1] Our social commitment focuses on selected areas in which we can create lasting added value for society and our locations. A central pillar is support for sport, culture, and local traditions. Our focus here is on supporting children and young people and providing sponsorship for community sport programs. For example, we are the naming sponsor of "RAFI Stadium" at TSV Berg, support FV Bad Waldsee's youth and women's football programs, and sponsor local sporting talent such as off-road motorcycle racers Janik and Laurin Voth. In Mezötúr, Hungary, we support the local soccer club "MAFC

RAFI.” Through our sponsorship, we empower children and young people to take part in sporting activities and strengthen the community.

Another important focus is on supporting education and social cohesion. Through partnerships such as the one with the Bad Waldsee Child Protection Association, we provide free swimming lessons and support first-graders through the provision of high-quality school backpacks. We also support the activities of the “Help for Children” organization in the Ravensburg area, which distributes coloring books on road safety education and child abuse prevention in regional day care centers. At our Hungarian location, we are committed to educational equality and support the “Teleki Blanka Gymnasium” in order to offer all children equal learning opportunities. These initiatives are an expression of our belief that access to education allows everyone to realize their full potential. We also directly sponsor initiatives and activities with a focus on the region and youth development programs.



[GRI 101 and 304] Nature conservation is also an essential component of our sustainability activities. As a partner of Wildtierrettung Berg, for example, we provide two thermal imaging cameras for drones that are used to track down young fawns in tall grass in order to bring them to safety before agricultural work is carried out. After a successful rescue, the animals are carefully returned to their place of origin. This cooperation underscores our responsibility for the conservation of native wildlife and sustainable ecological practices in our region.

SUPPORT FOR VOLUNTEER WORK

[GRI 413-1] Three years ago, we launched the RAFI Heroes initiative to recognize and celebrate the many ways in which our employees contribute to society. This campaign allows us to directly support the charitable work of our employees. The nominated projects cover a broad spectrum, including social welfare, neighborhood initiatives, environmental and animal welfare, the promotion of sports and youth development, and support for public safety and community services. In 2025, RAFI was particularly involved in the “Machakoshilfe” project operated by the association “Füreinander-Miteinander Amtzell e.V.,” which supports young people in the Kenyan region of Machakos with schooling and vocational training. In addition, a number of local, voluntary initiatives by our employees were supported. We strive to continuously expand our CSR activities and further establish ourselves as a trusted partner in the community. In line with our motto “From RAFI for RAFI,” we will continue to actively support the initiatives of our employees as part of their voluntary work. We also aim to strengthen RAFI’s public profile through our sponsorship activities and to establish new partnerships beyond our existing collaborations that align with our strategic goals and have a positive impact on society. Corresponding concepts are developed for each location and coordinated across the Group to ensure a coherent and effective commitment.



4.4 EQUALITY OF OPPORTUNITY AND DIVERSITY

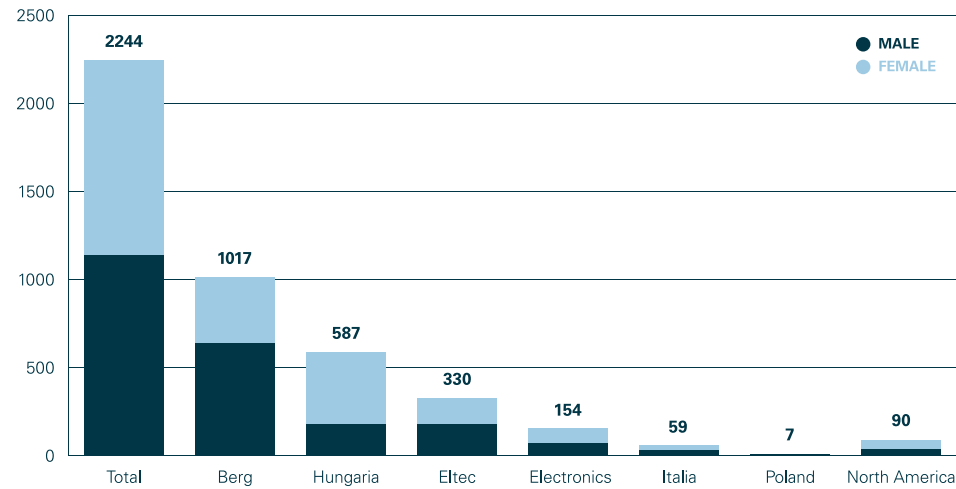
[SDG 8.5, 8.8; GRI 405] Diversity and equality of opportunity are fundamental to our success and our corporate culture. We firmly believe that a diverse team, consisting of employees with different backgrounds, experiences, and perspectives, fosters innovation and leads to more creative solutions and a deeper understanding of our global markets. We are committed to creating an inclusive working environment in which all employees have equal development opportunities, are treated fairly and can develop their full potential, re-

Age structure of active employees, RAFI Group 2025

	16 – 30	31 – 50	51 – 70
Total	450	1049	754
Male	268	619	378
Female	182	430	376

gardless of gender, age, origin, religion, sexual orientation, or disability. We are actively committed to the elimination of discrimination and foster a culture of mutual respect and appreciation in all areas of our organization, from recruitment and personnel development to the composition of our management bodies.

Gender structure of active employees, RAFI Group 2025



05

TRAINING AND CONTINUING EDUCATION



05 TRAINING AND CONTINUING EDUCATION

As an innovation-driven technology company, training and continuing education are among the RAFI Group's core concerns. We support the ongoing qualification of our employees with a variety of resources. In the spirit of ONE RAFI, the RAFI Academy serves as a global point of contact and coordinates the training and continuing education programs across all locations. A wide range of training opportunities are available to all employees. The resources range from needs-oriented vocational training to systematic management development and flexible professional development models. The RAFI Group is facing up to the challenges of globalization, sustainability, and technological change through a diverse range of training and continuing education courses, systematic succession planning, and targeted cooperation with technology-oriented educational institutions.

5.1 RAFI ACADEMY

[SDG 4, 4.4; GRI 3-3] A central goal of the RAFI Group is to continuously develop employees, train them in line with requirements, and prepare them for the latest trends and technologies. RAFI Academy was set up to ensure the successful cultivation of knowledge and skills internationally. As a central point of contact for lifelong learning, the Academy offers tailored training and continuing education programs as well as an outstanding learning environment. In the spirit of ONE RAFI, it forms the framework for international cooperation in the areas of training and continuing education as well as specialist and management development. The Academy facilitates the transfer of knowledge between sites and the development of overarching skillsets that are coordinated and aligned with RAFI's specific needs. Through the Academy, we are expanding our skillsets, supporting employees in their unique needs, and unlocking potential.

TRAINING AND NURTURING YOUNG TALENT

[SDG 4.3, 4.4; GRI 404] Needs-oriented training is crucial to our sustainable human resources planning. This means that the number and

occupational fields of the traineeships on offer vary depending on foreseeable retirement, projected employee turnover, and the strategic positioning of the company. In Germany, RAFI currently offers training opportunities in eleven professions that require on-the-job vocational training. A total of eight cooperative study programs are also available at the Berg and Überlingen locations (→see Appendix 6.4). As at the reporting date of December 31, 2025, a total of thirty-one trainees, four participants in retraining measures, and thirty-three students were undergoing training or continuing education at both sites. After several intensive training years at RAFI Hungaria, the site was reaccredited following a change in the Hungarian school system. Since 2024, we have once again been able to welcome interested participants for a mandatory internship as part of their electrical engineering training and give these young people insight into our production processes. In accordance with our collective agreement, all candidates who successfully complete a training program at our headquarters in Berg are offered a fixed-term employment contract lasting at least twelve months. Members of the youth and trainee representation body are awarded permanent employment contracts.

In 2023, the Berg site was the first industrial company to be awarded the "Cooperative Training Promotion Prize" by the district of Ravensburg for outstanding commitment to vocational training. Training at RAFI is structured in a decentralized manner. A responsible person is entrusted with the technical training for each profession on offer. In addition, training officers are available to the trainees as contact persons in each department they pass through; in production, skilled workers also act as supervisors. This means that a total of around 75 employees, including the full-time training managers, are involved in training tasks in the RAFI Group. We ensure the top-notch quality of our training programs through regular internal and external continuing education courses. We also schedule regular feedback and assessment meetings between trainees and students and their trainers, as well as the training managers.



RAFI offers a wide range of training and study programs. In line with our needs, the focus is on technical professions. Training is provided in accordance with the training regulations issued by the German Chamber of Industry and Commerce (IHK) and the module curricula of the Baden-Württemberg Cooperative State University (DHBW) through structured rotations across the relevant departments. In addition to technical training, we also foster social skills such as reliability, flexibility, and adaptability, as well as the independence of the trainees.

In order to find suitable candidates for all the study and training positions on offer, we invest in training marketing, establish new educational partnerships, and continuously develop concepts with existing educational partners. With an increased presence on social media, we also want to reach a larger number of young people and arouse interest in RAFI as a training company and employer.

DEVELOPMENT OF SKILLS

[GRI 401, 402, 404] The goal of our human resources work is to attract motivated, qualified, and satisfied employees and to retain them permanently at RAFI. With regard to market dynamics such as globalization and sustainability, digital transformation, and technological change, our human resources development is in line with our Mission Statement and overall corporate strategy. As an innovative technology leader, we focus on the continuous development of our employees' skills and are constantly expanding our learning opportunities. Thanks to special career planning and development programs for each individual, we nurture the potential offered by our future managers as well as our distinctive innovative capacity. To support agile personnel development, annual staff appraisals are held with the division and departmental heads. We systematically implement the initiatives derived from these meetings in personnel deployment, planning, and recruitment. HR Controlling regularly evaluates the success of our HR strategy.

[GRI 404-2] In our RAFI competency model, we have defined the relevant skills for the systematic development of our employees' competencies. As an additional tool, we provide our managers with a training matrix to help them identify the right qualification measures for the skills required. This simplifies the targeted selection of measures for selected employees, as well as the individual adaptation to existing needs, so that any gaps can be closed and skills can be newly developed or expanded. One of the essential components of the RAFI competency model is systematic development of managers in order to fill vacant management positions, preferably from within the company's own ranks.

Internal and external training initiatives ensure that employees have a broad range of up-to-date expertise. In this way, we increase employees' flexibility and versatility, both within their own department and across different roles, as well as in related functions in other departments. The internal training program comprises around 200 courses in various learning formats on a range of topics. The training courses are conducted by our own experts or external teachers (→see 5.4).

At our locations in Berg and Überlingen, we carry out annual potential assessments to identify potential managers at an assessment center. The selected employees are then acquainted with future management tasks through individual development plans, which enables systematic and sustainable succession planning. Around 70% of participants are given a management position within the Group within three years. Current managers also receive regular, needs-oriented training. We have summarized the RAFI management principles and tools in a guide for managers.

Another resource for professional development is our "RAFI internal modular training and continuing education" (RIMA) developed for the main site in Berg. This program, which was awarded the IHK Education Prize, is dedicated to the targeted development of our workforce at all performance levels. With the help of the RIMA model, we support our employees at the German RAFI locations from the trainee stage through to graduation, helping them to train and develop in their

specialist field. The training is customized and tailored to the needs of the individual and the company. In the context of RIMA, RAFI offers internal retraining measures that enable employees with a non-specialist qualification or without training to learn a Chamber of Industry and Commerce-certified occupation in order to improve their employability. Employees taking part in the retraining courses benefit from a one-third reduction in the duration of their training and continue to receive their previous salary. Employees have further options for external training measures, depending on the further training required. These options include a pause in their employment contract, a reduction in working hours, the granting of training leave and a financial contribution to further training costs up to a maximum of €5,000. With this highly flexible model, RAFI can support its employees in pursuing continuing education and further training on a full-time, part-time, or work-integrated basis.

In 2025, RIMA funding amounted to around €30,000 for existing support as well as thirteen new grants. Since the model was introduced in 2012, over 100 employees have received further training with individual qualifications in this way. In 2025, thirteen new RIMA contracts were concluded.

RIMA total funding	2021	2022	2023	2024	2025
Bachelor's program	5	3	3	2	-
Master's program	3	5	3	2	4
Master craftsman	3	-	-	1	3
Technician	-	-	-	-	1
Certified Technical	-	-	-	-	3
Partial qualification	5	4	4	5	-
Practice-int. degree	2	2	1	1	2
Retraining	2	3	2	2	-
Of which full-time	5	6	4	3	3
Of which part-time	15	11	9	8	10

DIGITAL LEARNING PLATFORM

[SDG 4.4; GRI 404, -2] Since 2020, a new online training resource has been available to the employees in the form of the LEARNIE digital learning platform. Over the years, LEARNIE has gradually established itself as a RAFI training portal that is standardized across locations and countries. The formats provided on the platform range from e-learning, online training, and webinars to blended learning. The latter represents a combination of different learning methods, resulting in significant pedagogical advantages. The offers can be accessed and digitally managed at any time and from any location. We trained employees as authors, enabling them to prepare topics and content for e-learning courses with special relevance for RAFI. The team has since been expanded to include authors at the locations in Hungary, Überlingen, and China. In addition, we supplement the resource with general content from external providers. In 2025, a total of 216 courses were available on LEARNIE. These include 148 online courses and webinars, 63 in-house classroom training courses, and 5 courses in a blended learning format.



5.2 TRAINING CENTER

[SDG 4, 4.3, 4.4; GRI 404, -2] As a manufacturing company in the electrical industry, ensuring our employees obtain new qualifications in the field of electronics is essential. This is why we organize training courses together with the "Ausbildungsverbund Löttechnik Elektronik" (AVLE) in our in-house training centre for electrical engineering in Überlingen. In addition to the AVLE soldering training courses, the course program also includes SMT & THT process training, ESD basic training, and component training. The courses are taken not only by

our own employees but also by participants from leading electronics groups, small and medium-sized contract manufacturers, and state and federal offices from the entire DACH region (Germany, Austria, Switzerland). On request, needs-specific training can be conducted at the customer's premises. The training center is equipped with the latest technology of various manufacturers in accordance with the AVLE 1505, 1510, and 1511 guidelines, making it a European leader in this

area. The sponsors replace the technical equipment for hand soldering every three years so that it remains state-of-the-art at all times. Our trainers are certified according to IPC-A-610, IPC-7711/7721, AVLE 1515, and AVLE 1516, which makes the AVLE training association the only provider in Europe authorized to conduct soldering training for the police. RAFI also contributes its training expertise to the educational context and offers soldering courses for students in coop-

Training: in-house and external

Year	2021	2022	2023	2024	2025
Number of hours	16,476	16,800	20,475	11,984	19,033
Number of hours/em-	7.2	7.7	9.1	5.2	8.5

Training center

	2021	2022	2023	2024	2025
Teaching units delivered	4,166	10,328	9,990	9,086	10,600
Number of participants	308	631	583	532	597
Satisfaction rating: Very good	98%	99%	99%	99%	98%
Total costs in €	€200,740.00	€220,125.00	€247,239.12	€238,122.83	€432,552.50
Saved teaching costs in €	€115,705.00	€55,554.24	€32,860.00	€47,415.00	€279,630.00



eration with the Ravensburg-Weingarten University of Applied Sciences (RWU) and the Baden-Württemberg Cooperative State University (DHBW).

5.3 PARTNERSHIPS AND EDUCATIONAL PROJECTS

[SDG 4, 4.3, 4.4; GRI 404] Our company provides extensive vocational training in the region, so we take our responsibility to actively support young people in choosing a career very seriously. To this end, we work together with regional schools, universities, educational institutions, and the employment office. In Berg, we provided twenty-seven pupils with a school internship in 2025. RAFI also has a presence at school and education fairs in the region. Together with cooperating schools, we organize on-site events such as job application training and career presentations or invite school classes to visit the company. RAFI trainees who have completed the IHK training course to become “training ambassadors” volunteered in this role at school events. We also took part in Girls’ Day again in 2025 and supported eight young women in their career orientation, inspiring them with real-life insights into everyday working life in technical professions. In addition, two internal training days were organized in Berg to present RAFI as an attractive training company to young people interested in vocational training opportunities.

In 2024, we created and adopted a new concept for cooperation with our educational partners, which provides for intensified cooperation by concentrating on a few selected partners. As a specific example of this strategy, RAFI is supporting the establishment of a new STEM-focused secondary school in Bad Saulgau through its membership in the sponsoring association. The college-preparatory school, which will begin instruction in the 2026/27 school year, aims to inspire young people at an early age for the STEM subjects of mathematics, IT, natural sciences, and technology and provide them with targeted support. The school also has an attached boarding school for pupils from further afield.

RAFI is convinced that a strong STEM education is essential for the

innovative strength of industry and the future development of our society, and therefore invests specifically in nurturing young talent in the technology sector.

As part of this funding concept, RAFI 2025 has for the first time awarded a prize to the best graduate of the “Embedded Systems Software Engineering” course from the 2025 cohort of the Baden-Württemberg Cooperative State University (DHBW). Also new is the RAFI scholarship for students of the “Mechatronics” course launched by Ravensburg-Weingarten University of Applied Sciences (RWU) in the summer semester of 2025. The first scholarship holder began his studies in October 2025 and is completing his theoretical phases at the university and the practical portion of the program at RAFI in an internship semester and while writing his bachelor’s thesis. The remuneration associated with the scholarship covers the entire period of study with full vacation entitlement.



06

APPENDIX

06 APPENDIX

6.1 CORPORATE POLICY

For more than 100 years, RAFI has been one of the world's leading suppliers of innovative solutions for human-machine interaction. Our long-term success is based on our determination to set global benchmarks with our products. We constantly come up with innovative ideas that surprise and delight our customers. Our company stands out for independent, dynamic activity, healthy growth, and profitability. RAFI is committed to continuous development and improvement in order to exceed the achievable requirements and expectations of all stakeholders. To guarantee sustained success in the future, we operate a management system that defines and documents our processes.

Customers

Our customers are at the center of everything we do. We anticipate and understand their needs and requirements. Our shared objective is to provide premium services and thus help them achieve a competitive edge in their market environment.

Employees

Our motivated, qualified employees and their strong commitment to RAFI and its values have been and remain the foundation for customer satisfaction and the basis of our ongoing success. To support the motivation and performance levels of all employees, we continuously optimize working conditions as well as our further training programs. With our systematic occupational health and safety management, we constantly improve safety at work and support our staff with health-boosting measures.

Suppliers

The high benchmark to which RAFI is committed can only be achieved if the entire supply chain functions seamlessly. Therefore, RAFI cultivates long-term partnerships with technically and economically high-performing suppliers. It is important to us that our suppliers comply with our values and guidelines and support our objectives.

Processes

Our processes create value and are focused on results. We are continuously questioning and improving them. Systematic evaluations ensure compliance with our processes. Our processes are largely standardized yet offer sufficient flexibility for different situations. That helps us achieve high-quality as well as economically optimized results.

Quality

We define quality as meeting the expectations of our internal and external customers as well as other stakeholders. We are conscious that quality is the foundation on which our corporate success is built, and the benchmark for our actions. Every RAFI employee must strive for excellence in quality and continuously improve in this regard, as expectations continue to rise.

Information security

The security of information and data is an integral part of our strategy of minimizing our business risks. The tools, procedures, and resources we use here guarantee the best possible security of personal, product, and business information and data in our area of responsibility. The integration of information security in our management system ensures its continuous monitoring and improvement.

Social responsibility

Reliability, openness, and honesty are core values that set RAFI apart. Compliance with legal standards, official regulations, and company guidelines, as well as living and breathing our convictions, make us a credible and reliable partner for our customers and in wider society. Consequently, all RAFI companies and employees are bound to observe all laws, regulations, and company guidelines – in particular our corporate social responsibility policy. Employees are obliged to know and observe all legal regulations and internal guidelines relevant to their work. Furthermore, they must immediately report any violations they see. Every RAFI employee represents our company externally through their conduct. Illegal actions can therefore cause significant damage to RAFI's reputation and are not tolerated.

Innovation

RAFI is a medium-sized global player that combines solid values with innovation. Our company is built on decades of dedicated research and a pioneering spirit. Expertise, innovative thinking, and solution-orientation are key characteristics of our employees. RAFI provides space for innovation and creativity – and our employees make the best use of it. This environment consistently delivers groundbreaking product innovations and gives our customers the leverage they need for a stronger market position.

Environment and energy

The protection of our environment and the prevention of harm to the environment are objectives close to our hearts. Accordingly, the RAFI Group is committed to environmental protection as well as sustainable use and conservation of resources. Whenever possible, we use

recycled or recyclable materials and incorporate the fundamental idea of sustainability in all our activities. We comply with environmental protection laws and recognized environmental regulations while using natural resources sparingly and in an environmentally friendly manner. In this way we ensure water quality and reduce energy consumption, waste, carbon emissions, and water consumption on a lasting basis. To this end, RAFI operates a systematic and effective environmental and energy management system.



Dr. Lothar Seybold



Lothar Arnold

6.2 RAFI – CODE OF CONDUCT

Corporate Responsibility Policy/Code of Conduct for the RAFI Group, Suppliers, and Business Partners

The purpose of this Code of Conduct is to define the principles and requirements that apply to our employees, suppliers, and business partners in the course of business, based on the corporate policy of the RAFI Group. This policy applies to all of RAFI's business activities globally. All RAFI employees and business partners are responsible for complying with this Code of Conduct in keeping with their responsibility toward people and the environment. In addition, the RAFI Group has pledged to uphold human rights as well as prevent human-rights abuses and harmful environmental impacts.

Ethics and law

At all its operational locations, RAFI complies with the applicable local legislation. As the company is domiciled in Germany, this Declaration of Principles is based on German legislation. For certain regions,

countries, or functions, stricter guidelines, or more detailed instructions may apply, but these requirements must comply with this Declaration of Principles. Should any provision in this Code of Conduct be in conflict with local legislation, the provisions of the local legislation shall take precedence.

Suppliers and business partners

RAFI suppliers and their affiliated subsidiaries must commit to the principles of this Code of Conduct. They must also always exercise due care in the selection of their suppliers and sub-suppliers on the basis of objective, factual criteria and in accordance with the principles of this Code of Conduct. Furthermore, they must communicate and ensure compliance with these principles.

We expect our other business partners to share the values we describe in this Code of Conduct and to also commit to adhering to them.

1. Social responsibility

At RAFI, social responsibility means the commitment to compliance with all applicable laws and to responsible treatment of society and the environment. This means that all RAFI employees are obliged to uphold applicable law and to act only within its boundaries in the course of their business activities.

RAFI recognizes its financial, social, and environmental responsibilities as a global company and strives to promote positive development in communities where the company operates while respecting local cultures and customs. We conduct business with a high level of integrity.

1.1. Respect for universal human rights

RAFI respects, protects, and furthers applicable and internationally recognized law and regulations for the protection of human rights and

the rights of children in all areas over which it can exert influence. We ensure that all forms of child labor, forced labor, and compulsory labor are ruled out and that we are not complicit in the violation of human rights. The same applies to matters such as human trafficking, all forms of (modern) slavery, involuntary prison labor, bonded labor, and other forms of forced labor. In addition, we guarantee the standards on the legal minimum age for employment of children defined in International Labour Organization (ILO) Conventions 138 and 182.

1.2. Equality of opportunity and freedom from discrimination

Anti-discrimination by ensuring equal opportunities and equal treatment is key to ensuring we deal with people in a manner that is fair, open, and free of prejudice. RAFI fosters diversity and ensures a working environment characterized by respect and tolerance. At RAFI, we believe that the highest level of innovation, competitiveness, creativity, productivity, and efficiency can be achieved through diversity, as well as conduct toward the people in the company that is respectful and free of prejudice. We are therefore committed to neutrality and impartiality with regard to gender, sexual orientation, religious beliefs, political convictions – provided such convictions are based on tolerance towards those who think differently as well as the principles of democracy and freedom – ideology, ethnic or social origin, skin color, age, and disability or illness.

1.3. Environmental protection

Innovation leadership and the highest standards of environmental consciousness go hand in hand. Every business organization bears responsibility for the environmental compatibility and sustainability of the products and services it offers, as appropriate for its portfolio of products and services. RAFI is firmly committed to protecting the environment and promoting sustainable practices in all business operations. This includes complying with all relevant environmental laws and regulations at our sites worldwide and continuously reducing our environmental footprint by using materials sparingly, encouraging reuse and recycling, minimizing greenhouse gas and noise emissions,

and safeguarding soil quality. RAFI avoids environmentally harmful land use and deforestation and promotes animal welfare and biodiversity. All employees are expected to use resources responsibly and to actively contribute to environmental protection in order to help ensure a sustainable future for RAFI and future generations. RAFI consistently pursues its self-imposed environmental protection goals, which are based on the RAFI environmental policy. To make this possible, RAFI operates a systematic and effective environmental management system according to ISO 14001 and an energy management system according to ISO 50001.

1.4. Product conformity and safety

RAFI and its products are represented on all markets relating to human-machine interaction, with a large number of people all over the world coming into contact with our products every day. As far as possible, we avoid risks, disadvantages, and hazards to the health and safety of our customers and end users, as well as to the environment, resulting from the use of our products. We comply with the standards and legal and regulatory requirements applicable to all our products and services, such as the requirements of REACH, RoHS, and the Dodd-Frank Act (on the use of conflict minerals), as well as product safety standards, labeling requirements, and packaging guidelines. We also implement responsible and effective chemical management systems.

1.5. Occupational health and safety and working hours

RAFI is committed to compliance with all applicable regulations for the occupational health and safety of its employees. We ensure that personal protective equipment is used as intended, that safety is guaranteed in the handling of machinery, that ergonomic principles are applied in the workplace, and that fire safety requirements are complied with and implemented. We continually nurture and maintain the health, performance, and associated personal satisfaction of our employees by improving working conditions and processes as well as by implementing a wide range of health and safety initiatives. In re-

gard to working hours, we comply with all applicable national statutory regulations and provisions agreed in collective bargaining.

1.6. Living wage

We ensure that wages and salaries provide a standard of living that meets employees' basic needs and supports an appropriate quality of life. Remuneration will in no case fall below the applicable local legal minimum requirements and will, where appropriate, exceed them, taking into account local economic conditions and industry standards.

2. Corporate responsibility

Corporate responsibility in the daily actions of a company's employees arises from the obligation to comply with legal requirements and to behave responsibly in regard to the environment and society. The principles we follow are based in particular on honesty, integrity, transparency, fairness, and respect.

2.1. Avoidance of conflicts of interest

Conflicts of interest arise when private interests are at odds with the interests of the company. In this context, it is detrimental to the company if personal interests are placed above those of a company with which RAFI maintains a contractual relationship. To the greatest possible extent, RAFI avoids any conflicts between personal and business interests. Our employees are therefore obliged to make decisions exclusively on the basis of objective criteria and without any influence from personal interests and relationships.

2.2. Anti-corruption

Corruption is defined as the misuse of decision-making authority or influence entrusted to an individual in the public or private sector so that the individual gains a (private) advantage or benefit. Corruption is always a serious offense, as it can in particular lead to decisions made on improper grounds that are contrary to the company's interests.

Our employees are strictly prohibited from engaging in corruption in any form. Employees may neither grant nor accept bribes, kickbacks, improper donations, or other improper payments or benefits to or from customers, public officials, or other third parties. The company does not tolerate contributions or benefits to or from third parties outside the legally established limits.

2.3. Gifts, hospitality, and entertainment

To exclude conflicts of interest, RAFI employees are not permitted to directly or indirectly accept benefits that are outside a reasonable scope appropriate to the situation and/or legal framework. Our suppliers and business partners therefore refrain from giving our employees gifts, hospitality, and/or invitations to events. Our employees must internally report offers of inappropriate benefits from suppliers and/or business partners.

2.4. Combating fraud in all its forms

RAFI is firmly committed to combating fraud and expects the highest level of integrity and transparency from all employees, business partners, and third parties. All employees are required to maintain the highest standards of accuracy and integrity in their documentation to ensure compliance with our ethical principles and legal obligations. Fraudulent activities are not tolerated, are thoroughly investigated, and are subject to appropriate measures, including termination without notice and criminal prosecution.

2.5. Relations with public institutions

RAFI strictly complies with all applicable legal requirements in regard to any relationships with government representatives, authorities, and public institutions. For public tenders, the applicable legal requirements and the rules of free and fair competition must be observed without fail. If a (potential) business partner is excluded from public tenders, this must be reported to RAFI before a contract is awarded.

2.6. Business partners that act as intermediaries or representatives

We must be informed in advance if external consultants, particularly those who act as intermediaries or representatives, are engaged by RAFI business partners for the purpose of initiating or handling a business relationship. The applicable statutory provisions must be observed without fail in all cases. Our business partners must ensure in particular that any remuneration paid to consultants is not misused as a means of corruption and that such remuneration is paid exclusively for consulting and mediation services that have been actually and demonstrably rendered. A key characteristic indicating this is an appropriate relationship between the remuneration to be paid and the service or work to be performed.

2.7. Money laundering and financing of terrorist organizations

Money laundering occurs when illegally acquired funds or other unlawfully obtained assets are fed back into the legal economic cycle with the origin of the funds concealed. Financing of terrorism occurs when financial or other resources are expended or provided for the support of terrorist organizations, associations, or criminal activity.

RAFI posts incoming and outgoing payments directly to the corresponding products or services supplied. We also ensure that no applicable legal provisions against money laundering or terrorist financing are violated and that no business relationships with such companies are maintained.

2.8. Customs, taxes, and export control

As a global operator with cross-border supply and business relationships, RAFI recognizes that cross-border trade in particular is subject to certain restrictions, licensing requirements, prohibitions, and other controls arising from export-control regulations. Therefore we comply with all applicable regulations for the import and export of our goods, services, and information, as well as with all laws relating to customs,

foreign trade, and taxes.

2.9. Free and fair competition

RAFI fully respects the globally applicable competition laws and anti-trust laws that protect free and fair competition. We are aware that cartels and other distortions of competition can harm RAFI as well as its competitors, suppliers, and customers, and can in particular harm end consumers. For the benefit of all market participants, we do not enter into any anti-competitive agreements, neither verbally nor in writing. We also do not consult with competitors, suppliers, or customers regarding information that is relevant to competition.

2.10. Insider trading and business information

RAFI is committed to the prevention of insider trading. This means that internal and not normally public company information is treated confidentially. Such information is also neither used nor disclosed to others for the purpose of acquisition or sale of shares, other securities, or financial instruments. We therefore always treat (insider) information that is relevant to the exchange price of stocks in a manner that complies with capital market regulations. Business information such as data and reports on business activities and the like are always made public in a truthful manner and in accordance with applicable laws.

2.11. Company assets

RAFI always respects the tangible and intangible assets of other companies. Our employees who deal with the business assets of third parties as part of the business relationship must treat these assets with care and not misuse them or use them for private gain.

2.12. Information security and protection of intellectual property

RAFI respects the patents, trade secrets, and proprietary knowledge

of its business partners. RAFI does not publish or disclose such information to third parties unless the business partner expressly provides written consent in advance. RAFI uses an effective process to identify pirated and counterfeit materials in order to prevent their use. Counterfeit and pirated materials discovered are not further processed, and RAFI notifies the original equipment manufacturer (OEM) or the appropriate law enforcement authorities. RAFI complies with all national laws on the sale of its products to non-OEM customers while contractually ensuring that they are used in compliance with the law.

2.13. Data protection

To protect privacy, special legal regulations for the handling of personal data and information regarding employees, customers, suppliers, and other data subjects exist both nationally and internationally. RAFI complies with the applicable data protection laws in force in each jurisdiction. In addition, personal information is processed exclusively for the intended purpose, in accordance with the principles of data avoidance and data economy, and in compliance with the statutory provisions.

2.14. Supply chain security

RAFI strives to ensure that all operating and processing locations where products destined for RAFI are manufactured, processed, handled, stored, and/or shipped, or where services are provided to RAFI, are protected from unauthorized access by third parties within a reliable and secure supply chain characterized by integrity. This applies in particular with regard to IT and data security standards.

2.15. Employee representation

We are openly committed to working together with trade unions and employee representatives in a relationship based on trust, common interests, and transparency. We respect the fundamental right of all employees to participate in and form such associations. If this right is

restricted by local laws, we support lawful alternative forms of employee representation.

2.16. Freedom of association and collective bargaining

Within the framework of local laws and regulations, RAFI is committed to ensuring employees' right to freedom of association, to join labor unions, and to participate in collective bargaining.

Training, reservation of control, and the right to make changes

We provide our employees with continuous training in a verifiable manner in order to ensure implementation of our basic principles and compliance with this Code of Conduct.

RAFI reserves the right to have experts and/or RAFI representatives verify compliance with the basic principles of this Code of Conduct at the premises of business partners. During such a review, representatives of the business partner may be present at any time. Also, any such review must take place only upon prior notice, during regular operating hours, and in compliance with applicable law, in particular in accordance with trade secrecy and data security laws.

RAFI reserves the right to require business partners to fill out a self-assessment form (compiled by RAFI or a contracted third party) on compliance with the basic principles of this Code of Conduct and/or to request confirmation of compliance from the business partner.

References to the applicability of statutory provisions are for clarification purposes only. Unless the statutory provisions are directly amended or expressly excluded in this Code of Conduct, these provisions shall apply even without such clarification.

RAFI is entitled to amend this Code of Conduct at any time without stating any reasons. Business partners will be informed of future changes directly and/or by electronic means on a case-by-case basis.

Consequences of violations of the RAFI Code of Conduct

In cases of serious violations, the Compliance Officer, local Human Resources management, or the Industrial Safety Officer will conduct appropriate investigations.

Any acts inconsistent with this policy will be immediately corrected. Disciplinary actions can be taken that can lead to consequences including termination of employment. There are no adverse work-related consequences as a result of an employee reporting violations of this policy. A corresponding whistleblowing policy has been implemented.

In some cases, RAFI is also obligated vis-à-vis its business partners to comply with the same basic principles set forth in this RAFI Code of Conduct, to pass them on throughout the supply chain, and to ensure compliance with them.

If a business partner violates any of the above principles, RAFI has sole discretion on whether to terminate a business or supply relationship with the business partner. Nevertheless, RAFI reserves the right to take alternative measures if and to the extent that the business partner concerned can plausibly demonstrate that it has promptly remedied the violation and implemented suitable countermeasures to prevent future violations.

Berg, March 9, 2026



Dr. Lothar Seybold
CEO



Lothar Arnold
CFO

6.3 DECLARATION OF PRINCIPLES CONCERNING HUMAN RIGHTS

Respect for human rights is a fundamental principle for RAFI as part of responsible corporate governance. With this Declaration of Principles, the RAFI Group expresses its commitment to its social responsibility and pledges to protect human rights, safeguard the rights of employees and their representative bodies, and protect the environment.

This declaration is based on the principles of the RAFI Code of Conduct and expands on these principles.

As an internationally operating company, RAFI is committed to preventing negative impacts on human rights in its own business activities and to eliminating or minimizing them as far as possible. In today's world of increasing risks for companies, society, and the environment, RAFI also requires its business partners, in particular its direct suppliers, to embrace this principle of protecting human rights.

Furthermore, RAFI demands that its indirect suppliers also implement these principles and takes measures to ensure this. The following basic principles define these requirements in concrete terms.

The Board of Directors is responsible for and controls the implementation of this RAFI Declaration of Principles. This ensures that the employees in every division are clearly aware of their own responsibilities and their role in ensuring corporate accountability.



Dr. Lothar Seybold
CEO



Lothar Arnold
CFO

Berg, 29 April 2024

As the operational holding company of the RAFI Group, RAFI GmbH & Co. KG is a signatory to the UN Global Compact and therefore committed to observing its ten principles. Furthermore, the commitment of the RAFI Group to human rights is based on the international agreements and declarations listed below. This underscores our acceptance of the content and principles described in these regulations:

- Universal Declaration of Human Rights
- International Covenant on Civil and Political Rights
- International Covenant on Economic, Social, and Cultural Rights
- ILO core labor standards
- ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy
- Ten Principles of the UN Global Compact
- UN Guiding Principles on Business and Human Rights
- OECD Guidelines for Multinational Enterprises

Responsibility

RAFI strives to uphold internationally recognized human rights along the entire value creation chain. This Declaration provides the binding basis for the social and industrial relationships within the RAFI Group. It serves as an important basis for managing relationships with suppliers and other business partners. The resulting requirements and expectations are outlined and defined in separate business processes according to the guidelines for implementing this Declaration.

RAFI owes its sustained success and good reputation to a large extent to these principles and the fact that everybody at RAFI, from the Board of Directors to all employees and business partners, always behaves with integrity, transparency, and honesty. Not least for this reason, RAFI expects a corresponding commitment to responsibility from all companies that supply RAFI with goods, materials, or services, as well as from other partners and their employees.

This Declaration is also the basis for dialog with other internal and ex-

ternal stakeholders and communities affected by the company's activities.

Scope

At all its operational locations, RAFI complies with the applicable local legislation. As the company is domiciled in Germany, this Declaration of Principles is based on German legislation. For certain regions, countries, or functions, stricter guidelines, or more detailed instructions may apply, but these requirements must comply with this Declaration of Principles. Should any provision in this Code of Conduct be in conflict with local legislation, the provisions of the local legislation shall take precedence.

Risk analysis

We are aware that our business activities and global supply and value creation chains can potentially lead to human rights violations. The first stage in our analysis process is an abstract risk assessment that categorizes supplier risks by country and industry. Direct suppliers that exceed a predefined risk threshold are then subjected to a second risk assessment stage. This consists of a concrete risk analysis of the suppliers identified as critical.

Human rights

We are committed to respecting all internationally recognized human rights. Our due diligence processes in this area focus in particular on the human rights listed below. In an industry and sector-related risk analysis, we have identified these aspects as critical for our company. This is where we see the greatest risks to the human rights of people in direct or indirect connection with our business activities, both at our locations and in our global supply and value creation chains.

- Child labor, forced labor, and modern slavery
- Restrictions on the freedom of assembly and association (this also includes the

- systematic combating, suppression and sabotage of employee representation)
- Unequal treatment/discrimination in any form
- Endangerment/disregard of health and safety in the workplace
- Unsafe handling of hazardous substances, dangerous substances and/or substances harmful to health
- Precarious employment and working conditions (e.g. unregulated temporary employment or misuse of short-term contracts)
- Restriction of land rights and the rights of local communities and indigenous peoples, in particular in the context of the extraction of minerals
- Damage to health, shelter, or economic goods required for subsistence, such as through pollution of water, soil, or air, or
- deforestation, in particular due to the extraction of minerals
- Failure to observe consumer protection and product responsibility
- Corruption and bribery
- Restriction of access to education
- Endangerment/disregard of data privacy and personal privacy

Environment

Innovation leadership and the highest standards of environmental consciousness go hand in hand. Therefore, RAFI systematically pursues its self-imposed environmental protection goals in compliance with its ISO 14001 certifications. Natural resources must be used sparingly and in an environmentally responsible way to prevent waste. Energy should be used in a sustainable and efficient way to minimize emissions and environmental impacts. Every business organization bears responsibility for the environmental compatibility and sustainability of the products and services it offers, as appropriate for its portfolio of products and services. This safeguards the ability of future generations to satisfy their own needs.

That is why we and our contracting parties are committed to compliance with all applicable environmental legal obligations as well as offi-

cial regulations and also to continuous improvement of environmental protection within an economically responsible scope.

Furthermore, business partners with production plants also apply effective environment protection and energy management systems. We continuously check conformity with REACH and RoHS requirements and regularly update our CMRT. We also observe the terms specified in the LkSG (Supply Chain Due Diligence Act) and observe the prohibitions contained in § 2 LkSG.

Priority risks

On the basis of our risk analysis and according to our business activities, we have defined general country-specific and product-related risks as our priority human-rights risks. On the same basis, we have defined the specific observance of our banned substances lists as our priority environment-related risks. According to our risk matrix, we have identified a number of suppliers who are domiciled in higher-risk countries and have exceeded a specific environment protection threshold in the past. According to our defined supplier review processes, we have reviewed these suppliers and, if necessary, newly rated them.

Implementation of the human rights strategy

Use of management systems

Part of our due diligence processes is awareness of the risks and impacts of our business activities on people along the entire value creation chain. In particular, our existing, risk-oriented management systems ensure the principles and goals defined in this Declaration are observed. Our management systems comply with the recognized standards. The executive managers at each location are responsible for their local implementation.

1. Implementation of a risk management system

A functioning risk management system is necessary to ensure compliance with the human rights due diligence requirements. RAFI is committed to implementing such a system in order to meet these due diligence obligations as thoroughly as possible.

2. Regular risk analyses according to the PDCA cycle

Risk analysis is carried out within the above-mentioned risk management system. It includes risk identification, risk analysis, risk evaluation, and risk treatment. On this basis, we define and undertake preventive measures, uncover breaches, implement counter-measures, and at the same time identify potential improvements. RAFI makes every effort to identify human-rights risks in its own sphere of business and at its direct suppliers. In the case of breaches, RAFI takes defined counter-measures. It is important that we continually monitor compliance with this Declaration and evaluate its application annually or as events require.

Prevention

To prevent human-rights and environmental risks, we demand from all employees of the RAFI Group that they agree to our Code of Conduct as well as this Declaration of Principles. Furthermore, we provide regular training and instruction sessions on issues of compliance, work safety, and environmental protection.

In the future, we will expand these courses to include human-rights risks. We require our suppliers to agree to our RAFI Code of Conduct; alternatively they can submit their own, equivalent Code of Conduct to us. The results of our analysis of human-rights risks and impacts are channeled into our corporate decision-making processes and influence our selection of suppliers, business partner management, product responsibility and development, as well as decisions on mergers and takeovers. The risk analysis forms the basis for the identification of appropriate measures. Corresponding individual measures

can be applied as needed.

Corrective measures

If we discover that a breach of a human-rights or environmental obligation has already taken place or is imminent in our company or a supplier's company, we immediately take appropriate preventive measures to prevent, end, or minimize the extent of the breach.

If the behavior of RAFI Group employees leads to breaches of human rights or associated environmental rights, we take appropriate action and impose appropriate penalties. We expect our suppliers to fully cooperate in identifying and addressing possible human-rights and environmental risks and breaches. In the case of major breaches, or if suitable remedial action is not taken within an agreed period, or if no other, milder measures have the required effect, we reserve the right to take legal steps, temporarily suspend the business relationship, or terminate it as a last resort.

Whistleblowing

The anonymous whistleblowing system is a publicly accessible reporting channel that allows individuals to report breaches of RAFI's ethos and values. Whistleblowers can contact the following addressees anonymously:

- internal: compliance@rafi-group.com
- external: compliance@schanz-russel.de

The whistleblowing procedure can be used by employees, suppliers, customers, and all potential stakeholders to report breaches of the applicable compliance rules, human-rights obligations, and environmental obligations. The identity of whistleblowers and the reports themselves are handled confidentially in order to protect whistleblowers. All reports received are objectively examined and documented by the Compliance department. Reports are evaluated impartially, and

the presumption of innocence applies equally to all affected parties.

Documentation and reporting obligations

We submit our “Report on Compliance with Human Rights Obligations” to the BAFA (Federal Office of Economics and Export Control) by April 30 of each following year and publish it on our website at ra-fi-group.com.

Final provisions

This Declaration comes into force on its publication. No individual or third-party claims can be derived from this Declaration.

It does not apply retrospectively. This Declaration is reviewed regularly, at least annually, for potential amendments or improvements, and may be updated by mutual agreement. Should a provision of this Declaration be ineffective due to legal conditions, the Parties agree to formulate a new provision which is as close as possible to the ineffective provision.

If there are any uncertainties about the interpretation or application of this Declaration, the German version shall be decisive.

6.4 OVERVIEW OF ALL VOCATIONAL TRAINING PROFESSIONS AND COOPERATIVE STUDY PROGRAMS IN BERG AND ÜBERLINGEN

Training:

- Electronics technician for devices and systems
- IT specialist for system integration
- IT specialist for application development
- Warehouse specialist
- Specialist for warehouse logistics
- Industrial clerk
- Machine and plant operator
- Industrial mechanic
- Synthetic material and rubber engineer
- Production engineer
- Technical product designer
- Toolmaker

Cooperative study program:

- B. Eng. Electrical Engineering and Information Technology – Telecommunications Technology
- B. Eng. Electrical Engineering and Information Technology – Automation
- B. Eng. Embedded Systems – Automotive Engineering
- B. Eng. Mechanical Engineering – Design and Development
- B. Eng. Mechanical Engineering – Production Engineering
- B. Eng. Mechatronics
- B. Eng. Industrial Engineering
- B. Sc. Computer Science
- B. Sc. Business Information Technology



6.5 RAFI SUSTAINABILITY STRATEGY 2030

Our goals in the focus areas

Creating progress for people

By 2030, RAFI HMI and E²MS technologies will enable progress for over 100 million people worldwide.

OUR AREAS OF FOCUS

-  Sustainable products and processes for our customers
-  How Our Products and Solutions Contribute to Effectiveness and Efficiency

FOCUS-SDGs

-  3 GOOD HEALTH AND WELL-BEING
-  4 QUALITY EDUCATION
-  8 DECENT WORK AND ECONOMIC GROWTH
-  9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

Shaping value chains

By 2030, we will embed sustainability throughout our value chains.

OUR AREAS OF FOCUS

-  Sustainability Culture and Values
-  Sustainability and Transparency in the Supply Chain
-  Handling Data and Information with Care

FOCUS-SDGs

-  4 QUALITY EDUCATION
-  8 DECENT WORK AND ECONOMIC GROWTH
-  9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
-  12 RESPONSIBLE CONSUMPTION AND PRODUCTION
-  13 CLIMATE ACTION

Reduce environmental impact

By 2030, RAFI will achieve greenhouse gas neutrality in Scope 1 & 2 and reduce its resource consumption.

OUR AREAS OF FOCUS

-  Climate Change and Emissions
-  Water and Resource Use

FOCUS-SDGs

-  3 GOOD HEALTH AND WELL-BEING
-  9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
-  12 RESPONSIBLE CONSUMPTION AND PRODUCTION
-  13 CLIMATE ACTION

6.6 REPORTING STANDARDS INDEX

UN Sustainable Development Goal (SDGs)		Section
SDG 3:	Health and well-being	1.3, 3.4, 4.2
Target 3.4:	By 2030, reduce premature mortality from non-communicable diseases by a third through prevention and treatment and promote mental health and well-being	1.3
Target 3.8:	Achieve universal health coverage, including protection from financial risks, access to quality essential health services and access to safe, effective, quality, and affordable essential medicines and vaccines for all	1.3
SDG 4:	Quality education	1.3, 5.1, 5.2, 5.3
Target 4.3:	Ensure equal access for all women and men to affordable and quality technical, vocational, and tertiary education, including higher education, by 2030	1.3, 5.2, 5.2, 5.3
Target 4.4:	By 2030, substantially increase the number of young people and adults with relevant skills, including technical and vocational skills needed for employment, decent work, and entrepreneurship	1.3, 5.1, 5.2, 5.3
Target 4.7:	By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship, and appreciation of cultural diversity and of culture's contribution to sustainable development	1.3
SDG 8	Decent work and economic growth	1.2, 1.3, 2.3
Target 8.2:	Achieve higher economic productivity through diversification, technological modernization, and innovation, including by focusing on high value-added and labor-intensive sectors	1.3
Target 8.3:	Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro, small, and medium-sized enterprises, including through access to financial services	1.3, 2.3
Target 8.5:	Achieve full and productive employment and decent work for all women and men, including young people and people with disabilities, and equal pay for work of equal value by 2030	1.3, 4.4
Target 8.8:	Protect labor rights and promote safe working environments for all workers, including migrant workers, especially women migrant workers, and people in precarious employment	1.2, 1.3, 2.3, 4.1, 4.4
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Target 9.2:	Promote inclusive and sustainable industrialization and significantly increase the share of industry in employment and gross domestic product by 2030 in line with national circumstances and double the share in the least developed countries	1.3
Target 9.4:	By 2030, modernize infrastructure and retrofit industries to make them sustainable, with more efficient use of resources and increased use of clean and environmentally sound technologies and industrial processes, with all countries taking action according to their respective capacities	1.3, 2.4, 3.1
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