

The conformity guideline is an integral part of this QM guideline and at the same time serves as a commitment of the company for submission to customers and business partners.

It serves to safeguard the integrity of the company and its representatives, in particular by complying with all national and international legal provisions relevant to the company and other legally binding regulations relevant to the company as well as the alignment of actions according to ethical principles and the assumption of social responsibility.

The main areas of action of the guideline are described in more detail below.

Quality Management System (QMS)

The company operates a QMS that takes into account all essential requirements of ISO 9001.

It is a conscious decision by the company management not to seek certification.

The QMS covers the relevant core processes from product development to procurement, production through to sales. In particular, incoming goods and final inspections as well as

inspections during production guarantee the quality of the products manufactured. The

traceability of all products and their components is ensured by means of a consistent documentation and labelling system, which in turn, in combination with the operational complaints management, serves to maintain customer satisfaction.

If required, all customers are provided with relevant information from the QMS in the form of self-audits or the requested information is disclosed within the framework of operational circumstances.

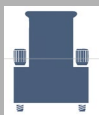
Environmental policy and product conformity

Our environmental policy supports environmentally oriented behaviour in the sense of sustainable, environmentally friendly and economical product development, procurement and manufacturing.

We also ensure that these principles are observed when selecting and evaluating our suppliers and partners. We reduce our dependence on non-renewable resources and our CO2 footprint in particular, reduce energy and water consumption in our facilities, treat our wastewater and use rainwater to maintain our green spaces.

As an economic operator, Inotec electronics GmbH is committed to complying with all applicable standards and guidelines in the development, manufacturing and distribution of its products. This concerns in particular compliance with the limit values for the use of particularly hazardous substances in electrical and electronic equipment in accordance with Directive 2011/65/EU RoHS 2.0 and its amendment by EU 2015/863 and EU Regulation 1907/2006 REACH with regard to the registration of all affected chemical substances, mixtures and articles by sub-suppliers in accordance with the latest SVHC candidate list and the associated information obligations.

Inotec electronics GmbH will continue to ensure within the scope of its possibilities that no conflict minerals, as defined in Article 1502 Section e Clauses 1 and 4 of the Dodd Frank Act (USA), are used in its products. Until an equivalent EU regulation is available Inotec will provide its business partners upon request with a current Conflict Minerals Reporting Template (CMRT) of the Responsible Minerals Initiative (RMI) and update it regularly with the relevant data from its suppliers.



Labour law, occupational health and safety

Occupational health and safety management is an integral part of all operational processes and is regularly reviewed and further developed by the Occupational Safety Committee (ASA). The company's management is a responsible member of the ASA, and the company has also appointed an external occupational safety specialist, a company doctor and internal safety officers.

The company is also committed to complying with International Labour Standards (ILO <http://www.ilo.org>) as a minimum requirement in the selection of suppliers to ensure compliance with minimum standards for the protection of international human rights, the right to collective bargaining, the abolition of child and forced labour, the elimination of discrimination in recruitment and employment, responsibility for the environment and the prevention of corruption .

Data protection and data security

The company's management ensures compliance with the legal requirements for data protection and data security, in particular the GDPR, through a data protection concept. The company is not obliged to appoint a data protection officer, so the company's data protection concept and the associated measures are regularly reviewed by internal audits and adjusted if necessary.

The protection and preservation of intellectual property is an essential basis of our business activities. Trade and business secrets of our business partners are always treated discreetly and confidentially and are neither passed on nor made accessible to unauthorized third parties. To the same extent, the company expects its business partners to be confidential and careful in the handling of confidential and sensitive data and information.

The fight against corruption and bribery

Inotec commits itself as a company, its employees and all business partners to comply with the anti-corruption guidelines of the OECD (OECD Anti-Bribery Convention) and takes all necessary measures to prevent any form of advantage.

Commitment

The company's management undertakes to communicate this conformity policy to its employees, suppliers and business partners and to ensure compliance with it by taking appropriate measures and to regularly review it.

Lauffen, February 2026

Martin Danielczick

Managing Director