

We are emz, a successful family-led company, strongly and proudly committed to excellence, consistently delivering high-quality products and services that meet and when possible, exceed customer expectations.

Through our management systems, processes, and people empowerment we uphold rigorous quality standards, we foster a culture of continuous improvement, total quality, social responsibility, respect of environment and transparent governance (ESG).

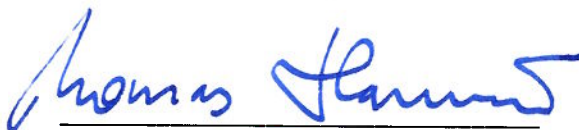
Our commitment to energy efficiency, health & safety, and to ESG is integral to our business strategy. We aim to create long-term value for our stakeholders, increase resilience and equitable society and minimize our environmental footprint. It reflects our responsibility towards the planet and us people.

Our top principles:

- **Vision driven** - we define our vision, mission, and derive the strategies and targets. We perform regular reviews and updates whenever necessary.
- **Risk-oriented mindset** - we analyze what we plan to do, identify the risks and act correspondingly to manage them.
- **Process-oriented mindset** - we improve our management systems and processes and its compliance by regular assessment and derive improvements.
- **Target-oriented mindset** - we ensure the performance of our management systems and processes by regular review of respective indicators and react on deviations.
- **Continual improvement culture** - we have a failure culture where deviations and failures are taken as chances for continuous improvement. We learn with our experience by integrating the learnings in the management systems, processes and products fostering an increase of the organization maturity.
- **Smiling company (★)** – we value our people and foster their development.
- **Long term sustainability (★)** – all our decisions promote the sustainability of our business activities (ESG) and the long-term positive development of emz
- **Zero failure (★)** – we commit to zero failure strategy.
- **Zero waste (★)** – we commit to zero waste strategy.
- **Speed (★)** – The star tip Speed addresses the requirements of the digital change and agility. We strive to provide our customers with what they request at the right time and with the right quality.

(★) – KOMM Star

Nabburg, 27th February 2024

A handwritten signature in blue ink, appearing to read 'Thomas Hanauer', written over a horizontal line.

Thomas Hanauer
CEO