



Rosenberger Mission

- Customer always comes first!
- Drive innovation together with and for our customers!
- Maintain a secure, humane and happy environment for our employees
- Develop our employees by investing in their education
- Take social responsibility
- Protect our environment with ecologically friendly products, production and processes

Rosenberger Vision

- Be one of the global top three manufacturers for high-speed connectivity in Communication, Automotive, Test & Measurement, Medical and Industries
- Provide the most innovative and advanced technology in our fields of expertise
- Deliver highest quality standards to all our customers
- Provide world class, vertically integrated manufacturing on a global basis
- Stay a family-owned company independent from financial institutions and stock markets

Rosenberger supplies the industry with products of high-frequency technology and fibre optics and ranks among the best companies worldwide in this sector.

Fundamental to this success is that the requirements of the customers concerning quality, reliability, speed and price are exactly realised, and using invention, personal commitment, economic visual judgement and technical knowledge, convert these into superior products.

Quality is a central concern to the company management. Its priorities are:

Customer Satisfaction

To offer satisfying products and services means, to understand the commercial situation of the customer and to master their requirements exactly. The customer's quality requirements are compulsory for quality management. Internal standards should exceed customer expectations whenever possible. Each employee is obligated to aim for customer-adequate quality. This is also explicitly valid for trainees, who are of great importance to Rosenberger as the bearers of future capability.

Process-oriented Management

With awareness that every generated output is a result of a process; registration, standardisation and control of processes are highest concerns. Thereby, valid international standards are to be monitored and kept. Knowledge and performance of the respective process steps, but also the continual updating and implementation of documents are part of the quality responsibility for every employee. To perform each process step correctly from the beginning is the precondition for achieving satisfying quality on schedule and within budget.

Failure Avoidance and Continuous Improvement

Failure avoidance is preferential to control and failure elimination. Established methods of preventative quality assurance are used at Rosenberger, starting with the first design draft. To avoid failures, the dialogue with the customer during the development phase is crucial. The continuous improvement of products and services, and all necessary processes requires a constant observation of markets, industrial standards, laws and technologies. Rosenberger meets these requirements through technical means and also through+ information, training and motivation of employees.

Total Quality Management

An total quality management system guarantees that failures are detected systematically and analysed, and the causes thereof are immediately eliminated. Suppliers make a considerable contribution to the quality of the products. Rosenberger provides support in the development of their quality management systems and in the optimisation of their processes concerning efficiency, reliability and delivery reliability, with the goal of also realising high requirements through subcontracting.

The management defines the company's energy and environmental policy as part of its corporate duty of care with regard to energy and environmental management and compliance with legal and customer requirements.

The Management's Business Responsibility includes Responsibility for

- The appropriate use of energy, the minimization of energy consumption and the continuous improvement of energy efficiency within the company
- Effective environmental and climate protection and the sustainable development of the company
- The corporate objectives set in relation to environmental and energy aspects, as well as ensuring the availability of information and the resources required to achieve them
- Environmental and energy compliance
- Guiding and supporting employees in the effective implementation of energy efficiency and environmental protection measures
- Fulfilment of applicable legal and additional requirements in connection with environmental and climate protection and the continuous improvement of energy-related performance

Prioritized Energy and Environmental Objectives of the Rosenberger Group

- Conservation and protection of natural resources
- Avoidance, reduction, utilization and proper disposal of harmful emissions and waste by promoting a functioning circular economy
- Development towards a climate-neutral energy supply and expansion of in-house energy generation from renewable energy sources
- Preventing environmentally hazardous incidents and limiting potential hazards
- Climate protection and sustainability, in particular to achieve the 1.5°C target of the Paris Climate Convention
- CO₂ reduction: climate neutrality by 2050 at the latest and a halving of CO₂ emissions by 2030 compared to the base year 2021
- Continuous improvement in the areas of environmental, energy and climate protection by taking into account the latest scientific findings, utilizing state-of-the-art technologies and involving all employees

The Rosenberger mission statement "Risk Management" aims to assure the supply ability of the Rosenberger Group at any time, and in case of a natural disaster or similar catastrophe, to rebuild the supply ability as fast as possible or to limit the damage.

The mission statement risk management focuses on

- purchase- and production shortages (e.g. strikes, supplier bottle necks, loss of essential suppliers),
- natural hazard (e.g. storm damage, fire),
- and unpredictable, but conceivable disasters (e.g. plane crash, explosion, terrorist attacks, epidemics etc.)

and their effects to the supply ability.

The following disasters are excluded because of geographic location:

- natural disasters (volcanic eruption, earthquake)
- flood

Contents

The Rosenberger mission statement "Risk Management" contains:

- Definition of areas that can be possibly damaged (production facilities and manufacturing equipment, material- and finished-part storage, IT equipment, -software and database, breakdown of electricity supply),
- Determination of preventive measures
- Procedure concerning analysis of damage and their effects to the supply ability
- Determination of immediate measures in case of damage
- Regular control and updating of all measures

Management Responsibility

The preparation and performance of the mission statement risk management is the responsibility of the company management.

Area of Application

The mission statement risk management is valid for all Rosenberger locations, inland- and overseas companies.

The obligation to social and ethical responsibility is an essential part of the Rosenberger-company philosophy. The Rosenberger group commits itself to complete adherence of social and ethical conventions according to the international standard SA8000®.

Contents

The Rosenberger mission statement of social und ethical responsibility contains the requirements of SA8000®, in particular:

- Ban on child labour
- Ban on forced labour
- Safety regulations and occupational health at the workstation
- Ban on discrimination
- Ban on bullying and physical discipline measures
- Adherence to legitimate regulations of working times
- Equitable payment system according to industrial standards
- Freedom of membership and collaboration in workers' representation

Management Responsibility

The performance and control of the details of the "Mission statement of social and ethical responsibility", is the responsibility of company management and workers' representation.

Area of Application

The Rosenberger Ethics Policy is binding for all Rosenberger locations and foreign subsidiaries. Rosenberger suppliers are requested to undertake everything necessary to implement this policy within their company too.

The Rosenberger Group attaches the highest priority to safeguarding the safety and health of its employees. Protecting all individuals present on company premises from hazards and ensuring the best possible preservation of employee health is a fundamental commitment of corporate management.

Rosenberger is committed to strict compliance with all applicable occupational health and safety regulations, statutory requirements, and internal agreements. In this context, hygiene regulations, occupational health findings, and state-of-the-art technology are taken into account. Within the framework of occupational safety and health, Rosenberger also promotes participation in voluntary programs and training initiatives.

To prevent accidents, avoid and mitigate hazards, and ensure the ergonomic design of workplaces, Rosenberger provides all necessary means and resources. All employees are obliged to actively contribute to the continuous improvement of occupational, health, and fire safety measures as well as to the optimization of operational processes.

Rosenberger is dedicated to the ongoing enhancement of occupational safety and health measures for its employees and all other individuals present within the company.

According to the Dodd-Frank Act (section 1502), companies noted on a U.S. stock exchange and their subcontractors are obligated to provide the origin of certain raw materials (conflict minerals) used in their products. These “conflict minerals”, which are also referred to as 3TG, include the metals: tin, tungsten, tantalum and gold.

Especially the extraction of these raw materials from the Democratic Republic of the Congo (DRC) and the adjoining East African countries often leads to financing rebel groups via the trade with these conflict raw materials.

According to the provisions of the Dodd-Frank Act it has to be possible to trace back raw materials to their origin (metallurgical plant/smelter) through the entire product chain. A complete documentation of the supply chain is necessary in this connection. Such a documentation is also required if raw materials do not come from conflict regions in order to be able to prove that illegal trade is not supported. Companies noted on a U.S. stock exchange have to consolidate this information and compile it in a comprehensive conflict minerals report once a year and file it at the Securities and Exchange Commission (SEC).

Our philosophy:

Rosenberger is very involved in the subject of conflict minerals although there is no legal obligation in Germany, yet. It is very important to Rosenberger to act according to the provisions of the Dodd-Frank Act (section 1502) as well as the regulations of the SEC. According to Rosenberger’s ethical and social mission statement, a responsible use of raw materials is an essential part of the Rosenberger company philosophy.

Furthermore, in order to maintain the high quality of our products we have to deal with the compliance with all applying directives and prescriptions at an early stage and continuously. Moreover, we strive towards a reasonable supplementation of the legal framework. Therefore, we cause especially our raw material suppliers to assume their responsibilities, we provide them with comprehensive information regarding conflict minerals and collect the necessary information from our supply chain in order to ensure maximum transparency. All our customers and the companies we work with can request information from Rosenberger about the materials used in our products.

We consider it our duty to take efforts as a company that all raw materials will be extracted in a conflict free manner. It is especially important for us to not completely refrain from purchasing raw materials from conflict regions such as the Democratic Republic of the Congo, but rather to make sure that all raw materials used in our products come from CFSI certified smelters/mines or that recycled raw materials can be used.

Mission Statement

Rosenberger is a globally active company which must comply with regulations in its worldwide business operation restricting the free movement of goods. Various national and international laws and embargos limit or ban the import, export or domestic trade of goods, technologies or services as well capital and payment transactions. The restrictions and bans may arise from the nature of the merchandise, the country of origin or end-use or the identity of the business partner. Our export control policy includes, among other things, not to take part in any activity to develop, manufacture and distribute ABC weapons and launch vehicles.

Compliance

Any statutory and internal measures are fixed in our export control and customs guidelines. In addition to German, European and US-American laws, they also comprise further company-internal restrictions regarding the intended purpose referred to above.

Implementation

Rosenberger checks every order according to the criteria of diverse export lists as well as according to end-use and intended purpose irrespective of the destination. If required, the relevant permits will be obtained or orders will be canceled.