



ENVIRONMENTAL
SOCIAL
GOVERNANCE

SUSTAINABILITY STRATEGY

Sasse Elektronik GmbH

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Overview

Environmental Social Governance (ESG) is an integral part of the sustainable corporate management and corporate strategy of SASSE Elektronik GmbH. ESG stands for sustainable entrepreneurship that is aware of its Environmental, Social and corporate Governance responsibility and lives up to this aspiration.

We see it as our task to lead SASSE Elektronik GmbH into a future of sustainable success with the help of our ESG strategy.

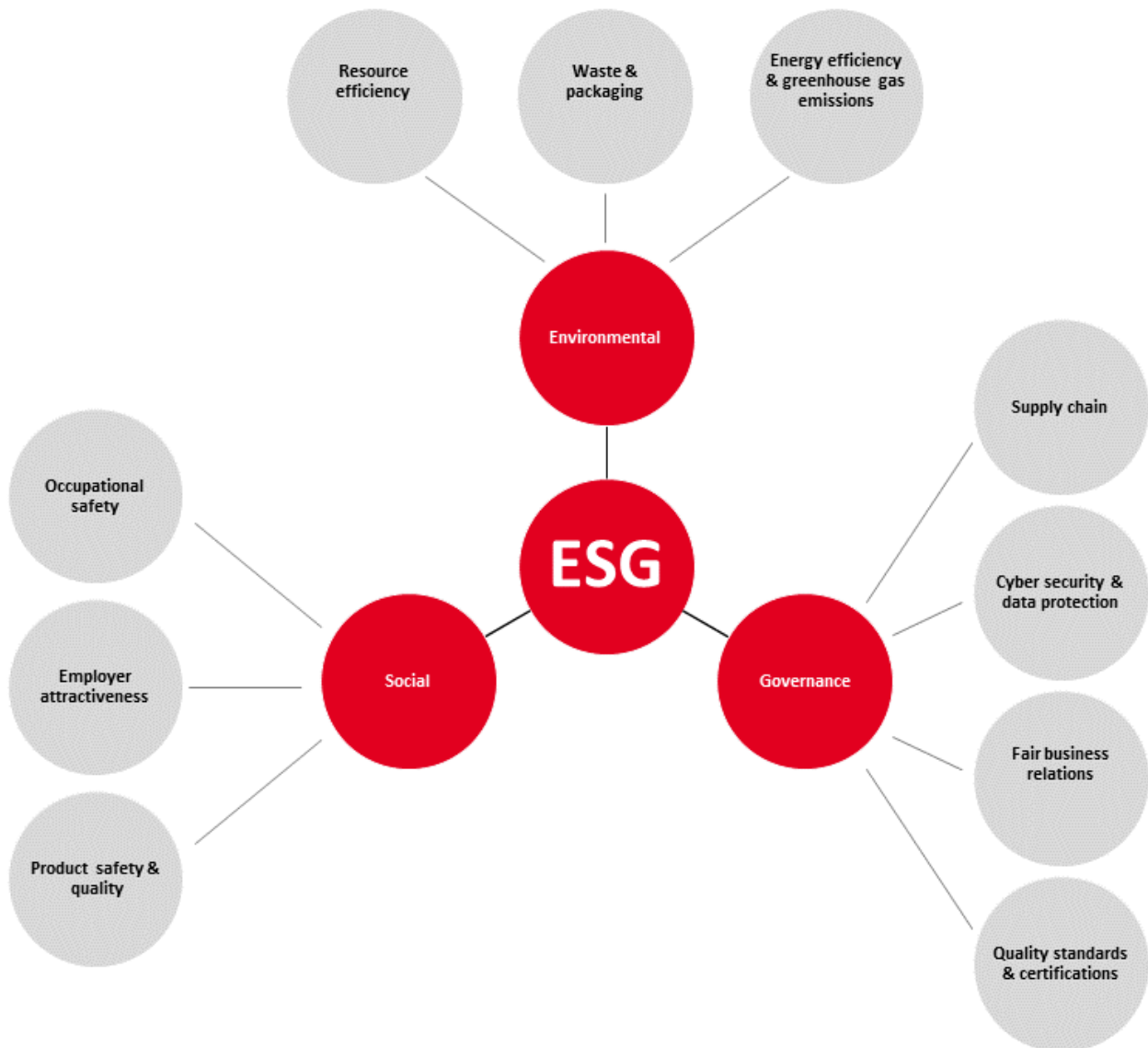
To develop the ESG strategy, an ESG analysis was carried out to identify the most important ESG factors. These ESG factors are divided into three areas: environment, social and governance. The identified ESG factors are the parameters which enable us to achieve the optimization of our sustainability level in the medium and long term. Based on the identified ESG focus topics, we at SASSE Elektronik GmbH take our sustainable actions to the next level.

Our Compass: The Ten Principles of the UN Global Compact

A fundamental component of SASSE Elektronik GmbH's sustainability orientation is to comply with the UN Global Compact framework, the world's largest sustainability initiative for companies. The Global Compact calls on companies to align their strategies and business activities with globally applicable principles of human and labor rights, environmental sustainability and anti-corruption initiatives. As SASSE Elektronik GmbH, we are convinced that long-term business success is only possible if we act responsibly and sustainably. That is why we are guided by the UN Global Compact framework and use it as a compass for our ESG activities.

Key ESG issues

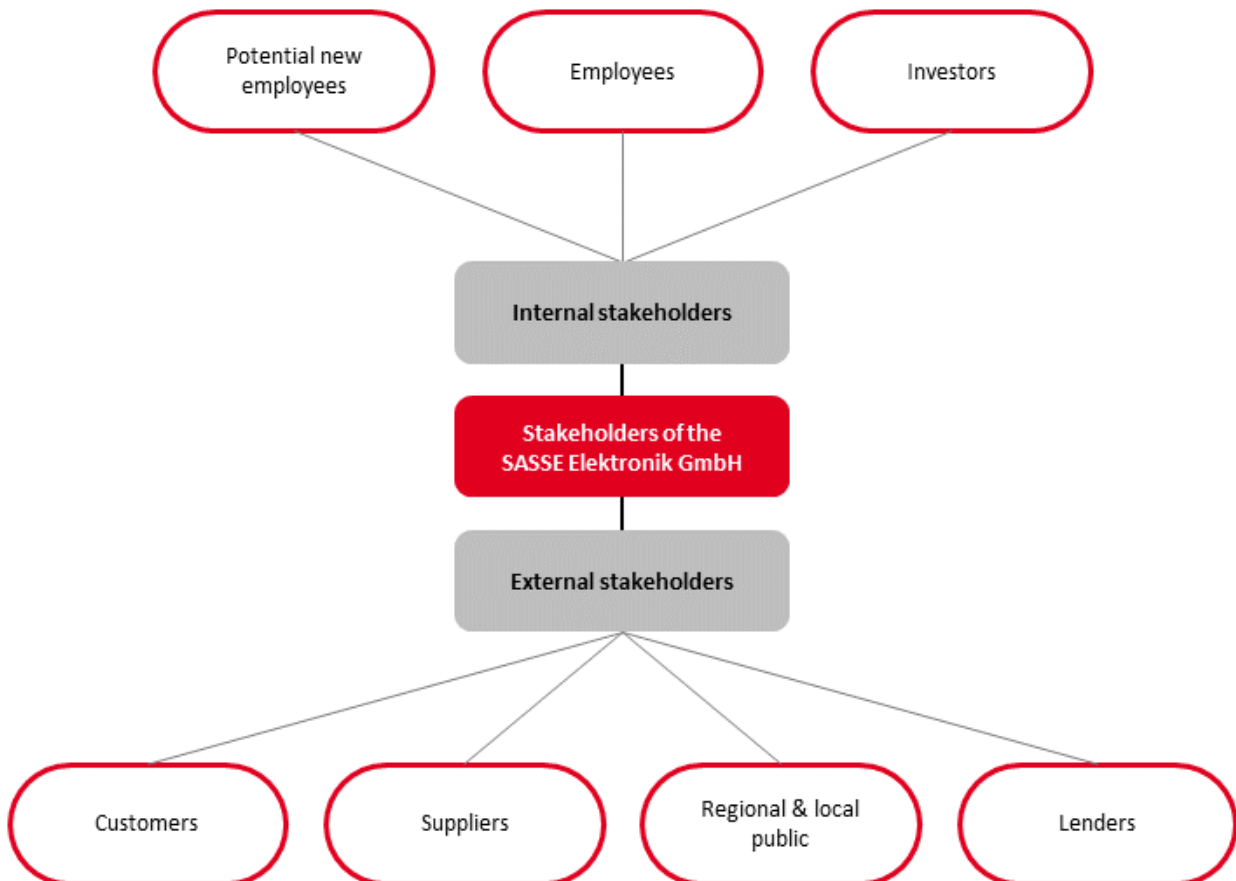
In order to identify major environmental, social and governance aspects in society, SASSE Elektronik GmbH conducted an ESG analysis in October 2022. With the help of this analysis, the most important ESG focus topics concerning environmental, social and governance topics were identified and their implementation has been initiated at SASSE Elektronik GmbH. The ESG focus topics are shown in the chart below.



Stakeholder dialogue

SASSE Elektronik GmbH sees stakeholder communication as a fundamental cornerstone of its approach to corporate social responsibility. As SASSE Elektronik GmbH is aware of its responsibility and impact on the environment and society, the company is committed to being accountable to all stakeholders.

As SASSE Elektronik GmbH, we see potential new employees, existing employees, investors, customers, suppliers, the regional and local public and lenders as our most important stakeholders. As SASSE Elektronik GmbH, we are in regular dialogue with all stakeholders (e.g. in the context of trade fairs, congresses and associations) and their feedback helps us to identify other ESG topics that are relevant to society and to continuously develop our ESG approach. As SASSE Elektronik GmbH, we strive above all for an intensive exchange on ESG topics, especially with employees (e.g. feedback and impulses on ESG initiatives), customers (e.g. sustainability aspects of services and products) and suppliers (e.g. on their sustainability strategies).



Environmental

The sustainable use and conservation of resources is a crucial element of our corporate strategy at SASSE Elektronik GmbH. We are not only aware of our responsibility, but we are also firmly convinced that the long-term success of SASSE Elektronik GmbH can only be guaranteed through the sustainable use and conservation of resources.

Resource efficiency

The continuous development of our resource efficiency is essential for a successful and sustainable future of SASSE Elektronik GmbH. The use of resources and efficient resource-saving management is of crucial importance for successful environmental protection. We are committed to using natural resources responsibly and continuously optimizing our resource efficiency. We regularly review measures and process optimizations to save resources and use them more efficiently with the ultimate goal of a circular economy. All employees of the company are obliged to minimize the use of resources and the impact on the environment.

Waste & Packaging

Following on from SASSE Elektronik GmbH's striving for sustainable resource efficiency, SASSE Elektronik GmbH pursues the goal of completely avoiding or at least minimizing the creation of waste and packaging wherever possible. As SASSE Elektronik GmbH, we work together with local recycling companies to ensure the best possible use of the waste and residual materials that are nevertheless generated by feeding them into the recycling cycle.

Energy Efficiency & Greenhouse Gas Emissions

Another central ESG focus of SASSE Elektronik GmbH is the company's energy efficiency in terms of reducing greenhouse gas emissions (mitigation) and adapting to the existing and future effects of climate change, derived from the first two environmental goals of the EU taxonomy ("climate protection" and "adaptation to climate change"). SASSE Elektronik GmbH actively strives to limit global warming and supports the achievement of the goals of the Paris Climate Agreement. As a company, we also pursue the strategy of "avoiding greenhouse gas emissions" before "reducing" before "offsetting". The pursuit of more environmentally friendly mobility and the reduction of energy consumption are efforts of SASSE Elektronik GmbH to contribute to limiting global warming. The company continuously implements measures to reduce greenhouse gas emissions in building technology and in the transport of goods and strives for sustainable employee mobility, flight reduction and the use of public transport.

Social

Social and societal responsibility is an essential part of SASSE Elektronik GmbH's corporate philosophy. For SASSE Elektronik GmbH, this means making a positive social and societal contribution, both in terms of employees and beyond the boundaries of the company and taking our stakeholders into account with regards to entrepreneurial activities and decision-making. We are convinced that we as SASSE Elektronik GmbH must strive to understand and respond to the needs of society and stakeholders. This is not only desirable from an ethical point of view, but also crucial from a business point of view to achieve future-oriented long-term success.

Occupational safety

As SASSE Elektronik GmbH, we are convinced that safe working conditions for employees are one of the central factors of success of the company and must therefore be guaranteed and further developed at all times. Our aim is that SASSE Elektronik GmbH as a company deals intensively with the safeguarding and continuous improvement of the following topics: occupational safety, protection of the health of employees and the preservation of a non-discriminatory working environment. At the same time, occupational health and safety is also the responsibility of each individual employee. All employees are obliged to wear personal protective equipment without being asked, to carry out protective and safety measures and only to perform tasks for which they are authorized and trained.

Employer attractiveness

Employees' expectations, overall employer requirements and also the factors of employer attractiveness have changed decisively in recent years. Needs and wishes such as flexible working time models, a good work-life balance, a high level of employee satisfaction and opportunities for personal growth and development are becoming increasingly important. As SASSE Elektronik GmbH, we offer potential junior staff a wide range of flexible working models, opportunities for further development and an appreciative corporate culture. Furthermore, we closely involve employees in decision-making processes and attach great importance to clear and informative corporate communication. Especially as a company operating in a high-tech market characterized by a shortage of skilled workers, measures increasing employer attractiveness are crucial for success.

Product Safety & Quality

As a company with a focus on the medical technology industries, SASSE Elektronik GmbH strives for the highest level of product safety, patient and user safety as well as service quality at all times - from the new development of systems to production. It is subject to high quality standards according to ISO 9001:2015 and is also certified according to ISO 13485:2016 for the development, manufacture, assembly and commercialization of mechatronic systems for medical technology in order to offer and ensure the best possible product safety and quality.

Governance

SASSE Elektronik GmbH sensitizes its employees, e.g., as part of the induction processes, regarding the topics of "Supply Chains", "Cyber Security & Data Protection", "Fair Business Relationships" and "Quality Standards & Certifications".

Supply chains

The ESG focus and ESG claim of SASSE Elektronik GmbH also extends to the company's suppliers and its supply chain. SASSE Elektronik GmbH expects them to comply with all applicable environmental, health and safety regulations. In addition, SASSE Elektronik GmbH expects its suppliers and the underlying supply chain to comply with all applicable national and international trade laws and regulatory provisions and requirements, in particular the rules of antitrust law, trade control and sanctions.

Cyber Security & Data Protection

The main governance issues of SASSE Elektronik GmbH include cyber security and data protection. The company undertakes to comply with all applicable national data protection laws, including the EU General Data Protection Regulation (GDPR, Regulation 2016/679). In view of the increasing digitalization of medical technology, in-vitro diagnostics and analysis and laboratory technology, SASSE Elektronik GmbH is continuously striving to continuously improve cyber security measures in the development and production of systems.

Fair business relations

SASSE Elektronik GmbH stands for fair business relationships and supports the international fight against corruption and money laundering. The employees of SASSE Elektronik GmbH do not accept, offer or receive any gifts, payments, invitations or services that can be assumed to influence business-related transactions beyond the scope of normal business hospitality or that are prohibited by law. SASSE Elektronik GmbH does not engage in any political lobbying or political influence. SASSE Elektronik GmbH does not make any donations to political parties, politicians or candidates for political office.

Quality Standards & Certifications

One of the most important focus areas of SASSE Elektronik GmbH is to fulfill the quality standards required by the regulatory requirements and to live them in daily operations as part of the corporate philosophy. Especially in the medical technology industry, it is essential for the sustainable success of the company as well as product safety and quality to comply with the quality standards and certifications required by the regulations and to apply the required systems, procedures and processes effectively. SASSE Elektronik GmbH has a certified quality management system according to ISO 9001:2015 as well as the certification according to ISO 13485:2016 for the development, manufacture, assembly and commercialization of mechatronic systems for medical technology. External as well as internal audits and internal continuous improvement and quality management processes ensure that all prescribed quality standards and certifications are effectively applied and that the measures to ensure quality standards are further developed.

ESG Roadmap

SASSE Elektronik GmbH strives for continuous development of the ESG strategy and ESG initiatives in all areas of sustainability (environmental, social, corporate governance). SASSE Elektronik GmbH will continue to focus on resource conservation and employee satisfaction in the future. In addition, all key ESG factors are regularly reviewed in order to adjust the ESG strategy if necessary, so that the best possible success can be achieved and we as SASSE Elektronik GmbH live up to our responsibility.