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Date	December 11, 2025
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Statement on participation in Sustainability platforms and ratings

Dear Sir or Madam,

The Zollner Group is often asked to participate, register or be active on various CR/CSR/Sustainability platforms. The goal of these requests is always the same: Our customers desire an automated performance analysis that identifies the key ESG risks in their supply chain and enables them to better understand their suppliers' organization in order to recognize potential threats to environmental, social and economic performance.

Against this background, Zollner has decided to exclusively use the following platforms, where we can measure, report and share our sustainability performance with our partners.

■ NQC SUPPLIERASSURANCE – <https://supplierassurance.com/>

The SUPPLIERASSURANCE platform is provided by NQC Ltd., an independent company. This platform allows third-party organizations to answer an **SAQ 5.0 questionnaire** and share it with their customers. The SAQ 5.0 is a **Sustainability Assessment Questionnaire** that covers the topics of Company Management, Human Rights and Working Conditions, Health and Safety, Business Ethics, Environment, Responsible Supply Chain Management and Responsible Sourcing of Raw Materials.

The questionnaire was developed by the members of the Drive Sustainability initiative - The Automotive Partnership to verify compliance with sustainability regulations by the suppliers of the automotive industry.

An SAQ goes through the following 3-step process on the SUPPLIERASSURANCE platform before it is completed:

1. Responding

When completing the SAQ 5.0, suppliers must answer a series of questions within the topic areas above. When answering the questions, evidence must be uploaded to support the answers. The evidence must meet the evidence criteria applicable to the corresponding questions and substantiate the selected answers.

2. Validating

The SUPPLIERASSURANCE team will review the evidence to ensure that the documents meet the acceptable evidence criteria. If evidence does not meet the criteria or does not cover the chosen answers, a so-called "gap" will be raised.

3. Results

Once the SAQ has been reviewed, the supplier is notified of the results (including ratings), gaps and suggestions for improvement. The supplier then has the opportunity to update its SAQ answers to address gaps or demonstrate improvement in its sustainability performance - the SAQ process restarts, and any improvements are recorded in the platform.

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Zollner has currently completed **SAQ 5.0** validated by NQC for the following Zollner locations:

Zollner DE (as headquarters), Zollner HU, Zollner RO and Zollner CN.

The current report for one of the registered locations can be shared through the platform or can be viewed while customers visit at Zollner. The SAQs are updated at least once a year. The last NQC SAQ ratings are:

SAQ 5.0 completed date: November 2025 based on data: fiscal year 2024	Headquarters: Zollner Elektronik AG DUNS 316208081	ZOLLNER Elektronik Gyártó és Szolgáltató Kft. DUNS 401161179	ZES Zollner Electronic S.R.L. DUNS 565621534	Zollner Electronic Taicang Co., Ltd. DUNS 545288404
Sustainability Score	B 94 %	B 89 %	B 89 %	B 87 %
Company Management (up to 17 questions) Covers responsible person(s) and overarching policies and reporting: Social Sustainability, Compliance/Business Ethics, Environmental Sustainability, Sustainability reporting, Code of Conduct, Grievance mechanism.				
	98 %	98 %	98 %	98 %
Human Rights and Working Conditions (up to 4 questions) Covers the extent to which policies and procedures are established to respect the human rights of workers.				
	68 %	68 %	68 %	68 %
Health and Safety (up to 4 questions) Covers evaluation and control of hazards arising in or from the workplace. Also covers the extent to which policies and procedures are established to provide workers with a safe and healthy working environment. (Health & Safety policy, -management System)				
	100 %	68 %	68 %	68 %
Business Ethics (up to 3 questions) Covers governance and compliance with local and international legislation. Also covers the extent to which policies and procedures are established to ensure the highest standards of operational integrity. (Business Ethics and Compliance Policy)				
	100 %	100 %	100 %	100 %
Environment (up to 15 questions) Covers environmental protection through the implementation of policies and management systems, incl. proactive approach to environmental responsibility. (Environmental and Energy Policy, -Management System, Material compliance, CDP report)				
	100 %	100 %	100 %	92 %
Responsible Supply Chain Management (up to 7 questions) Covers compliance to all the aforementioned areas within a company's supply chain. Also covers the extent to which these areas are formally required of a company's suppliers and how this is communicated.				
	93 %	93 %	93 %	93 %
Responsible Sourcing of Raw Materials (up to 7 questions) Covers due diligence conducted to understand the source of the raw materials used in your products. Also covers the extent to which raw materials are responsibly sourced. (CMRT and CRT)				
	100 %	100 %	100 %	100 %

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- **RBA-Online** – <https://www.responsiblebusiness.org/>

RBA-Online is an online sustainability data management system designed to help RBA members (Responsible Business Alliance) and their suppliers manage and share sustainability data, including from audits and self-assessment questionnaires that assess risk at the corporate, facility and supplier levels.

Key functions of RBA-Online include:

- Online completion of the **RBA self-assessment questionnaire (SAQ)**, including online analysis by a company's customers (as authorized by the supplier)
- Entry of data from the RBA Validated Assessment Process (VAP)
- Effective corrective action management and non-compliances verification process
- Secure sharing of common supplier social responsibility data with customers

RBA SAQ and VAP produce in-depth evaluations of the social, ethical, occupational health and safety and environmental performance of suppliers as measured against the audit criteria (AC). The audit criteria are based on the RBA Code of Conduct and verify conformance with it.

Zollner currently has completed **RBA SAQ for the following Zollner facilities:**

Zollner AG Zandt Headquarters (DE), Zollner AG Neukirchen Plant (DE) and Zollner Kft. (HU).

The current report for one of the registered locations can be shared through the platform or can be viewed while customers visit at Zollner. The SAQs are updated at least once a year. The last RBA-Online SAQ ratings are:

Company: Zollner Elektronik AG SAQ released date: July 3, 2025	Facility: Zollner Elektronik AG Zandt Headquarters		Facility: Zollner Elektronik AG Neukirchen Plant		Facility: ZOLLNER Elektronik Gyártó és Szolgáltató Kft.	
Overall Facility Risk Score	Medium Risk 70.4		Medium Risk 75.0		Medium Risk 74.3	
Revised Risk Score	Low Risk 80.2		Low Risk 84.8		Low Risk 84.3	
	Risk Questions	Control Questions	Risk Questions	Control Questions	Risk Questions	Control Questions
Labor (64 questions) – Risk Elements, Control Elements, Management Systems						
	72.0	77.1	76.7	81.8	74.5	79.6
Health & Safety (29 questions) – Risk Elements, Control Elements, Management Systems						
	63.2	65.0	72.6	74.4	71.4	73.2
Environmental (29 questions) – Risk Elements, Control Elements, Management Systems						
	70.4	71.9	69.6	71.1	68.7	70.2
Ethics (19 questions) – Risk Elements, Control Elements, Management Systems						
	93.1	94.6	97.7	99.2	85.1	86.7

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- **Carbon Disclosure Project (CDP)** – <https://www.cdp.net/en>

CDP is an independent reporting and assessment platform on environmental issues and the largest of its kind in the world. There are three possible topic areas (Climate Change, Water or Forests). The focus is on emission reduction or climate protection. The questions are dynamic (i.e. based on the answers), have different weightings and are structured in "levels". The CDP questionnaire thus comprises approx. 70 -140 pages and is adapted to progress and fundamentally revised every 3 years. The rating covers a scale from A (good) to F (participation refused). The result does not only assess the emission reduction, but rather reflects the awareness, integration and maturity of the topic area in the company. The assessment result is public, but details must be released. The assessment is valid for one year and must be updated the following year.

Zollner Elektronik AG is currently listed in the database with a B-scoring.

CDP SCORE REPORT – CLIMATE CHANGE 2025	
CDP score: B	Company: Zollner Elektronik AG; Region: Europe; Country/Area: Germany; Questionnaire: General; Activity Group: Electrical & electronic equipment
Category	Score
Business Strategy	B
Context	B
Dependencies, Impacts, Risks and Opportunities Process	A
Emissions Reduction Initiatives and Low Carbon Products	C
Energy	C
Environmental Policies	B-
Governance	B
Opportunity Disclosure	A
Pricing Environmental Externalities	C
Public Policy Engagement and Industry Collaboration	A
Risk Disclosure	A
Scope 1 and 2 Emissions	C
Scope 3 Emissions	B-
Targets	B
Value Chain Engagement	C
Verification (Incl. Emissions)	C-

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■ IntegrityNext – <https://www.integritynext.com/>

IntegrityNext is a cloud-based sustainability and compliance assessment platform that allows companies to monitor of their suppliers for sustainability and compliance in a standardized and automated way – adhering to international standards and regulations. IntegrityNext enables companies to instantly establish and integrate an end-2-end ESG risk management. The IntegrityNext platform automatically obtains the required supplier self-assessments and certificates and covers Environmental Protection, Human Rights & Labor, Health & Safety, Supply Chain Responsibility, Anti-Bribery & Anti-Corruption, Data Protection, Cyber Security, Business Continuity, Quality Management, Diversity, Financial Information, Trading Partner Security, Conflict Minerals, REACH & RoHS and many more.

Zollner Elektronik AG is proud to share its **sustainability and compliance profile** on IntegrityNext:
<https://app.integritynext.com/profiles/55b3c86e-84f5-41a2-ad12-db61f292b87b>

With best regards,

Zollner Elektronik AG