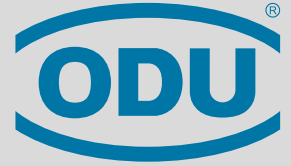


CORPORATE POLICY



OUR GUIDING PRINCIPLES

Our **corporate purpose** is to ensure lasting entrepreneurial independence through profit-oriented growth.

OUR MISSION

Our core task is to develop, manufacture, and distribute innovative, market-leading electronic and electrical connector systems of the highest quality to ensure we meet current and future customer and market needs.

OUR VISION

Moving forward, we will continue to inspire customers with innovative, high-quality connector solutions as the global technology and quality leader in selected markets.

OUR VALUES

We are a privately owned creative company where ingenuity and independence are required and fostered. We attach great importance to our employees and all individuals uncompromising sustainability, and effective international collaboration within the ODU Group.

OUR COMMITMENT

We put our **customers** at the center of everything we do. We maintain constant dialogue with them to understand their needs and wishes, and to help inspire them with innovative solutions that meet the highest quality standards.

We work in partnership with our exclusively qualified **suppliers and service providers**, because we believe in maximizing our economic potential through effective collaboration. By working closely with our partners, we communicate our expectations in terms of quality as well as environmental and social responsibility throughout the supply chain.

We are committed to compliance with our Code of Conduct, environmental protection, and **sustainability** – and we live up to our **social responsibilities**. To this end, we continuously review our products and processes to eliminate hazards, conserve resources and energy, and manage our entire value chain in a forward-looking and efficient manner. We care about the people in the regions where the ODU Group is located and offer our employees extensive social benefits and support numerous charitable initiatives.

The management board and all employees of ODU Group worldwide strive to comply with the management system, corporate policy, and its objectives. We view this as our shared aspiration and promise to align all our activities in the company accordingly.

The management board:

Dr. Henner Spelsberg
Dr. Josef Leitner
Robert Klemisch

As a **company**, we provide the necessary resources to efficiently and effectively develop our organization, work practices and processes, to delight our customers, and to strengthen the ODU brand. In full compliance with our binding commitments, we continue to achieve profitable growth objectives and remain independent and viable in the long term.

Health and safety, work-life balance, and a fair, respectful approach to our **employees** is our highest priority. We promote professional and personal development through a wide range of training programs. Open and constructive communication is the foundation of our friendly ODU community.

We implement targeted actions to ensure **information security** at ODU and strengthen resilience. This protects the data of employees, customers, suppliers, and our company while serving to build and maintain trust with these same parties.