

SERO EMS Group

Global corporate social responsibility

Report 2025 - 2026

Date

05/2026

Prepared by

Global quality & sustainability team

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1. Sustainability at SERO EMS Group



1. Sustainability at SERO EMS Group

1.1 Strategy of sustainability

In February 2026, SERO EMS Group launched a new strategic planning cycle at the group level, which has since been rolled out across all production plants and company locations. The strategic framework is centrally managed to ensure alignment and consistency throughout the organization. The initial strategic direction—defined through the Company’s Vision, Mission, and Values—was developed in close alignment with our sustainability approach.

Based on Strategic direction were identified Strategic areas of focus, when one of them is also focus on sustainability.

However, this topic is not new for us. Through the terms of quality management systems, the development of this issue very naturally enters into all our activities. Active development of this area within CSR reporting (Corporate Social Responsibility) is connected with ISO14001 and ISO45001 certification at the Semecs Vráble. The definition of ESG (Environment, Social, Governance) was proactively developed at the Sero Rohrbach as well as sustainability topic in EPSa Saalfeld, while these approaches are currently harmonized within the group of all four locations.



Vision

With passion we bring products to life for a better future



Mission

In a trustworthy balance with our customers, suppliers and employees, we perform advanced Electronic Manufacturing Services, utilizing innovative production technologies, achieving sustainable growth and the highest quality levels



Values



Integrity

We say what we do, we do what we say, with respect, in an honest and reliable manner.



Teamwork

We make use of the different competencies cooperating together, achieving common agreed goals.



Passion

We do things with full-hearted enthusiasm for common interest bringing satisfaction and happiness with purpose. Main Strategic drivers

Strategic areas of focus



1.2 Code of conduct and business

As the formulation of strategy about responsible business and ethics, was the Code of conduct and business introduced and integrated within organization and interested parties. There is the Global Code of conduct and business signed by Jan-Frederik Kalee (CEO/CCO) and Zuzana Vlkovicova (Global QMS and Sustainability). This Global Code of Business Conduct and Ethics applies to all subsidiaries of SERO EMS Group. The Code applies to all personnel employed by or engaged to provide services to SERO EMS Group, including, but not limited to, employees, directors, officers, temporary employees and other individuals providing services on SERO EMS Group's behalf. This Code extends beyond just legal compliance. It reflects our responsibility as an EMS provider to uphold the highest standards of ethics and integrity.

The specific areas of focus via Code of conduct and business:

1. Purpose / Scope
2. Responsibilities
3. Supplier code of conduct
4. Complying with applicable laws and other regulations
5. Conflicts of interest
6. Corruption
7. Conduct in competitive settings
8. International trade
9. Information security Policy
10. Handling in-house know-how, confidentiality
11. Data protection
12. Documentation of business transactions
13. Handling Company property and assets
14. Money laundering Policy
15. Fraud Policy
16. Respect for human rights
17. Prohibition of child labour
18. Prohibition of forced labour
19. Diversity and prohibition on discrimination
20. Prohibition on harassment
21. Equal opportunities and pay transparency
22. Health and safety
23. Occupational health and safety policy and working conditions control
24. Environmental protection
25. Career management, trainings and motivation of employees
26. Social Dialogue and Freedom of association
27. Internal compliance organisation
28. Compliance and implementation of the Code of Conduct
29. Grievance mechanisms and confidentiality from retaliation



1.3 ISO certifications and memberships

1.3.1 ISO 9001:2015 certification

ISO 9001:2015 specifies requirements for a quality management system when an organization:

- a) needs to demonstrate its ability to consistently provide products and services that meet customer and applicable statutory and regulatory requirements, and
- b) aims to enhance customer satisfaction through the effective application of the system, including processes for improvement of the system and the assurance of conformity to customer and applicable statutory and regulatory requirements.

All the requirements of ISO 9001:2015 are generic and are intended to be applicable to any organization, regardless of its type or size, or the products and services it provides.

1.3.2 ISO 14001:2015 certification

ISO 14001:2015 specifies the requirements for an environmental management system that an organization can use to enhance its environmental performance. ISO 14001:2015 is intended for use by an organization seeking to manage its environmental responsibilities in a systematic manner that contributes to the environmental pillar of sustainability.

ISO 14001:2015 helps an organization achieve the intended outcomes of its environmental management system, which provide value for the environment, the organization itself and interested parties. Consistent with the organization's environmental policy, the intended outcomes of an environmental management system include:

- enhancement of environmental performance;
- fulfilment of compliance obligations;
- achievement of environmental objectives.

- The initial certification of EPSa was in 1996, currently valid certificate No: 44 100 25500003 until 19.12.2028
- The initial certification of Semecs Slovakia was in 2002, currently valid certificate No: 44 100 070800 until 23.6.2027.
- The initial certification of Sero Germany was in 2003, currently valid certificate No: 44 100 231854 until 25.02.2027
- The initial certification of Synchron was in 2014, currently valid certificate No: FM602985 until 01.01.2026 and No: 44 100 240207 until 08.07.2027.



- The initial certification of EPSa was in 2004, currently valid certificate No: 44 104 25500003 until 19.12.2028
- The initial certification of Semecs by TUV Nord was in 2002, currently valid certificate No: 44 104 021650 until 20.10.2026.
- The initial certification of Sero Germany by TUV Nord was in 2024, currently valid certificate No: 44 104 24 50 0024 until 09.06.2027.
- The initial certification of Synchron will be planned for next strategic cycle



ISO 9001:2015 certificates please find in Attachment 1.

ISO 14001:2015 certificate please find in Attachment 2.



1.3.3 ISO 45001:2018 certification

ISO 45001:2018 specifies requirements for an occupational health and safety (OH&S) management system, and gives guidance for its use, to enable organizations to provide safe and healthy workplaces by preventing work-related injury and ill health, as well as by proactively improving its OH&S performance.

ISO 45001:2018 helps an organization to achieve the intended outcomes of its OH&S management system. Consistent with the organization's OH&S policy, the intended outcomes of an OH&S management system include:

- a) continual improvement of OH&S performance;
- b) fulfilment of legal requirements and other requirements;
- c) achievement of OH&S objectives.

1.3.4 IATF 16949:2016 certification

ISO/TS 16949 (1st edition) was originally created in 1999 by the International Automotive Task Force (IATF) with the aim of harmonizing the different assessment and certification systems worldwide in the supply chain for the automotive sector. Other revisions were created (2nd edition in 2002, and 3rd edition in 2009) as necessary for either automotive sector enhancements or ISO 9001 revisions. ISO/TS 16949 (along with supporting technical publications developed by original equipment manufacturers [herein referred to as OEMs] and their respective National Automotive Industry Associations) introduced a common set of techniques and methods for common product and process development for automotive manufacturing worldwide.

The IATF maintains strong cooperation with ISO by continuing liaison committee status ensuring continued alignment with ISO 9001.

- The initial certification of Semecs by TUV Nord was in 2019, currently valid certificate No: 44 126 021650 until 29.09.2025.
- The initial certification of other production plants will be planned for next strategic cycle.



ISO 45001:2018 certificate please find in Attachment 3.

- The initial certification of Semecs by TUV Nord was in 2007, currently valid certificate No: 44 111 070800 until 23.06.2027.
- The initial certification of Sero Germany was in 2006, currently valid certificate No: 44 111 231854 until 25.02.2027
- The initial certification of Syncron EMS USA was in 2024, currently valid certificate No: 44 111 240207 until 08.07.2027.
- The initial certification of EPSa is in current certification cycle not planned.



IATF 16949:2015 certificate please find in Attachment 4.



1.3.5 ISO 13485:2016 certification

ISO 13485:2016 specifies requirements for a quality management system where an organization needs to demonstrate its ability to provide medical devices and related services that consistently meet customer and applicable regulatory requirements. Such organizations can be involved in one or more stages of the life-cycle, including design and development, production, storage and distribution, installation, or servicing of a medical device and design and development or provision of associated activities (e.g. technical support).

1.3.6 ISO 27001:2013 certification

ISO/IEC 27001:2013 specifies the requirements for establishing, implementing, maintaining and continually improving an information security management system within the context of the organization. It also includes requirements for the assessment and treatment of information security risks tailored to the needs of the organization. The requirements set out in ISO/IEC 27001:2013 are generic and are intended to be applicable to all organizations, regardless of type, size or nature.

- The initial certification of Semecs was in 2011, currently valid certificate No: AC090 MD/1567/3497/2017 until 09.08.2026.
- The initial certification of Synchron EMS was in 2014, currently valid certificate No: AC090 MD/0046/6045/2026 until 02.01.2029.
- The initial certification of EPSa was in 2001, currently valid certificate No: AC090 MD/0043/6055/2025 until 11.12.2028



- The initial certification of Semecs was in 2019, currently valid certificate No: 44 121 021650 until 01.09.2028.
- The initial certification of EPSa is planned for Q4/2026, confirmation signed by TUV Nord.



ISO 13485:2021 certificate please find in Attachment 5.

ISO 27001:2013 certificate please find in Attachment 6.



1.3.7 TISAX label

TISAX® (Trusted Information Security Assessment Exchange) is an information security assessment framework developed by the VDA (German Association of the Automotive Industry) and operated by the ENX Association. For third parties, a valid TISAX label confirms that the company has undergone an independent assessment and meets defined information security requirements, enabling trust without the need for repeated customer audits.

1.3.8 AS/EN 9100:2028 certification

AS/EN 9100 is the aerospace quality management standard that defines requirements for organizations operating in the aviation, space, and defense sectors. It is fully based on ISO 9001 and adds sector specific requirements such as product safety, risk management, configuration management, traceability, and control of counterfeit parts.

Key benefits of AS/EN 9100 include improved product safety and reliability, stronger supplier and process control, reduced risk across the supply chain, and global recognition that enables access to aerospace, space, and defense markets worldwide.

- The initial Assessment of Semecs was in 2019, currently valid Labels under Assessment-ID AN3TW5-1 of Avail High, Avail Very High, Info High and Infor Very High are valid until 21.11.2028.
- The initial Assessment of Sero is confirmed for June 2026.



TISAX label please find in Attachment 7.

- The initial certification of EPSa is planned for Q4/2026, confirmation signed by TUV Nord.



EN 9100 confirmation please find in Attachment 8.



1.3.9 IPC Membership / Global Electronics Association Membership

IPC is the global association that helps OEMs, EMS, PCB manufacturers, cable and wire harness manufacturers and electronics industry suppliers build electronics better. IPC members strengthen their bottom line and build more reliable, high-quality products through proven standards, certification, education and training, thought leadership, advocacy, innovative solutions and industry intelligence.

- The initial joining of Semecs to IPC Members group was in 2015 with Membership number 1522924, currently valid membership to 31.3.2027 and will be maintained for next year.
- Number of certified trainers (CIT) as well specialists (CIS) is available on official portal IPC Certification Stats | IPC | electronics.org



Global Electronics Association Membership certificate as well as CIT and CIS overview find in Attachment 9.



2. Company profile



2. Company profile

2.1 Corporate overview

SERO EMS Group (SERO EMS Group) assembles printed circuit boards (PCBs) for a wide range of applications; the company also specialises on common assembly, calibration and test services. It is a group of 4 manufacturing plants (Semecs in Slovakia, Sero and EPSa in Germany and Synchron in USA) and 6 sales offices around the world.

Focus on PCBA for 5 segments of application: Energy & Cleantech, Transportation & E-Mobility, Connectivity & Smart Metering, Smart Metering, Medtech, Industrial.



2.2 Awards and Recognition

Semecs – Building of year 2013 award

The SEMECS manufacturing plant in Vrábľe was awarded the Prize of the Technical and Testing Institute for Construction as part of the national “Building of the Year 2013” competition. The project was recognized by an international jury for the optimal use of progressive construction materials, products, and systems, confirming its high technical quality and innovative approach.

Semecs, s.r.o. as the Production plant in Vrable (Slovakia) was awarded as the building of year 2013.

Semecs – 6. Place of TOP10 companies of Nitra’s region,

In 2019 was the special awards ceremony of the Top 10 companies in the Nitra region. The ranking is regularly announced by Hospodárske noviny in cooperation with partners: the general partner of UniCredit Bank, the professional guarantor of Deloitte and the professional and data partner of Bisnode.

Semecs, s.r.o. as the Production plant in Vrable (Slovakia) was awarded as the 6th best small company in Nitra’s region of 2019.

Semecs – 8. Place of Health Company of year 2020

As part of the “for healthier Slovakia” initiative, Union Health insurance company is announcing the healthy Company of the Year competition. So far, many companies in several categories have participated in this competition. The winner of the competition in each category will receive the title of Healthy Company of the Year and also the above-standard “Health Day” for the employees of his company, organized by Union Health insurance company.

Semecs, s.r.o. as the Production plant in Vrable (Slovakia) was awarded as the 8th healthiest production company in Slovakia of the year 2020.

Sero – recognized for partnership

By training young people on the job, Sero makes a decisive contribution to the development of the Palatinate economy and future-oriented innovations by providing qualified training for young people.

Sero – recognized for partnership with the Duale Hochschule Baden-Wuerttemberg and for partnership with the Chamber of Industry and Commerce

EPSa – recognized for partnership

By training young people on the job, EPSa makes a decisive contribution to the development of the Thuringian economy and future-oriented innovations by providing qualified training for young people.

EPSa – recognized for partnership with the Duale Hochschule Gera Eisenach, the Chamber of Industry and Commerce East Thuringia to Gera and with several scooles in the Saalfeld area

Achievement awards please find in Attachment 10.



3. Material compliance management



3. Material compliance management

Material and legal compliance management is a core element of SERO EMS Group's responsible and sustainable business approach. The Group is committed to ensuring full conformity with all applicable legal and regulatory requirements related to materials and substances used in its products, including RoHS, REACH, SVHC, Conflict Minerals regulations, and other relevant international standards.

Compliance requirements are systematically integrated into SERO EMS Group's quality management and supply chain processes, ensuring that regulatory obligations are proactively addressed throughout the entire product lifecycle. This structured approach enables the Group to anticipate regulatory changes, reduce compliance risks, and consistently meet customer and stakeholder expectations.

SERO EMS Group works in close partnership with its suppliers to collect, verify, and maintain accurate and up to date material declarations and compliance documentation. Suppliers are contractually required to comply with all applicable legal requirements at both the manufacturing location and the country of product use, and to effectively cascade these obligations throughout their own supply chains.

To enhance transparency, data accuracy, and operational efficiency, the Group utilizes specialized compliance and material data platforms such as BOM Check, Luminovo, and Accuris. These tools support systematic monitoring, validation, and reporting of compliance information, enabling reliable communication with customers and other stakeholders.

Through this proactive and structured approach, SERO EMS Group ensures robust regulatory compliance, strengthens risk mitigation, and supports continuous improvement across the entire value chain.

Material compliance policies please find in Attachment 11.



4. Employees



4. Employees

4.1 Education, Motivation and Development

One of the key elements for the company's management is mainly the satisfaction and development of its employees. Policies aimed at the development, education, motivation and support of the loyalty of the company's employees are an important part of the corporate culture and we are constantly working to implement the company's global values in our day-to-day work.

SERO EMS Group established the strong system for training new employees based on their position and also yearly training plan to maintain and regular improving of education, skills and knowledge of employees.

There is also system of individual improvement proposals to motivate employees to improve their processes and be involved into processes changing. This system is used also as one of communication channels between employees on operator's positions and managers.

We fully respect personnel's right to freedom of association and collective bargaining, including the right to form and join trade unions and other worker organisations, without harassment or interference. Personal political or religious beliefs are respected and will not be influenced or criticised. Personnel may engage in personal prayer at work that does not interfere with others or their responsibilities. Personnel must not seek to impose their beliefs on others or seek to interfere with others' personal political or religious beliefs. The Company will not engage in any political or religious activity in the workplace.

We pay wages and salaries on time and pursuant to all agreements. We do not tolerate forced or involuntary labour in any form. The Company strictly forbids child labour. If a child is found working at a site where Semecs products or components are produced, Semecs insists on remediation, taking care to ensure that it will not worsen or jeopardise the child's social situation. If there are adolescents in training, apprenticeship, or internship, they are treated according to the protection of minors law.

Satisfaction of the employees is measured by yearly surveys, combined with a follow-up action plan in order to increase employee satisfaction.

4.2 Employee representatives, works council and trade unions

The Works council statutory is active at Semecs, Sero and EPSa. It is a group of non-managerial employees who are elected for 4 years and ensure a transparent relationship between employees and the employer in area of working conditions, salaries, culture, safety and social questions.

Semecs

for current election term 2023 - 2027 were elected 9 employees from production, finance and engineering department.

Sero

for current election term 2021 - 2026 were elected 9 employees from purchasing, production, engineering, warehouse and finance department.

EPSa

for current election term 2022 - 2026 were elected 7 employees from sales, production, engineering, warehouse and finance department.



5. Environment, health and safety



5 Environment, health and safety

5.1 Environmental management system

Production plants of SERO EMS Group have established, maintained and certified environmental management system according to ISO14001. There are applied all obligate measures to declare the legal requirements fulfilling as disposal of waste, controlled emissions, water quality and controlled dust-free working conditions.

Environmental policy

1. Protection of the environment - Focus on prevention of pollution
2. Obligations compliance - Comply with relevant legal and other requirements relating to the environmental aspects of the company.
3. Continual improvement of the environmental management system - Monitoring of environmental aspects to enhance environmental performance.
4. Environmental awareness - Constantly raising employees' awareness of quality and environmental protection.

Environmental aspects and impacts

All EU production plants of SERO EMS Group have identified and regularly evaluate their key environmental aspects as part of the certified environmental management system. Positive environmental aspects include systematic waste separation, the application of clean production principles, and, where installed, the use of on site renewable energy measures such as photovoltaic systems. These initiatives contribute to reduced environmental impact and improved resource efficiency.

The main negative environmental aspects common to all EU plants are waste generation, air emissions, and energy consumption associated with manufacturing activities. To address these impacts, SERO EMS Group has established structured processes for impact prevention and reduction, including internal environmental rules, monitoring systems, contingency and emergency plans, and continuous improvement measures in line with ISO 14001 requirements.

5.2 Energetic management system Semecs

According to obligate requirements of legislative is the regular Energetic audit performed. For the production plant in Vrable as the major source of air pollution there is according to act 321/2014 Z.y. the 4Y frequency for energy audit performed by certified energy auditor.

The last energy audit was in Vrable performed on 6.7.2023 by Ing. M. Koniar. Energetic certificate No. 242494/2023/93/016712008/EC.

The energy audit in Uden was performed based on decision of management on 15.12.2020.

Energy label of Semecs, s.r.o. as the Production plant in Vrable (Slovakia) according to low No.555/2002 No. 242494/2023/93/016712008/EC is valid until 6.7.2033.

Sero

A regular energy audit is carried out at the Rohrbach plant to fulfill the legal requirements in accordance with Sections 8 ff. EDL-G. The last energy audit was carried out on 07.09.2023 in Rohrbach by Dipl. Ing. Stefan Drzisga.

Reporting of the energy audit in accordance with the specifications to BAFA on 15.12.2023

Energy label please find in Attachment 12.



5.3 Carbon footprint reduction program - Decarbonization strategy

According to WHO, a carbon footprint is a measure of the impact your activities have on the amount of carbon dioxide (CO₂) produced through the burning of fossil fuels and is expressed as a weight of CO₂ emissions produced in tonnes.

In line with Global Sustainability strategy was in 2023 officially calculated CO₂ footprint according to calcby external expert Envitrail for SERO EMS Group and also individually for each location.

5.3.1 Carbon audit performed by certified company Envitrail

The GHG Protocol divides emissions into three categories according to their origin:

Scope 1: Direct GHG emissions

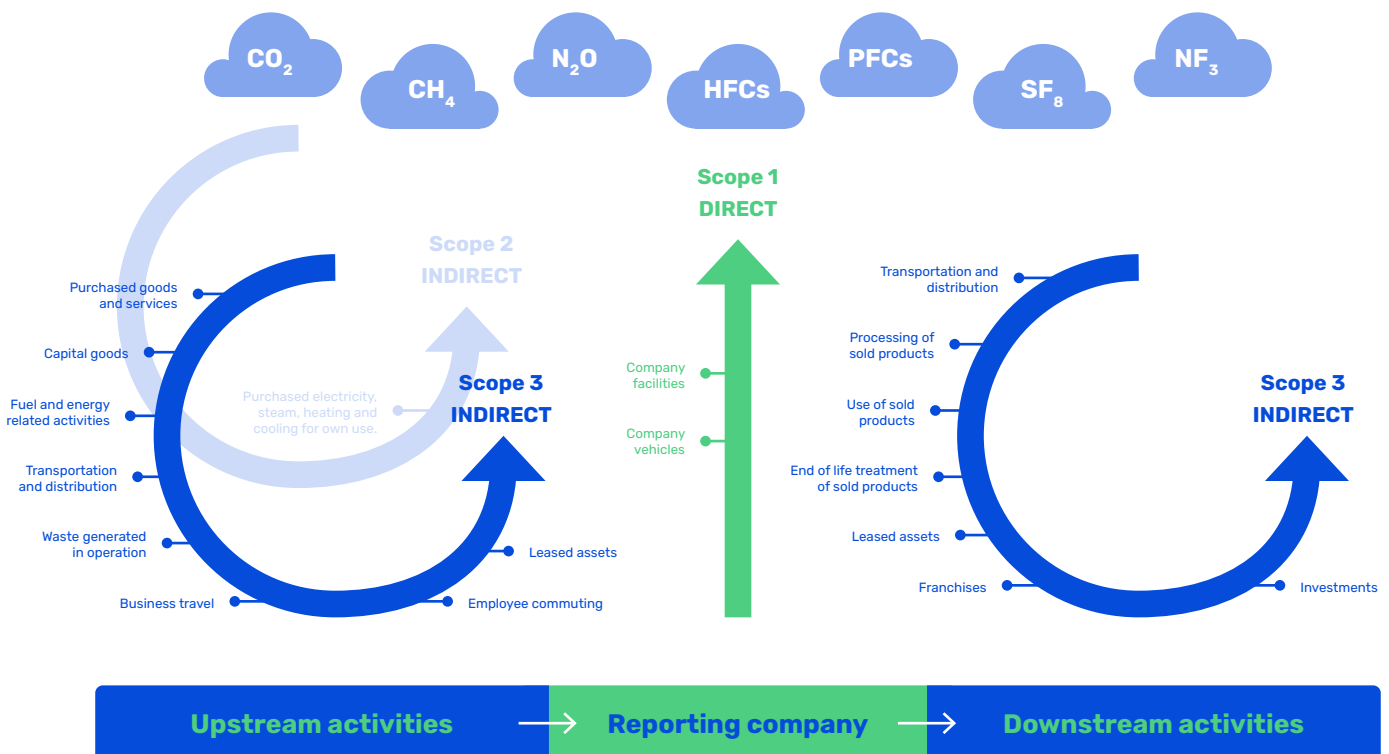
refers to activities of the company which are controlled by the company and release emissions directly into the atmosphere. These include emissions from stationary and mobile fuel combustion, emissions from industrial processes, and fugitive emissions.

Scope 2: Electricity indirect GHG emissions

emissions from purchased electricity, steam, heat or cooling, which are associated with their production, but do not come up directly from the company.

Scope 3: Other indirect GHG emissions

emissions which are a consequence of the activities of the company, but occur from sources not owned or controlled by the company. They include 15 categories.



SERO EMS Group focuses on measurement of Scope1 and Scope2 as the first phase of sustainability strategy with targets of improvement in 5% each year to final goal 5.0 tons of CO₂e/Mio Revenue in 2026. Scope3 calculation is under implementation.

Following our decarbonization strategy and 100% green electricity in the most production plants we were able to achieve 4.76 tons of CO₂e/Mio revenue.

This chart breaks down CO₂ intensity per million euros of revenue by production site, allowing comparison across plants and between years.

In 2024, the chart reflects two important changes:

- EPSa is included for the first time, adding transparency across the full Group footprint
- Semecs and Sero show a visible reduction in CO₂ intensity, driven by the switch to green electricity

In 2025, values remain stable or improve further, confirming that improved performance is embedded rather than transitional. Synchron remains the largest contributor to CO₂ intensity, reflecting different regulatory, energy market, and geographic conditions. EPSa shows comparatively balanced and moderate values, supporting the Group's overall improvement trend.

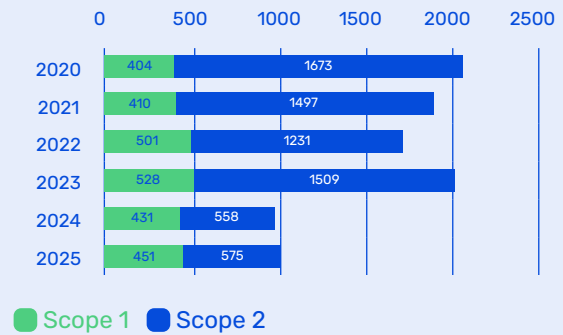
These charts illustrate how site specific actions directly translate into improved CO₂ efficiency, and how harmonized reporting across all plants strengthens comparability and management focus.

In the picture is visible also visible our goal for year 2026 as well as expectation to decrease value due to strategic decision to purchase green power energy also for EPSa.

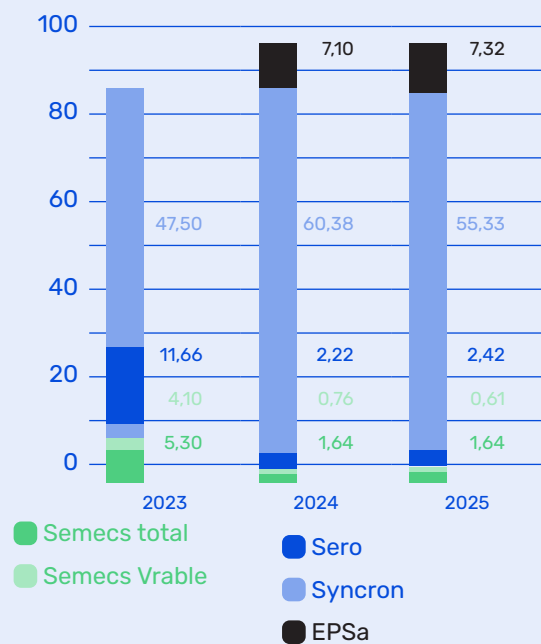
Sero EMS Group - CO₂ / Mio euro



Sero EMS Group - CO₂ / Footprint (t)



CO₂ / Mio euro per plants in 2023 - 2025

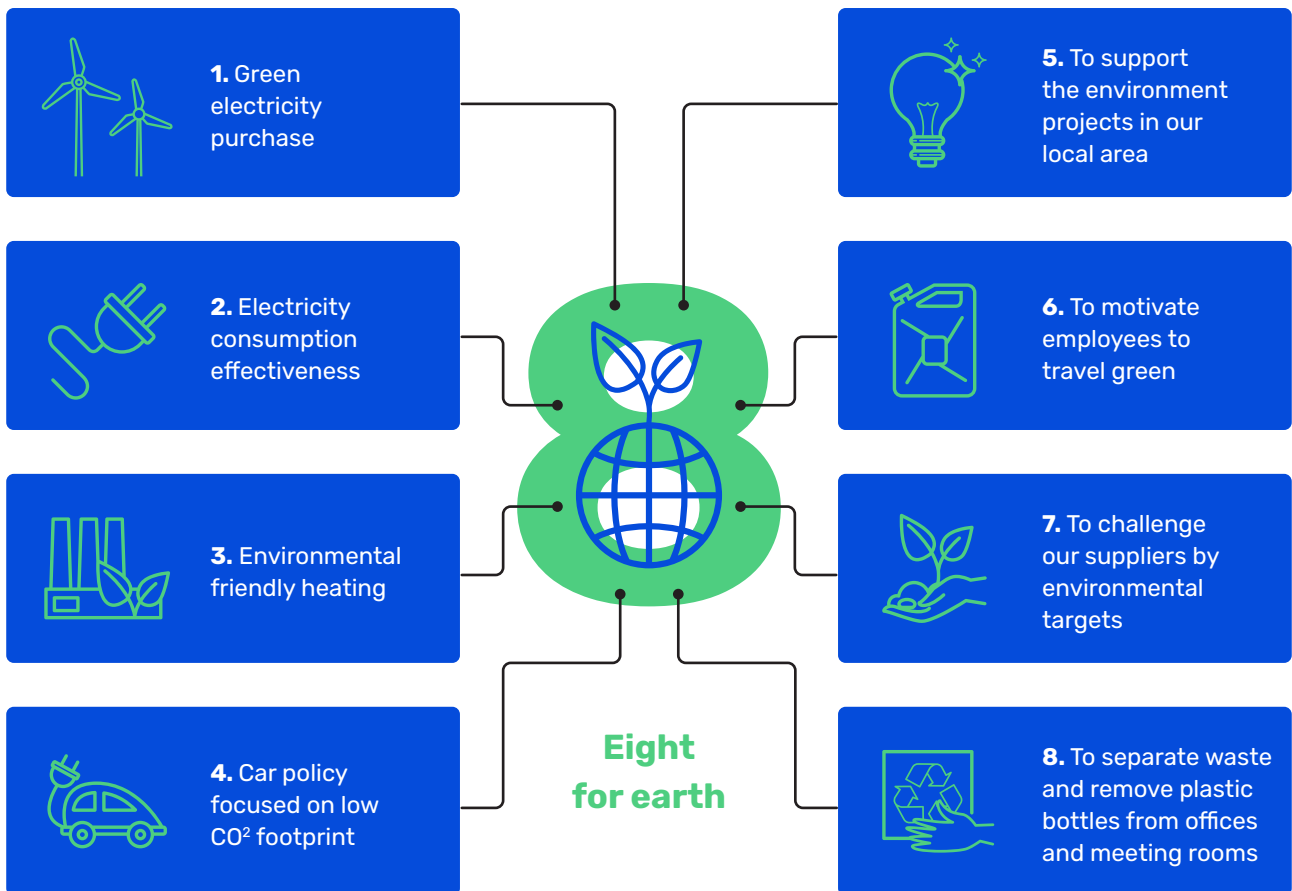


5.3.2 Decarbonization strategy

As the part of Strategic plan 2026 – 2028 of SERO EMS Group is maintained also decarbonization strategy. This strategy focuses on the results of calculation CO2 footprint in way Eight for Earth. 4 strategic initiatives focus on direct emissions (Scope 1&2) and 4 on indirect emissions (Scope3). Our goal is to improve our CO2e footprint 5% YoY and to buy 100% green electricity within SERO EMS Group till 2025.

5.3.3 On site green electricity generation

On the roof of production plant Semecs in Slovakia is installed more than 100m2 of photovoltaic panels. Own production of electricity is in average 3.6%.



Focus on Scope 1 & 2

VS

Focus on Scope 3 of GHG Protocol

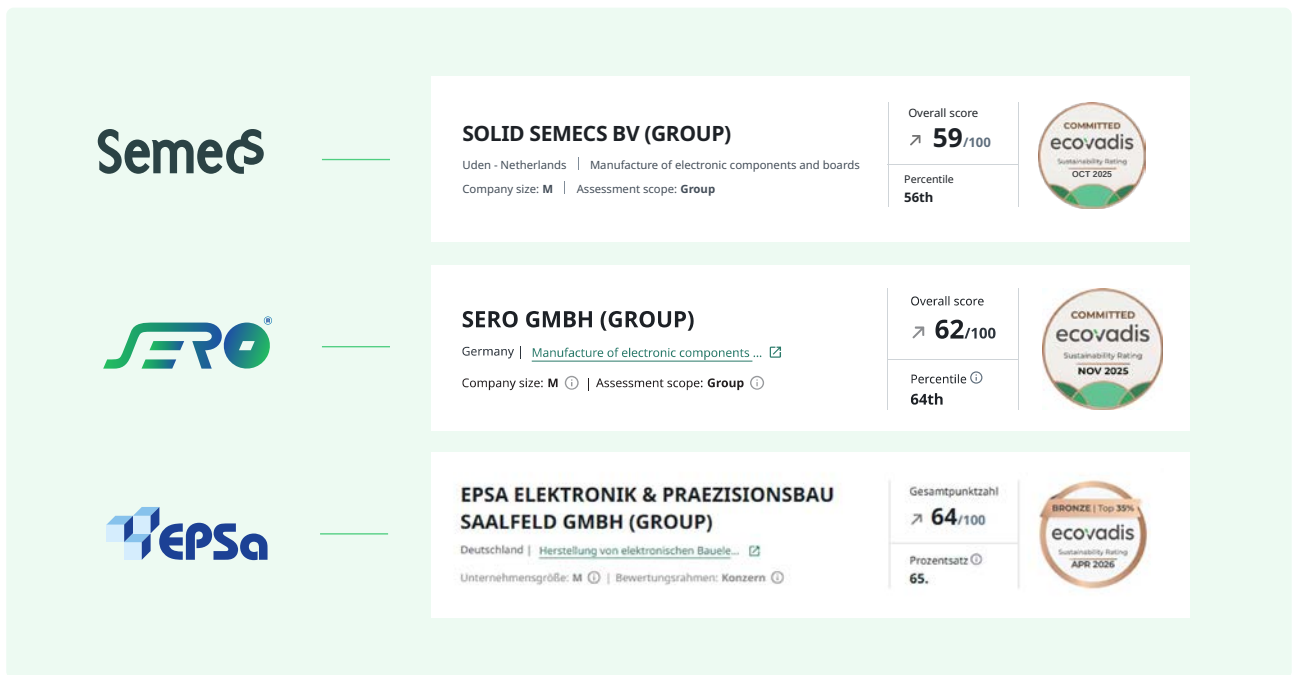


5.3.4 ECO Vadis assessment

EcoVadis is a globally recognized sustainability assessment platform that evaluates companies across four key areas: Environment, Labor & Human Rights, Ethics, and Sustainable Procurement. Participation in EcoVadis enables SERO EMS Group to systematically assess, monitor, and improve its sustainability performance using an independent, standardized methodology. The EcoVadis assessment provides transparent and comparable sustainability ratings that are recognized by customers and business partners worldwide. It supports risk management, strengthens credibility in the supply chain, and facilitates efficient communication of sustainability performance, reducing the need for repetitive customer assessments.

By using EcoVadis, SERO EMS Group enhances continuous improvement, aligns with international ESG expectations, and demonstrates its commitment to responsible and sustainable business practices.

The EcoVadis results demonstrate that SERO EMS Group entities are positioned above industry averages, with especially strong performance in Environment and Labor & Human Rights. The assessment also clearly identifies Ethics and Sustainable Procurement as key focus areas for continued improvement, supporting targeted action plans and continuous enhancement of ESG maturity across the Group.



5.3.5 SBTi as initiative to set emission reduction targets

SBTi (Science Based Targets initiative) is a global initiative that helps companies set and validate greenhouse gas reduction targets aligned with climate science and the goals of the Paris Agreement. It ensures that corporate climate targets are credible, measurable, and consistent with limiting global warming to 1.5 °C.

SBTi as Science Based Targets initiative (SBTi) is increasingly recommended by SERO EMS Group

customers as a credible framework for setting greenhouse gas reduction targets aligned with climate science and the Paris Agreement. Adopting an SBTi aligned approach supports SERO EMS Group's sustainability strategy by providing clear, measurable, and transparent climate goals across operations and the value chain. This approach strengthens alignment with customer sustainability expectations, enhances long term resilience, and demonstrates a structured commitment to reducing environmental impact while supporting responsible growth.



6. Supply chain



6. Supply chain

Our suppliers are obligated to adhere to and pass down all applicable statutory and regulatory requirements to their suppliers in the entire supply chain. The supplier shall apply the legal requirements of the production location and of the country of use to all products, processes or services internal and external. We expect our suppliers and sub-suppliers to adopt and adhere to our minimum expectations towards business ethics, working conditions, human rights and environmental leadership. These expectations are the same as are described in Supplier Code of conduct and business as well as Quality and Sustainability Assurance agreements.



7. Social participation



7. Social participation

Scholarships and Sponsorships

Semecs

Semecs supports intensively the Secondary technical vocational school and students of the surrounding universities, who, under supervision of experienced managers, can actively participate within their theses in the company's mission, which is focused on exceptional PCB assembly and quality that should not only be measured but first and foremost produced.

Semecs has long term supported secondary technical vocational school in Vrable and various local social and environmental projects.

EPSa

EPSa is in contact with different schools in Saalfeld area as partner for internship for pupils and vacation work to show pupils how an EMS company is working and to get in contact with future trainees and students.

EPSa is a partner of different universities in Thuringia for internship and Bachelor or Master thesis.



8. Diversity

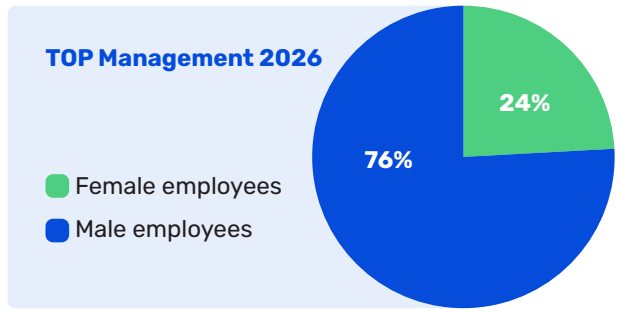


8. Diversity

There is tremendous potential in having a diverse workforce. SERO EMS Group therefore employs employees with different origins and experience.

All employees are called upon to create an atmosphere of mutual respect and to determinedly oppose any discrimination on the grounds of race, ethnic origins, gender, religion or belief, disability, age or sexual identity.

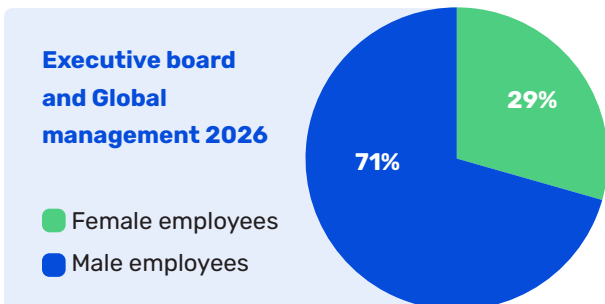
We are monitoring ratio of female employees and male employees on regular way to keep control in healthy representation.



This chart presents the gender composition of top management positions.

- 24% female representation
- 76% male representation

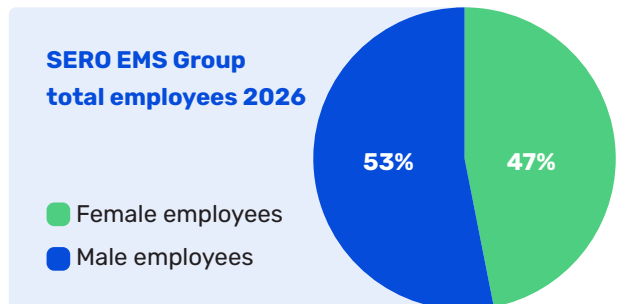
While female employees are well represented in the overall workforce, their representation in top management roles is lower compared to the Group average. This highlights an opportunity to further strengthen diversity and inclusion initiatives in leadership development, succession planning, and promotion processes.



This chart illustrates the gender split within the Executive Board and Global Management functions.

- 29% female representation
- 71% male representation

Female representation at executive and global management level is slightly higher than in top management, indicating progress in leadership diversity at senior decision making levels. However, the data confirms that continued focus on diversity development remains important, particularly for senior and executive roles.



This chart shows the overall gender composition of the SERO EMS Group workforce.

- 47% female employees
- 53% male employees

The overall workforce shows a balanced gender distribution, with a relatively even representation of female and male employees across the Group. This reflects inclusive employment practices across production, engineering, administrative, and support functions and demonstrates diversity at the organizational level.



9. Currently in our loop for 2026



9. Currently in our loop for 2026



CSRD

The Corporate Sustainability Reporting Directive (CSRD) is a European Union

regulation that significantly expands and strengthens sustainability reporting requirements for companies operating in the EU. On **November 13, 2025**, the European Parliament reached an agreement on its negotiating position for the trilogue with the Council of Ministers and the Commission. Parliament supports making companies with more than 1,750 employees and a net turnover exceeding €450 million subject to the CSRD reporting requirement.

This further restricts the scope of application, in contrast to the European Commission and the Council of Ministers. The Commission's omnibus proposal from February suggested a threshold of 1,000 employees, what make this not applicable for any SERO EMS Group entities.

SERO EMS Group is still actively monitoring the situation, CSRD reporting is pre-prepared.



NIS2

The NIS2 Directive (Directive (EU) 2022/2555) is the EU's strengthened cybersecurity regulation

designed to improve the security and resilience of network and information systems across the Union.

As a manufacturer of loaded electronic boards classified under NACE code C26.12, SERO EMS Group falls within the manufacturing sector covered by Annex II of the EU NIS2 Directive and is considered an important entity under Germany's national implementation. Where applicable size thresholds are met, this classification subjects the Group to enhanced cybersecurity and information security obligations.

NIS2 therefore strengthens the requirement for structured risk management, governance oversight, incident reporting, and supply chain security. SERO EMS Group addresses these obligations by integrating NIS2 requirements into its existing information security and compliance frameworks, including ISO 27001 and TISAX, thereby supporting operational resilience and regulatory compliance.



EU Pay Transparency regulation

The EU Pay Transparency Directive (Directive (EU) 2023/970) aims to

strengthen the application of the principle of equal pay for equal work or work of equal value between women and men. It introduces binding requirements for pay transparency, reporting, and enforcement across the EU and must be transposed into national law by June 2026.

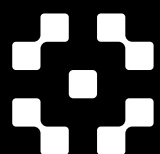
As a multi site manufacturing group operating in several EU Member States, SERO EMS Group will be required to comply with the Pay Transparency Directive where national implementation thresholds are met. The Directive applies to all employers, with certain obligations (notably pay reporting) becoming mandatory depending on company size.

The EU Pay Transparency Directive is closely aligned with SERO EMS Group's existing commitments to:

- Equal opportunity and non discrimination
- Fair and transparent employment practices
- Diversity and inclusion at all organizational levels

By integrating Pay Transparency requirements into existing HR governance and sustainability frameworks, SERO EMS Group strengthens trust among employees, supports compliance with evolving EU legislation, and reinforces its position as a responsible employer





SERO EMS Group

Attachments

SERO EMS Group Report 2025-2026



Certificate



Management system as per
EN ISO 9001:2015

The Certification Body TÜV NORD CERT GmbH hereby confirms as a result of the audit, assessment and certification decision according to ISO/IEC 17021-1:2015, that the organization

EPSa-Elektronik & Präzisionsbau Saalfeld GmbH
Remschützer Straße 1
07318 Saalfeld
Germany

operates a management system in accordance with the requirements of EN ISO 9001:2015 and will be assessed for conformity within the 3 year term of validity of the certificate.

Scope

Development, manufacturing and selling of products of fine mechanics/electronic engineering and medicine devices.

Certificate Registration No. 44 100 25500003
Audit Report No. 0083/2025

Valid from 20.12.2025
Valid until 19.12.2028

Bratislava, 20.12.2025



Certification Body at TÜV NORD CERT GmbH

TÜV NORD CERT GmbH
Am TÜV 1, 45307 Essen
www.tuev-nord-cert.com

TÜV®



Certificate

Management system as per
EN ISO 9001:2015



The Certification Body TÜV NORD CERT GmbH hereby confirms as a result of the audit, assessment and certification decision according to ISO/IEC 17021-1:2015, that the organization

Semecs s.r.o.
Hlavná 1797/62
952 01 Vrábľe
Slovak Republic

operates a management system in accordance with the requirements of EN ISO 9001:2015 and will be assessed for conformity within the 3 year term of validity of the certificate.

Scope

Production of electric and electronic control modules for various applications.

Certificate Registration No. 44 100 070800
Audit Report No. 1994/2023

Valid from 24.06.2024
Valid until 23.06.2027
Initial certification 2007

Bratislava, 09.07.2024

Certification Body at TÜV NORD CERT GmbH

TÜV NORD CERT GmbH
Am TÜV 1, 45307 Essen
www.tuev-nord-cert.com



TUV®



CERTIFICATE

Management system as per
EN ISO 9001:2015

The Certification Body TÜV NORD CERT GmbH hereby confirms as a result of the audit, assessment and certification decision according to ISO/IEC 17021-1:2015, that the organization

SERO GmbH
Große Ahlmühle 9
76865 Rohrbach
Germany

operates a management system in accordance with the requirements of ISO 9001:2015 and will be assessed for conformity within the 3 year term of validity of the certificate.

Scope

Manufacturing of assembled printed circuit boards, electronic modules and complete assemblies for measurement and control systems

Certificate Registration No. 44 100 231854
Audit report No. 1669/2022

Valid from 26.02.2024
Valid until 25.02.2027



Certification Body
at TÜV NORD CERT GmbH

Bratislava, 26.02.2024

Validity can be verified at <https://www.tuev-nord.de/de/unternehmen/zertifizierung/zertifikatsdatenbank>

TÜV NORD CERT GmbH

Am TÜV 1

45307 Essen

www.tuev-nord-cert.com





Certificate



Management system as per
EN ISO 9001:2015

The Certification Body TÜV NORD CERT GmbH hereby confirms as a result of the audit, assessment and certification decision according to ISO/IEC 17021-1:2015, that the organization

Synchron EMS, LLC
2330 Commerce Park Dr NE
FL 32905 Palm Bay
USA

operates a management system in accordance with the requirements of EN ISO 9001:2015 and will be assessed for conformity within the 3 year term of validity of the certificate.

Scope

Production of electric and electronic control modules

Certificate Registration No. 44 100 240207
Audit Report No. 0442/2023

Valid from 09.07.2024
Valid until 08.07.2027

Bratislava, 09.07.2024


Certification Body at TÜV NORD CERT GmbH

TÜV NORD CERT GmbH
Am TÜV 1, 45307 Essen
www.tuev-nord-cert.com

TÜV®





Certificate



Management system as per
EN ISO 14001:2015

The Certification Body TÜV NORD CERT GmbH hereby confirms as a result of the audit, assessment and certification decision according to ISO/IEC 17021-1:2015, that the organization

EPSa-Elektronik & Präzisionsbau Saalfeld GmbH
Remschützer Straße 1
07318 Saalfeld
Germany

operates a management system in accordance with the requirements of EN ISO 14001:2015 and will be assessed for conformity within the 3 year term of validity of the certificate.

Scope

Development, manufacturing and selling of products of fine mechanics/electronic engineering and medicine devices.

Certificate Registration No. 44 104 25500003
Audit Report No. 0086/2025

Valid from 20.12.2025
Valid until 19.12.2028

Bratislava, 20.12.2025

Certification Body at TÜV NORD CERT GmbH

TÜV NORD CERT GmbH
Am TÜV 1, 45307 Essen
www.tuev-nord-cert.com

TÜV®





Certificate



Management system as per
EN ISO 14001:2015

The Certification Body TÜV NORD CERT GmbH hereby confirms as a result of the audit, assessment and certification decision according to ISO/IEC 17021-1:2015, that the organization

Semecs s.r.o.
Hlavná 1797/62
952 01 Vráble
Slovak Republic

with the locations according to the annex

operates a management system in accordance with the requirements of EN ISO 14001:2015 and will be assessed for conformity within the 3 year term of validity of the certificate.

Scope

Production of electric and electronic control modules for various applications.

Certificate Registration No. 44 104 021650
Audit Report No. 1120/2023

Valid from 21.10.2023
Valid until 20.10.2026
Initial certification 2002

Bratislava, 22.09.2025

Certification Body at TÜV NORD CERT GmbH

The annex (1 page) is the integral part of the certificate.

TÜV NORD CERT GmbH
Am TÜV 1, 45307 Essen
www.tuev-nord-cert.com



TÜV®





Certificate



Management system as per
EN ISO 14001:2015

The Certification Body TÜV NORD CERT GmbH hereby confirms as a result of the audit, assessment and certification decision according to ISO/IEC 17021-1:2015, that the organization

**SERO GmbH
Große Ahlmühle 9
76865 Rohrbach
Germany**

operates a management system in accordance with the requirements of EN ISO 14001:2015 and will be assessed for conformity within the 3 year term of validity of the certificate.

Scope

Manufacturing of assembled printed circuit boards, electronic modules and complete assemblies for measurement and control systems.

Certificate Registration No. 44 104 24 50 0024
Audit Report No. 0432/2023

Valid from 10.06.2024
Valid until 09.06.2027
Initial certification 2024

Bratislava, 10.06.2024

Certification Body at TÜV NORD CERT GmbH

TÜV NORD CERT GmbH
Am TÜV 1, 45307 Essen
www.tuev-nord-cert.com

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Certificate



Management system as per
EN ISO 45001:2023

The Certification Body TÜV NORD CERT GmbH hereby confirms as a result of the audit, assessment and certification decision according to ISO/IEC 17021-1:2015, that the organization

Semecs s.r.o.
Hlavná 1797/62
952 01 Vráble
Slovak Republic

with the locations according to the annex

operates a management system in accordance with the requirements of EN ISO 45001:2023 and will be assessed for conformity within the 3 year term of validity of the certificate.

Scope

Production of electric and electronic control modules for various applications.

Certificate Registration No. 44 126 021650
Audit Report No. 0480/2025

Valid from 30.09.2025
Valid until 29.09.2028
Initial certification 2019

Bratislava, 22.09.2025

Certification Body at TÜV NORD CERT GmbH

The annex (1 page) is the integral part of the certificate.

TÜV NORD CERT GmbH
Am TÜV 1, 45307 Essen
www.tuev-nord-cert.com



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Annex

to Certificate Registration No. 44 126 021650
EN ISO 45001:2023

Semecs s.r.o.
Hlavná 1797/62
952 01 Vrábľe
Slovak Republic

Certificate Registration No.	Location	Scope
44 126 021650-001	Semecs s.r.o. Hlavná 1797/62 952 01 Vrábľe Slovak Republic	Production of electric and electronic control modules for various applications.
44 126 021650-002	Semecs s.r.o. Horný Ohaj 467 952 01 Vrábľe Slovak Republic	Logistics, warehousing

End of the List

Bratislava, 22.09.2025

Certification Body at TÜV NORD CERT GmbH

Page 1 of 1

TÜV NORD CERT GmbH
Am TÜV 1, 45307 Essen
www.tuev-nord-cert.com

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Certificate

Management system as per
IATF 16949:2016
(1st edition, 2016-10-01)

Evidence of conformity with the above standard has been furnished and is certified for

Semecs s.r.o.
Hlavná 1797/62
952 01 Vráble
Slovak Republic

USI: L6MYT

Scope

Production of electric and electronic control modules

without product design responsibility (according to section 8.3)

with the remote support location(s) (RSL) and standalone remote support location(s) (SA-RSL(s))
according to appendix

IATF Registration No. 0525450
Certificate Registration No. 44 111 070800

Issue date: 2024-06-24
Expiry date: 2027-06-23



Visit our database to
verify the validity of
this certificate.

Essen, 2025-07-28

Certification Body at TÜV NORD CERT GmbH

This certification was conducted in accordance with the IATF „Rules for achieving and maintaining IATF recognition“.

TÜV NORD CERT GmbH
Am TÜV 1, D-45307 Essen
www.tuev-nord-cert.com



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Certificate

Appendix to IATF Registration No. 0525450
 Certificate Registration No. 44 111 070800

IATF 16949:2016
 (1st edition, 2016-10-01)

RSL and SA-RSL	Remote support location and standalone remote location (RSL and SA-RSL)	Function
SA-RSL	Solid Semecs GmbH Eisenbahnstraße 14/1 74821 Mosbach Germany USI: CHA22Y	Sales
SA-RSL	Solid Semecs BV Oostwijk 18 5406XT Uden Netherlands USI: YR5MEM	Engineering, Information Technology, Purchasing, Sales, Supplier Management
RSL	SERO Rohrbach Grosse Ahlmühle 9 76865 Rohrbach Germany USI: 3CCYCY	Purchasing, Strategic Planning, Supplier Management
SA-RSL	Semecs, s.r.o. Horný Ohaj 467 952 01 Vráble Slovak Republic USI: PWA5G3	Logistics, Warehousing

End of the List



Essen, 2025-07-28

Certification Body at TÜV NORD CERT GmbH

This certification was conducted in accordance with the IATF „Rules for achieving and maintaining IATF recognition“.

TÜV NORD CERT GmbH
 Am TÜV 1, D-45307 Essen
 www.tuev-nord-cert.com



Page 2 of 2

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Certificate



Management system as per
IATF 16949:2016
(1st edition, 2016-10-01)

Evidence of conformity with the above standard has been furnished and is certified for

SERO GMBH
Große Ahlmühle 9
76865 Rohrbach
Germany

USI: 3CCYCY

Scope

**Manufacturing of assembled printed circuit boards, electronic modules
and complete assemblies for measurement and control systems**

without product design responsibility (according to section 8.3)

with the remote functions according to appendix

IATF Registration No. 0502337
Certificate Registration No. 44 111 231854

Issue date: 2024-02-26
Expiry date: 2027-02-25



Visit our database to
verify the validity of
this certificate.

Essen, 2024-02-26

Certification Body at TÜV NORD CERT GmbH

This certification was conducted in accordance with the IATF „Rules for achieving and maintaining IATF recognition“.

TÜV NORD CERT GmbH
Am TÜV 1, 45307 Essen
www.tuev-nord-cert.com



02-IAO-QMC-01021

Page 1 of 2

A13F201 Rev. 03/12.23

TUVNORDGROUP



Certificate

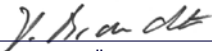
Appendix to IATF Registration No. 0502337
 Certificate Registration No. 44 111 231854

IATF 16949:2016
 (1st edition, 2016-10-01)

Remote Functions	Function
Solid Semecs BV Oostwijk 18 5406 XT Uden Netherlands	Purchasing Sales Supplier management
USI: YR5MEM	

End of the List

Essen, 2024-02-26



Certification Body at TÜV NORD CERT GmbH

This certification was conducted in accordance with the IATF „Rules for achieving and maintaining IATF recognition“.

TÜV NORD CERT GmbH
 Am TÜV 1, 45307 Essen
 www.tuev-nord-cert.com



02-IAO-QMC-01021

Page 2 of 2

A13F201 Rev. 03/12.23

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TUVNORDGROUP





Certificate



Management system as per
IATF 16949:2016
(1st edition, 2016-10-01)

Evidence of conformity with the above standard has been furnished and is certified for

Syncon EMS, LLC
2330 Commerce Park Dr NE
FL 32905 Palm Bay
USA

USI: CA2MPC

Scope

Production of electric and electronic control modules

without product design responsibility (according to section 8.3)

with the remote functions according to appendix

IATF Registration No. 0529128
Certificate Registration No. 44 111 240207

Issue date: 2024-07-09
Expiry date: 2027-07-08



Visit our database to
verify the validity of
this certificate.

Essen, 2024-07-09

Certification Body at TÜV NORD CERT GmbH

This certification was conducted in accordance with the IATF „Rules for achieving and maintaining IATF recognition“.

TÜV NORD CERT GmbH
Am TÜV 1, 45307 Essen
www.tuev-nord-cert.com



02-IAO-QMC-01021

Page 1 of 2

A13F201 Rev. 03/12.23

TÜV®



Certificate

Appendix to IATF Registration No. 0529128
 Certificate Registration No. 44 111 240207

IATF 16949:2016
 (1st edition, 2016-10-01)

Remote Functions	Function
Solid Semecs BV Oostwijk 18 5406XT Uden Netherlands USI: YR5MEM	Engineering Information technologies Purchasing Sales Supplier management
SERO GmbH Große Ahlmühle 9 76865 Rorbach Germany USI: 3CCYCY	Engineering Purchasing Sales Strategic planning Supplier management

End of the List

Essen, 2024-07-09 
 Certification Body at TÜV NORD CERT GmbH

This certification was conducted in accordance with the IATF „Rules for achieving and maintaining IATF recognition“.

TÜV NORD CERT GmbH
 Am TÜV 1, 45307 Essen
 www.tuev-nord-cert.com





CERTIFICATE



Management system as per
PN-EN ISO 13485:2016-04
Medical devices - Quality management systems - Requirements for regulatory purposes

In accordance with TÜV NORD Polska Sp. z o.o. procedures, it is hereby certified that

EPSa-Elektronik & Präzisionsbau Saalfeld GmbH
Remschützer Str. 1 07318 Saalfeld, Germany

applies a management system in line with the above standard for the following scope

Contract design, production of assembled PCB's and modules for medical devices.

Certificate Registration No. **AC090 MD/0043/6055/2025** Valid from **12-12-2025**
Audit Report No. **PL6055_MD/2025** Valid until **11-12-2028**

Lukasz Rorot

Certification Body
TÜV NORD Polska Sp. z o.o.

Katowice, 12-12-2025

This certification was conducted in accordance with the TÜV NORD Polska Sp. z o.o. auditing and certification procedures and is subject to regular surveillance audits.

Visit https://listareferencyjna.tuv-nord.pl/Lista_Referencyjna.php to validate certificate authenticity.

TÜV NORD Polska Sp. z o.o.

ul. Mickiewicza 29

40-085 Katowice

www.tuv-nord.pl



CERTIFICATE



Management system as per
PN-EN ISO 13485:2016-04
Medical devices - Quality management systems - Requirements for regulatory purposes

In accordance with TÜV NORD Polska Sp. z o.o. procedures, it is hereby certified that

Semecs s.r.o.
Hlavná 1797/62, 952 01 Vráble, Slovakia

with the location/site according to the annex

applies a management system in line with the above standard for the following scope

Production of electric and electronic control modules for medical applications.

Certificate Registration No. **AC090 MD/0023/3497/2025**
Audit Report No. PL3497_MD/2025

Valid from **14-05-2025**
Valid until **09-08-2026**



Manager of Certification Body
TÜV NORD Polska Sp. z o.o.

Katowice, 14-05-2025

This certification was conducted in accordance with the TÜV NORD Polska Sp. z o.o. auditing and certification procedures and is subject to regular surveillance audits.

Visit https://listareferencyjna.tuv-nord.pl/Lista_Referencyjna.php to validate certificate authenticity.

TÜV NORD Polska Sp. z o.o.

ul. Mickiewicza 29

40-085 Katowice

www.tuv-nord.pl





CERTIFICATE



Management system as per
PN-EN ISO 13485:2016-04
Medical devices - Quality management systems - Requirements for regulatory purposes

In accordance with TÜV NORD Polska Sp. z o.o. procedures, it is hereby certified that

Syncron EMS
2330 Commerce Park De NE # 6
FL32905 Palm Bay, United States

applies a management system in line with the above standard for the following scope

Contract production of electronic control modules for medical devices.

Certificate Registration No. **AC090 MD/0046/6045/2026** Valid from **03-01-2026**
Audit Report No. PL6045_MD/2025 Valid until **02-01-2029**

Barbara Lewandowska 2026.01.05
12:56:48 +01'00'

Certification Body Katowice, 03-01-2026
TÜV NORD Polska Sp. z o.o.

This certification was conducted in accordance with the TÜV NORD Polska Sp. z o.o. auditing and certification procedures and is subject to regular surveillance audits.

Visit https://listareferencyjna.tuv-nord.pl/Lista_Referencyjna.php to validate certificate authenticity.

TÜV NORD Polska Sp. z o.o. ul. Mickiewicza 29 40-085 Katowice www.tuv-nord.pl





CONFIRMATION

We confirm that the company

EPSa-Elektronik & Präzisionsbau Saalfeld GmbH
Remschützer Straße 1
DE - 07318 Saalfeld

has planned

at TÜV NORD Slovakia, s.r.o.

the terms of certification of Information security management system to standard
ISO/IEC 27001:2022 certification.

The planned terms of audits and consecutive certification will be carried out
by certified body TÜV NORD CERT until year 2026.

A handwritten signature in blue ink, appearing to be "P. H.", is written over a white rectangular background.

TÜV NORD Slovakia, s.r.o.
Certification Branch Office
of TÜV NORD CERT GmbH

Bratislava, 09.04.2026



Certificate



Management system as per
ISO/IEC 27001 : 2022

The Certification Body TÜV NORD CERT GmbH hereby confirms as a result of the audit, assessment and certification decision according to ISO/IEC 27006:2015/Amd.1:2020, that the organization

Semecs s.r.o.
Hlavná 1797/62
952 01 Vrábľe
Slovak Republic



with the locations according to the annex

operates a management system in accordance with the requirements of ISO/IEC 27001 : 2022 and will be assessed for conformity within the 3 year term of validity of the certificate.

Scope

**Production of electric and electronic control modules
for various applications.**

As per the Statement of Applicability of 27.05.2025, version 3.

Certificate Registration No. 44 121 021650
Audit Report No. 0477/2025

Valid from 02.09.2025
Valid until 01.09.2028
Initial certification: 2019

Bratislava, 23.07.2025

Certification Body at TÜV NORD CERT GmbH

The annex (1 page) is the integral part of the certificate.

TÜV NORD CERT GmbH
Am TÜV 1, 45307 Essen
www.tuev-nord-cert.com



TÜV





TISAX® ASSESSMENT

TISAX is an assessment and exchange mechanism for the information security of enterprises and allows recognition of assessment results among the participants.

This document is valid until **21.11.2028**

Semecs, s.r.o.

L9KVF8

Hlavna 1797/62, 952 01, Vrable, Slovakia

TISAX® Assessment Scope S10N34

Scope Type: Standard Scope 2.0.1

The Scope comprises all processes and involved resources at the sites defined below that are subject to security requirements from partners in the automotive industry. Involved processes and resources include collection of information, storage of information and processing of information.

TISAX® Assessment Objectives

*Protection of Prototype Parts and Components
Very High Availability
Strictly Confidential*

TISAX® Assessment Information

ASSESSMENT-ID	Report Issuance Date
AN3TW5-1	24.11.2025



This document has been issued by ENX Association and certifies that a TISAX® Assessment has been conducted and has yielded results that can be seen under the link mentioned below. TISAX® and TISAX® results are not intended for general public and only visible for authorized TISAX® Participants.

enx.com/TISAX/tisaxassessmentresults

www.enx.com





CONFIRMATION

We confirm that the company

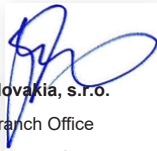
EPSa-Elektronik & Präzisionsbau Saalfeld GmbH
Remschützer Straße 1
DE - 07318 Saalfeld

has planned

at TÜV NORD Slovakia, s.r.o.

the terms of certification of quality management system to standard
EN ISO 9100:2018 certification.

The planned terms of audits and consecutive certification will be carried out
by certified body TÜV NORD CERT until year 2026.



TÜV NORD Slovakia, s.r.o.
Certification Branch Office
of TÜV NORD CERT GmbH

Bratislava, 09.04.2026



Semecs S.r.o.

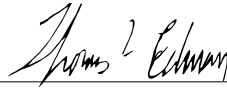
is a Global Electronics Association member in good standing,
entitled to the full benefits of such membership,
subject to the rules and regulations of the Association.

In witness whereof, we have caused this certificate
to be executed by the duly authorized Officers of the Association.

Membership number 1522924

Valid to 3/31/2027

Member since 4/1/2015



Global Electronics Association Chairman of the Board



Global Electronics Association President and CEO



TOP 10 2018
firiem regiónu



Semecs, s.r.o.
IČO: 34139303

6. miesto
v rebríčku najzarevsích firiem
v nitrianskom regióne za rok 2018 v kategórii:
Zahraničná spoločnosť s obrátom 2 – 10 miliónov eur

Vyhlasovateľ rebríčka:

**HN HOSPODÁRSKE
NOVINY**



Marcela Šimková
šéfredaktorka Hospodárskych novín

Generálny partner Odborný garant Odborný a dátový partner

 **UniCredit Bank** **Deloitte.**  **Bisnode**







Ausbildungsbetrieb 2023

Der Ausbildungsbetrieb

SERO GmbH

in Rohrbach

leistet mit der qualifizierten Ausbildung
junger Menschen einen entscheidenden
Beitrag für die Entwicklung
der pfälzischen Wirtschaft
und zukunftsweisender Innovationen.

Industrie- und Handelskammer
für die Pfalz



Präsident

Hauptgeschäftsführer



Urkunde

SERO GMBH

Dualer Partner der
Dualen Hochschule Baden-Württemberg
Karlsruhe

im Studiengang

Elektrotechnik



Prof. Edgar Bohn
Vorsitzender Örtlicher Hochschulrat

Karlsruhe, den 27. August 2019



Prof. Dr.-Ing. Stephan Schenkel
Rektor





ZERTIFIKAT

Die Bundesagentur für Arbeit zeichnet
die EPSa GmbH
Elektronik & Präzisionsbau Saalfeld GmbH

für das hervorragende Engagement
in der Ausbildung aus und verleiht
das offizielle Zertifikat für Nachwuchsförderung
2018

Holger Bock, Vorsitzender der Geschäftsführung der Agentur für Arbeit Jena

 **Bundesagentur für Arbeit**
bringt weiter.





**VÝROBNÝ ZÁVOD SEMECS
NOVOSTAVBA
VRÁBLE, HLAVNÁ 1797**

AUTOR ARCHITEKTONICKÉHO RIEŠENIA:
HANS JANSEN

PROJEKTANT ARCHITEKTONICKEJ ČASTI:
AIA S. R. O.

PROJEKTANT – STATIKA STAVBY:
ING. ALOJZ BOJDA

HLAVNÝ ZHOTOVITEL:
VION, A. S.

HLAVNÝ STAVBYVEDÚCI:
ING. MARTIN GÁLIK

STAVEBNÍK:
SEMECS, S. R. O.

DOZORNÁ ČINNOSŤ:
PETER BÁNYI

LEHOTA VÝSTAVBY:
08/2011 – 06/2012

**POROTOU S MEDZINÁRODNOU ÚČASŤOU UDELENÁ
CENA TECHNICKÉHO A SKÚŠOBNÉHO ÚSTAVU
STAVEBNÉHO, N. O. ZA OPTIMÁLNE POUŽITIE
PROGRESÍVNYCH STAVEBNÝCH MATERIÁLOV,
VÝROBKOV ALEBO SYSTÉMOV V STAVBE**

XIX. ROČNÍK CELOŠTÁTNEJ SÚŤAŽE STAVBA ROKA 2013





Conflict Minerals Policy Statement

SERO EMS Group is committed to responsible business conduct and supports international efforts to prevent the use of minerals that directly or indirectly finance armed conflict or contribute to serious human rights abuses.

This policy is aligned with applicable regulatory frameworks and internationally recognized guidance, including Regulation (EU) 2017/821 and the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.

SERO EMS Group operates as an electronics manufacturing services provider and manufactures products strictly in accordance with customer-provided specifications and Bills of Materials. The company does not source raw minerals or metals directly.

Based on its position in the supply chain, SERO EMS Group relies on information provided by its customers and suppliers regarding the presence and origin of conflict minerals, including tantalum, tin, tungsten, and gold (3TG). The company cooperates with its supply chain to support transparency and responsible sourcing.

Where required by customers or applicable regulations, SERO EMS Group supports the exchange of conflict minerals information using recognized industry reporting tools, such as the Responsible Minerals Initiative Conflict Minerals Reporting Template (CMRT).

For questions regarding Conflict Minerals compliance, please contact: info@seroemsgroup.com

April 2026





REACH Policy Statement

SERO EMS Group is committed to complying with all applicable legal requirements related to chemicals management, including Regulation (EC) No 1907/2006 (REACH).

As a manufacturer and supplier of articles, SERO EMS Group does not manufacture or place substances or mixtures on the market, nor are substances intentionally released from our articles under normal or reasonably foreseeable conditions of use.

SERO EMS Group monitors the Substances of Very High Concern (SVHC) Candidate List published by the European Chemicals Agency (ECHA) and cooperates with its supply chain to obtain relevant material compliance information. This is an ongoing process, as the SVHC Candidate List is regularly updated.

Where applicable, and based on information received from our suppliers and customers, SERO EMS Group supports compliance with REACH communication obligations, including Article 33 requirements and SCIP database notifications.

As SERO EMS Group manufactures products according to customer-provided specifications and Bills of Materials, we rely on our customers and suppliers to provide accurate and up-to-date material compliance declarations. Customers are therefore requested to ensure that all specified components and materials comply with applicable REACH requirements.

For any questions regarding REACH compliance, please contact: info@seroemsgroup.com

April 2026

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www.seroemsgroup.com
+ 31 413 339 600





RoHS Policy Statement

SERO EMS Group is committed to complying with all applicable legal requirements related to the restriction of hazardous substances, including Directive 2011/65/EU (RoHS) and its amendments.

As a manufacturer and supplier of electronic articles, SERO EMS Group manufactures products strictly in accordance with customer-provided specifications and Bills of Materials. Based on information received from our suppliers and customers, we support compliance with applicable RoHS substance restrictions.

SERO EMS Group relies on its supply chain to provide accurate and up-to-date material declarations confirming conformity with RoHS requirements. Compliance activities are maintained as an ongoing process in line with regulatory updates.

For RoHS-related questions, please contact: info@seroemsgroup.com

April 2026

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www.seroemsgroup.com



Energetický štítok

vydaný podľa zákona č. 555/2005 Z. z. o energetickej hospodárnosti budov
a o zmene a doplnení niektorých zákonov v znení neskorších predpisov
č. 242494/2023/93/016712008/EŠ

Názov budovy: **Výrobný závod Semecs**
 Ulica, číslo: **Hlavná 1797**
 Obec: **Vráble**
 Okres: **Nitra**
 Účel spracovania: **Predaj**



Celková podlahová plocha v m²: **8099,3**
 Rok kolaudácie budovy: **2013**
 Posledná významná obnova: **- - -**

Hodnotenie jednotlivých miest spotreby

Potreba energie na vykurovanie: **C**
 Potreba energie na prípravu teplej vody: **B**
 Potreba energie na chladenie a vetranie: **A**
 Potreba energie na osvetlenie: **A**

Parc. č.: **434/2,65,66,67**
 Katastrálne územie: **Vráble**

Podiel celkovej podlahovej plochy:
8 - budova pre veľkoobchod alebo maloobchod 75,0%
3 - administratívna budova 25,0%

ENERGETICKÁ HOSPODÁRNOSŤ BUDOV

Kategória budovy: 9 - ostatné budovy vrátane budov so zmiešaným účelom využitia	Celková potreba energie kWh/(m ² .a)	Primárna energia kWh/(m ² .a)
Verejná budova: <input type="checkbox"/>		
Globálny ukazovateľ - primárna energia:	124	151
Vysoká energetická hospodárnosť		A1
A0⁺ / A0 / A1 / A		
B	B	
C		
D		
E		
F		
G		
Energeticky nehospodárna		
Normalizované hodnotenie:		<input checked="" type="checkbox"/>
Prevádzkové hodnotenie:		<input type="checkbox"/>
Minimálna požiadavka 0,5 R _f :	97	191
Typická budova R _g :	383	764

Nameraná spotreba energie na vykurovanie v kWh/(m².a)

Rok	2022	2021	2020	Priemer
Spotreba energie na vykurovanie v kWh/(m ² .a)	214	269	309	264,00

Podiel energie z obnoviteľných zdrojov na mieste

Obnoviteľný zdroj na výrobu tepla na vykurovanie a/alebo chladenie:
 Obnoviteľný zdroj na ohrev teplej vody:
 Spôsob výroby elektriny z obnoviteľného zdroja: fotovoltika 396 ks panelov /roz.m. jedného 1x1,65 m/
 Odvádzaná/uskladňovaná energia z obnoviteľného zdroja (druh) v kWh/(m².a):
 Rekuperácia tepla (druh a účinnosť v %): žiadna

143

Emisie CO₂ v kg/(m².a)

0 10 20 30 40 50 60 70 80 90 100 >110


Návrh opatrení na zlepšenie energetickej hospodárnosti budovy

Obvodový plášť: bez úprav
 Strecha: bez úprav
 Podlaha: prídavná tepelná izolácia z XPS hr. 50 mm
 Otvorové konštrukcie: bez úprav
 Vykurovanie: bez úprav
 Príprava teplej vody: bez úprav
 Chladenie/vetranie: bez úprav
 Osvetlenie: Bez navrhovaných úprav.
 Obnoviteľné zdroje energie:
 Iné:

Predchádzajúci certifikát č. - - - - -

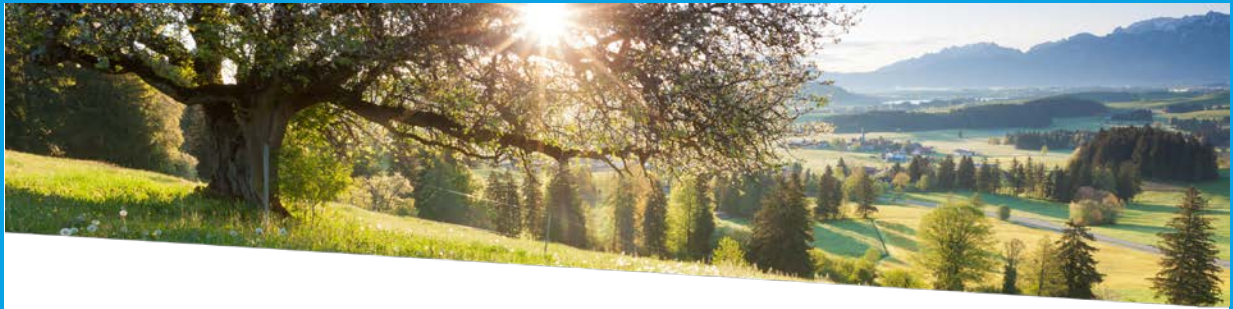
Dátum vyhotovenia: **6. 7. 2023** Platnosť najviac do: **6. 7. 2033**

Meno a priezvisko oprávnenej osoby: **Ing. Milan Koniar**
 Obchodné meno a sídlo: **Architektonická kancelária Csanda-Piterka s.r.o., Riečna 2, 949 01 Nitra**
 iČo: 36362468 DIČ: 2022192139
 Kontakt: **0421376503217, koniar@csanda-piterka.sk**



Podpis a pečiatka





ÖKOSTROMZERTIFIKAT

Zertifikat Nr. 2026-8465-0001



Hiermit bestätigen wir der
EPSa GmbH
Remschützer Straße 1
in 07318 Saalfeld

In Kooperation mit:



den Bezug von Ökostrom ausschließlich aus Anlagen erneuerbarer Energien mit den gesetzlich vorgesehenen Umweltstandards.

Die Ökostrom-Herkunftsnachweise stammen aus Anlagen, die die gesetzlich vorgesehenen Umweltstandards erfüllen und die an das europäische Stromnetz angeschlossen sind. Sie entsprechen dem geprüften Kriterienkatalog ÖKOSTROM der KlimalInvest Green Concepts GmbH.

Für den Strombezug aus erneuerbaren Energien in Höhe von 1.138 MWh erfolgt eine fortlaufende Entwertung der Ökostrom-Herkunftsnachweise im Zeitraum vom 01. Januar 2026 bis zum 31. Dezember 2026.

Bei der Erzeugung der Strommenge werden bis zu 339 Tonnen CO₂ weniger an die Atmosphäre abgegeben als beim durchschnittlichen, deutschen Strommix zum Zeitpunkt der Zertifikaterstellung. Hinzu kommt die jeweilige CO₂-Kompensation der Vorkettenemissionen der erneuerbaren Energieanlagen in Höhe von voraussichtlich 11,8 Tonnen gemäß Produkt-Kriterienkatalog.

Die Entwertung gem. § 30 der Herkunfts- und Regionalnachweis-Durchführungsverordnung wird über das Ökostrom-Herkunftsnachweisregister des Umweltbundesamtes durchgeführt und bestätigt.

Jobst Jenckel
KlimalInvest
Green Concepts GmbH



Version 2 vom 15.09.2025

Weitere Informationen unter: www.klima-invest.de · KlimalInvest Green Concepts GmbH



greenPOWER certificate

Awarded to:

Semecs, s.r.o.
Hlavná 1797, 95201 Vráble
IČO: 34139303

greenPOWER is a Stredoslovenská energetika, a. s. certificate that confirms that the total volume of electricity delivered in this period is entirely produced from renewable energy generation, and thus supports projects aimed at social and environmental responsibility.

Period:

1. 1. 2026 – 31. 12. 2026

Stredoslovenská energetika, a. s. is a modern energy supplier that is aware of its environmental responsibility. It is therefore our long-term objective to support energy efficiency, the rational use of electricity, and increasing the generation of electricity from renewable sources (water, wind, solar, geothermal, biomass, biogas, etc.).

Zilina, 7.1.2026



Ing. Patrik Vicenec
Director of section
Sales to B2B customers



As an environmentally
responsible company
we use 100 % recycled paper.



tel.: +421 41 519 11 11



sse@sse.sk



www.sse.sk



Stredoslovenská energetika, a. s.
Pri Rajčianke 8591/4B, 010 47 Žilina

Id. No.: 51 865 467, VAT No.: SK2120814575, Tax ID: 2120814575, IBAN: SK91 0200 0000 0000 0070 2432, BIC: SUBASKBX, Stredoslovenská energetika, a. s. is registered in the Business Register of the District Court Žilina, Section: Sa, Insert No.: 10328/L
www.sse.sk



Wir beziehen



Zertifikat

für die Belieferung mit
„Komfortstrom Klima Natur“

an

SERO GmbH
Große Ahlmühle 9
76865 Rohrbach

Lieferzeitraum 01.01.2026 - 31.12.2026

Angebots-ID: A-BUDU-1

Der Grünstrom stammt vollständig aus umweltschonenden Wasserkraftanlagen und wird in das europäische Verbundnetz eingespeist.

Zur eindeutigen Identifikation der Erzeugungsanlagen ist der Grünstrom mit Herkunftsnachweisen belegt, die die EU-Richtlinie 2009/28/EG erfüllen.

Das Grünstromprodukt „Klima Natur“ ist auf Basis der VdTÜV-Basisrichtlinie „Ökostromprodukte“ Merkblatt 1304 vom TÜV NORD CERT GmbH zertifiziert und wird einer jährlichen Prüfung unterzogen.

Vattenfall Real Estate Energy Sales GmbH
Hildegard-Knef-Platz 2
10829 Berlin

Berlin, den 24.07.2025

Karsten Kranewitz
Director Real Estate Energy Sales



VATTENFALL



GHG Protocol Report Summary



EPSA
 Remschutzer Strasse 1
 D-07318 Saalfeld
 Sales Tax ID No. DE 150 518 462

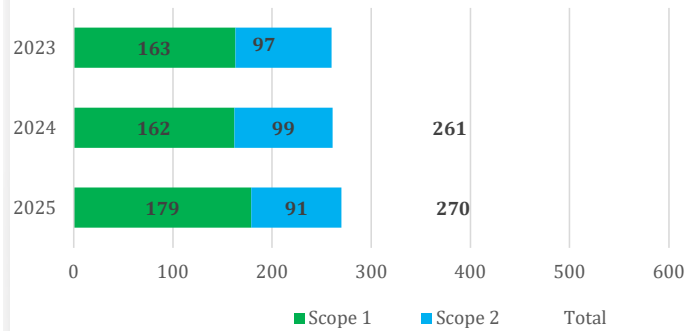
Borders: SERO
Reported year: 2025
Reference Year: 2025
Calculated: 2026/02
Ref: 2025/12/31

	t CO2e	%
Scope 1	179	66 %
Scope 2	91	34 %
Total	270	100 %

The carbon footprint audit of the EPSA was performed according to the GHG Protocol, which is the most widely used standard for calculating carbon footprints worldwide. The calculation includes scope under Scope 1 (Direct GHG emissions) and Scope 2 (Indirect emissions from electricity and heat purchases).

The total carbon footprint of the EPSA for 2025 is 270t CO₂e corresponding to an annual ratio of 1,52t CO₂e/employee and 7,32t CO₂e/ million euro of turnover.

Epsa scope 1&2



Entity	Total emissions [t CO2e]	Emissions/FTE [t CO2e/FTE]	Emissions/turnover [t CO2e/ million euro]
EPSA	270	1,52	7,32
SERO EMS Group	1026	0,98	4,76



GHG Protocol Report Summary



Semecs s.r.o.
 Hlavná 1797/62, 952 01 Vrable
 Slovakia
 ID: 27566242

Borders: Semecs s.r.o.
Reported year: 2025
Reference Year: 2025
Calculated: 2026/02
Ref: 2025/12/31

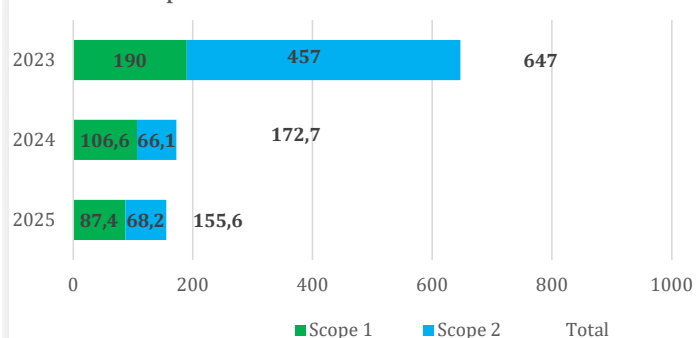
	t CO2e	%
Scope 1	87,35	56,2 %
Scope 2	68,15	43,8 %
Total	155,5	100 %

The carbon footprint audit of the Solid Semecs was performed according to the GHG Protocol, which is the most widely used standard for calculating carbon footprints worldwide. The calculation includes scope under Scope 1 (Direct GHG emissions) and Scope 2 (Indirect emissions from electricity and heat purchases).

The total carbon footprint of the Solid Semecs with production plant Semecs s.r.o. for 2025 is 155,5t CO₂e corresponding to an annual ratio of 0,31t CO₂e/employee and 1,61 t CO₂e/ million euro of turnover.

In the period 2023 - 2025, Semecss carbon footprint decreased from 647t CO₂e to 155,5t CO₂e

Semecs scope 1&2



Entity	Total emissions [t CO2e]	Emissions/FTE [t CO2e/FTE]	Emissions/turnover [t CO2e/ million euro]
SEMECS	155,5	0,31	1,61
SERO EMS Group	1026	0,98	4,76



GHG Protocol Report Summary



The carbon footprint audit of the SERO EMS Group was performed according to the GHG Protocol, which is the most widely used standard for calculating carbon footprints worldwide. The calculation includes scope under Scope 1 (Direct GHG emissions) and Scope 2 (Indirect emissions from electricity and heat purchases). The SERO EMS Group consists of three entities. Semecs, SERO and Synchron. At the customer's request, a fourth entity, Semecs-offices, was created and counted separately to better represent the emissions from production.

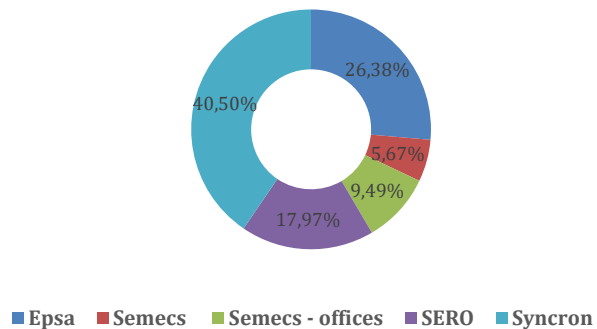
The total carbon footprint of the SERO EMS Group for 2025 is 1026t CO₂e corresponding to an annual ratio of 0,99t CO₂e/employee and 4,76t CO₂e/ million euro of turnover.

Semecs s.r.o.
Hlavná 1797/62, 952 01 Vrable
Slovakia
ID: 27566242

Borders: SERO EMS Group
Reported year: 2025
Reference Year: 2025
Calculated: 2026/02
Ref: 2025/12/31

	t CO ₂ e	%
Scope 1	451	44 %
Scope 2	575	56 %
Total	1026	100 %

Entities share of total emissions in 2025



Entity	Total emissions [t CO ₂ e]	Emissions/FTE [t CO ₂ e/FTE]	Emissions/turnover [t CO ₂ e/ million euro]
SEMECS	155,5	0,31	1,61
SYNCRON	416	5,46	55,3
SERO	184,38	0,66	2,42
EPSA	270	1,52	7,32
SERO EMS Group	1026	0,98	4,76



GHG Protocol Report Summary



SERO
 Grosse Ahlmühle 9
 D-76865 Rohrbach
 Sales Tax ID No. DE 815 807 459

Borders: SERO
Reported year: 2025
Reference Year: 2025
Calculated: 2026/02
Ref: 2025/12/31

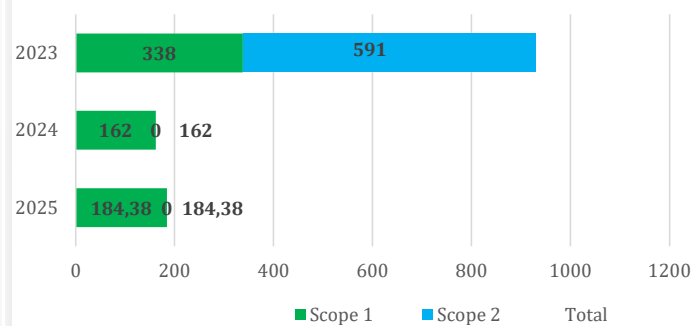
	t CO2e	%
Scope 1	184,38	100 %
Scope 2	0	0 %
Total	184,38	100 %

The carbon footprint audit of the SERO was performed according to the GHG Protocol, which is the most widely used standard for calculating carbon footprints worldwide. The calculation includes scope under Scope 1 (Direct GHG emissions) and Scope 2 (Indirect emissions from electricity and heat purchases).

The total carbon footprint of the SERO for 2025 is 184,38t CO₂e corresponding to an annual ratio of 0,66t CO₂e/employee and 2,42t CO₂e/ million euro of turnover.

In the period 2023 - 2025, SERO's carbon footprint decreased from 994 t CO₂e to 184,38 t CO₂e

SERO scope 1&2



Entity	Total emissions [t CO2e]	Emissions/FTE [t CO2e/FTE]	Emissions/turnover [t CO2e/ million euro]
SERO	184,38	0,66	2,42
SERO EMS Group	1026	0,98	4,76



GHG Protocol Report Summary



Synchron
2330 Commerce Park Dr NE
Palm Bay, FL 32905, USA.

Borders: Synchron
Reported year: 2025
Reference Year: 2025
Calculated: 2026/02
Ref: 2025/12/31

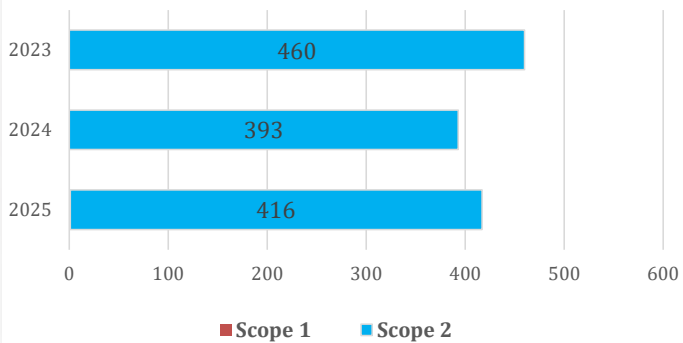
	t CO2e	%
Scope 1	0	0%
Scope 2	416	100 %
Total	416	100 %

The carbon footprint audit of the Synchron was performed according to the GHG Protocol, which is the most widely used standard for calculating carbon footprints worldwide. The calculation includes scope under Scope 1 (Direct GHG emissions) and Scope 2 (Indirect emissions from electricity and heat purchases).

The total carbon footprint of the Synchron for 2025 is 416t CO₂e corresponding to an annual ratio of 5,46 CO₂e/employee and 55,3 t CO₂e/ million euro of turnover.

In the period 2023 - 2025, Synchron's carbon footprint decreased from 460t CO₂e to 416t CO₂e

Synchron scope 1&2



Entity	Total emissions [t CO2e]	Emissions/FTE [t CO2e/FTE]	Emissions/turnover [t CO2e/ million euro]
Synchron	416	5,46	55,3
SERO EMS Group	1026	0,89	4,76

