

Management System Guideline - an integrated approach –

Weidmüller Corporate Policy Excerpts

Version: 1.0

This document is part of Weidmüller's management documentation and has been approved for publication to our customers and partners.

1. Leadership and commitment of the board

The basis for the actions of the Executive Board is Weidmüller's corporate policy, which is coordinated and formulated with the owner family. Strategic goals are planned and implemented via the divisions in the corporate context (identification of the relevant internal/external interested parties, the associated opportunities and risks).

In 2025, the time had finally come. The Weidmüller vision, which had been eagerly awaited by all employees for a long time

Vision

“We want to be ‘top of mind’ for industrial connectivity with innovative solutions.”

Strategy

“Connecting 2morrow – The Weidmüller strategy for the future”



were communicated and presented to all employees.

Implementation is being driven by six levers, each of which leads to functional strategies. The individual levers are shown in the strategy wheel opposite.

This means that the implementation of the strategy and the achievement of its goals have been deliberately placed on a broad foundation and actively involve all areas of Weidmüller.

1.1 Weidmüller corporate values, policy and objectives

Whether automotive manufacturing, power generation or water treatment - hardly any industry today can do without electronics and electrical connection technology. At the same time, in an internationalized world by technological change, the complexity of requirements from new markets is rapidly increasing.

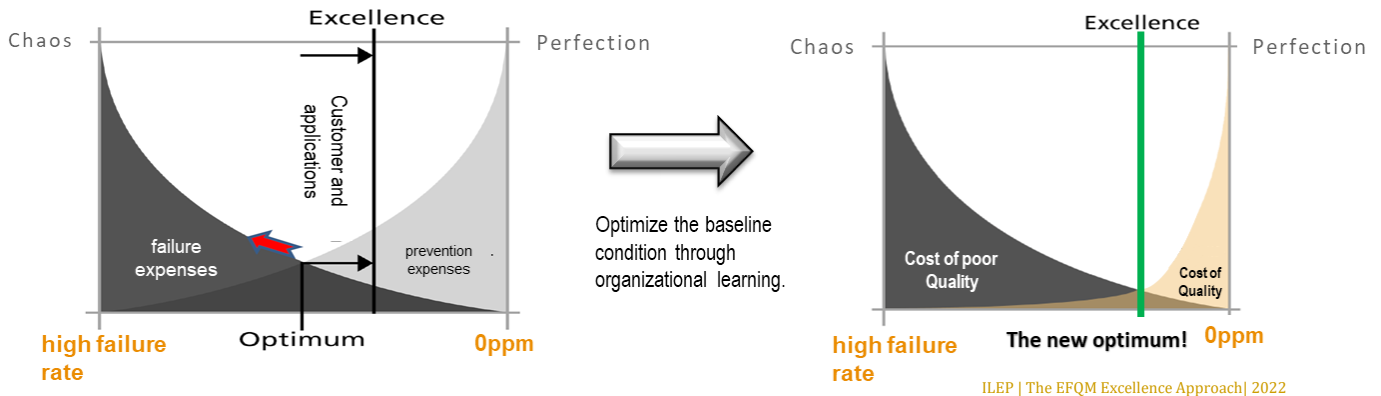
New, more diverse challenges have to be mastered, the solution cannot be found in high-tech products alone. Connectivity, be it of energy, signals and data, of requirement and the solution or of theory and practice, are the key. Industrial Connectivity needs connections. That is exactly what we stand for.

The corporate policy became the following policies on quality, occupational health and safety, as well environment and energy. In addition, where required, there are further explanations of the standards listed under point 2.

5.2 Quality policy

The basis of the corporate policy is Weidmüller's defined basic corporate values from which the quality policy is derived. Therefore, the quality policy has always been firmly anchored in the company policy.

Weidmüller is committed to quality in everything we do and in all aspects that the customer perceives. Each individual is responsible for quality and creates quality. This is Weidmüller's path to excellence!



The fundamental statements on Weidmüller's quality policy are listed below:

- Weidmüller is committed to excellent quality and compliance with legal requirements in all matters. Strategies and actions are consistently aligned with the customer and their requirements. This applies to the initial perception of the Weidmüller brand through to the product quality and reliability of the products and services.

Essential components of this are our development and innovation quality. The main elements of Weidmüller's product quality are in our quality-oriented innovation and our mastered production processes.

- Weidmüller delivers on time and reliably. Delivery quality is achieved through the fulfillment of on-time deliveries according to customer requirements on the requested and confirmed date, delivery of the correct goods and quantity, packaging (damage, labeling, etc.). For this purpose, we use effective and efficient processes, which are realized by competent and quality-conscious employees.

Service quality is evaluated by the expected and defined service performance, meaning service lead times, service availability (pre-sales, sales, after sales) and the scope of service.

- The experience and satisfaction of our employees are the benchmark for our success. When a mistake has been made, the most important questions are "why and wherefores" and not "who". This is the only way that Weidmüller can demonstrably learn from it and improve.
- The Weidmüller Management System with its guidelines, process descriptions and standards as well as the associated IT systems is one of Weidmüller's key factors for sustainable growth. These are subject to constant optimization and standardization.

In order to continuously develop the systems and its organization, the annual quality targets are derived from them. These are our top Q-KPIs and task-related targets of the Weidmüller Group.

They are implemented using the defined five elements of Weidmüller's corporate quality.

- **PQM - Product Quality Management**
- **MQM - Manufacturing Quality Management**
- **SQM - Supplier Quality Management**
- **CQM - Customer Quality Management**
- **QM - Integrated Quality Management System & Business Process Management (BPM)**



In addition to this, “WE Lead” (Weidmüller employees lead Weidmüller) was created as a program to meet the demands of digitalization, fast-paced and dynamic markets, growth, and the associated complexity, and to promote cooperation and communication at all levels.

Moderated dialogue sessions bring employees together in their teams to exchange values and experiences and promote the necessary awareness of “WE Lead.”

1.3 EHS policy

- We comply with applicable legal rules, regulations and internal requirements to protect people and the environment.
- We work in a preventive and risk-conscious manner and set ourselves appropriate goals. We achieve these goals through committed employees in close cooperation with customers and partners.
- Personal behaviour is the driving force behind the achievement of our goals. We actively assume responsibility and act accordingly.
- We maintain transparency in all our actions and promote public dialogue.

1.3.1 Environmental and energy policy

Our environmental and energy management certified according to DIN EN ISO 14001 and DIN EN ISO 50001 is an integral part of Weidmüller's holistic management system in certified legal entities.

We derive the demands of our environmental and energy-related standards directly from the specifications of our corporate strategy in which Weidmüller permanently positions itself as a leading supplier for the electrical connection, transmission, conditioning and processing of energy, signals and data in an industrial environment.

Weidmüller has defined important core issues whose interaction leads to the fact that our ecological claim is incorporated into all corporate divisions and thus our objectives are achieved.

- **Weidmüller acts responsibly**

Acting responsibly in terms of society, the environment and energy is a pillar of our corporate culture. Consequently, we are committed to preserving resources, identifying environmental impacts at an early stage, preventing accidents and their implications, using energy resources as efficiently as possible and continuously reducing the consumption of energy in all our activities.

- **Acting in accordance with the law has top priority**

Weidmüller complies with all the provisions and requirements of environmental and energy legislation. We operate in line with legal provisions wherever they have been put in place. Thus, we always act in accordance with current legislation, standards and provisions and thereby achieve the highest possible degree of legal security.

- **Thinking sustainably from development to disposal**

Environmental and energy considerations start with the product idea. As a result, we research and evaluate the impact of planned activities on the environment and on energy consumption at an early stage, i.e. starting with product development. This applies both to modified customer requirements as well as the introduction of new company processes and procedures. In doing so we take account of the whole product lifecycle, right through to disposal or recycling.

- **Continuous improvement is part of the program**

By formulating goals and measures we are committed to improving our environmental protection performance and using energy efficiently on an ongoing basis. Weidmüller provides the resources required to maintain continuous improvement.

- **Employee integration and training**

Our environmental and energy management specialists provide training for Weidmüller employees on a regular basis, with the aim of improving their awareness and skills. All employees can access our environmental and energy management documentation at any time via the Weidmüller intranet.

- **Environmental protection and optimized energy use in production**

When planning new procedures or process enhancements we place great value on the use of cutting-edge technologies and take every opportunity to prevent noise and emissions pollution. Using energy efficiently is a matter of course for us and something we aim to constantly and actively improve. We try to avoid, minimize or recycle waste.

- **Keeping third parties informed**

We publish our environmental and energy policy on our website, where it can be viewed at any time by interested parties (customers, authorities, suppliers, etc.). We agree preventive action and countermeasures concerning threats to the environment with the relevant authorities.

- **Efficiency checks**

We monitor and assess our environmental protection and energy efficiency criteria through regular internal and external audits and use the evaluations to define new environmental and energy goals.