

## STATEMENT OF PRINCIPLES

We have decided to voluntarily formulate a declaration of principle based on the requirements of the Act on Corporate Due Diligence Obligations in Supply Chains on our human rights and environmental activities.

GEMAC Chemnitz GmbH has always been committed to ecologically and socially responsible corporate management.

We expect the same behavior from all our suppliers. Our expectations of human rights and environmentally compatible behaviour are communicated within the framework of contracts and audits.

We also require our employees to observe the principles of ecological, social and ethical behaviour and thus actively integrate them into the corporate culture.

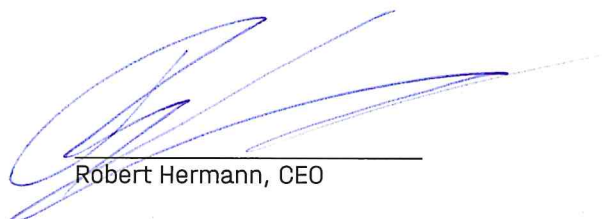
Furthermore, we strive to continuously optimize our business activities and our services in terms of sustainability. We call on our suppliers and service providers to contribute to this in the sense of a holistic approach.

If we detect violations of a human rights or environmental obligation, we discuss possible appropriate remedial measures in the management team and take appropriate steps to minimize or remedy the extent of the violation.

Through our internal complaints procedure, employees can point out human rights and environmental risks in the company or at suppliers. (whistleblower procedure).

Our corporate social responsibility (CSR) and its presentation are based on international and national standards.

Chemnitz, 16 September 2025



Robert Hermann, CEO

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#### Address

GEMAC Chemnitz GmbH  
Zwickauer Straße 227  
D-09116 Chemnitz  
Germany

#### Contact

Phone: +49 371 3377-0  
Fax: +49 371 3377-199  
Email: [info@gemac-chemnitz.de](mailto:info@gemac-chemnitz.de)  
Web: [www.gemac-chemnitz.com](http://www.gemac-chemnitz.com)

#### Management

Robert Hermann  
VAT No: DE815709706  
Tax. No: 215/109/05854  
Commercial register: HRB 31088 Chemnitz  
WEEE Number: DE86929069

#### Bank details

Ostsächsische Sparkasse  
IBAN: DE24 8505 0300 0221 1345 49  
BIC: OSDDDE33XXX  
HypoVereinsbank  
IBAN: DE26 8702 0086 0041 0494 99  
BIC: HYVEDE33XXX