Our Corporate Policy

1 Introduction and Context

The Ventilatorenfabrik Oelde GmbH and all our subsidiaries (Venti Oelde Group) share the common **corporate purpose**: 'Moving air for our common future.'

Our mission is to provide tailored air engineering solutions with end-to-end support, empowering our global partners to achieve clean, reliable and efficient operations.

On this journey, **our vision statement** provides us with guidance. A core element of it are **our three values**:

- We get things done – with passion and an uncompromising commitment to quality for best solutions.
- We unlock new potential – with courage and conviction.
- We are dependable and always stand up for each other.

Furthermore, the mission statement includes **principles** in six areas: Customers, People, Quality & Innovation, Finances, Partnerships, and Internationality, which define the framework for our global business activities. These form the core content of this **corporate policy**, which is complemented by our **Code of Conduct**.

2 Our operating guardrails

The alignment of our organization with the expectations of our customers and other stakeholders is the foundation of our business. Within that sustainability is a central component of our corporate strategy. Clear objectives and guidelines for quality, environmental protection as well as occupational health and safety shape our actions. Compliance with legal and regulatory requirements, as well as the provision of safe and health-conscious working conditions and products, is an absolute commitment for us. Our actions are based on clear ethical values and principles, particularly integrity, honesty, and respect for human dignity. These principles are guided by the Universal Declaration of Human Rights of the United Nations, the OECD Guidelines for Multinational Enterprises, the core labor standards of the International Labour Organization (ILO), and the UN Guiding Principles on Business and Human Rights. They are firmly embedded in our Code of Conduct. We strive for holistic collaboration between all internal and external stakeholders involved in our company's processes and services.

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The management supports and fosters a culture within our company that promotes the actions and results of the integrated management system. This includes providing necessary resources, ensuring employee qualifications, and maintaining a trustworthy communication and information flow within the company to enable all involved parties to confidently meet the requirements placed upon them.

Leaders take responsibility for the duties entrusted to them and set an example in the implementation of quality, environmental protection, occupational safety, and health protection.

Employees are actively involved in processes to promote quality, environmental protection, as well as product and occupational safety. Risks are identified early and mitigated or eliminated through appropriate measures. Everyone in the company has the obligation to report or eliminate identified deficiencies and hazards, and to minimize risks, without fear of retaliation.

Customers with their requirements and expectations are at the center of our efforts to understand and support them globally. We strive for long-lasting, trust-based partnerships. Our added value comes from our technically suitable solutions, our quality, and the reliable performance of our products. Through high technical competence, the consistent fulfillment of all commitments, our accessibility, and pragmatic problem-solving, we aim to continuously increase our customers' satisfaction. Through our services, we want to make a significant contribution to the long-term success of our customers.

People are our most important asset, as success is made by people. Therefore, we strive for a work environment where our employees enjoy working, grow together, and are proud of. Essential elements of our collaboration include appreciation, respect, reliability, responsibility, and freedom. We support and challenge our employees, offering them a safe working environment. Appropriate qualifications and continuous development are a high priority. Diversity, defined responsibilities, and clear objectives form the foundation of our high-performance organization. In doing so, we create the basis for innovation, leadership in quality, customer satisfaction, and attractiveness for talent.

Suppliers are a key factor in the sustainability, quality, and safety of our products and services. The Venti Oelde Group aims for a strategic network of partnerships based on a common standard. We collaborate with companies that share our goals and values and complement our portfolio of expertise. Therefore, the same requirements for environmental, quality, and safety standards, as well as codes of conduct, apply to our

partners and their employees as they do to us. This is considered when selecting and working with external companies and partners.

Organization creates the foundation for a high-performance partnership with customers and suppliers. We strive for clearly defined and digitized processes to ensure quality and efficiency. In doing so, we focus on maintaining a proper balance between structure and documentation on one hand, and flexibility and minimal complexity on the other, enabling us to respond dynamically and quickly to customer needs and market changes.

Innovation we aim to leverage to create added value for our customers that goes beyond the manufacturing of products. Through customized, durable, sustainable, and safe plants and fans, modularization, and comprehensive service, we want to expand our technological leadership, develop attractive business areas, and tap into international markets. We view internationality not only as an enrichment but also as a strategic opportunity for our business.

Profitability secures the future of our company. Through profitable growth, we ensure the stability and independence of the Venti Oelde Group, safeguard jobs, and lay the financial foundation for future investments. In doing so, we place great emphasis on our liquidity.

Quality is the guiding principle in everything we do. Quality leadership is both our aspiration and a fundamental mindset regarding excellence in products, processes, solutions, and our interactions with one another. It is essential that errors and their causes must never be consciously accepted by anyone. Error prevention takes priority over error correction. The continuous improvement of our products and processes is a task that all our employees and managers must consistently take on.

In our products, we meet the high safety standards of the European Community for machinery and plant engineering (CE). Where required by customers, our management system also ensures compliance with the requirements for explosion-proof products (ATEX).

Environment and climate protection and minimizing our impact on it are a high priority for our company. Compliance with all legal regulations is a given for us. Raw materials and energy are used sparingly and effectively. For residual materials and waste, the principle is: reuse before recycling, recycling before disposal. The

	design of production processes and products follows this principle. Continuous improvement in this area is a special concern for us.
Occupational health and safety	is a special moral and ethical concern for us. This includes all interested parties of our company, particularly our employees, external personnel, customers, and suppliers. We base our actions on legal regulations and align ourselves with international standards. To protect our employees, we rely on technical and organizational measures to prevent accidents. Additionally, we raise awareness among all our employees about workplace hazards and their prevention through training and information.

We encourage all employees of the Venti Oelde Group to actively participate in the implementation of these operating guardrails of our company. Only together can we successfully meet the high demands we face every day.

Oelde, January 13th 2026

The management of
Ventilatorenfabrik Oelde GmbH

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Dr. Abou Lebdi