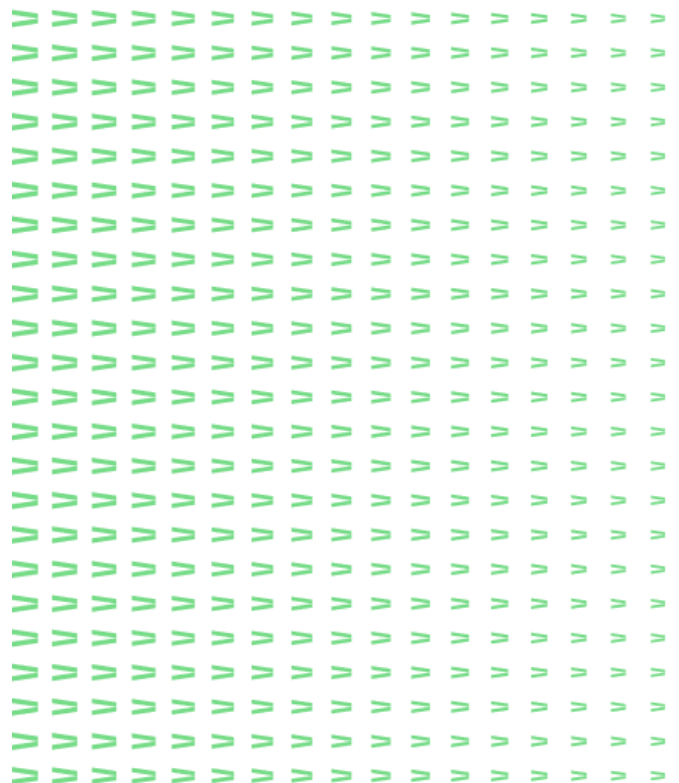


# Corporate Policy

Gantner – How we think and act!



# Corporate Policy

Gantner and its affiliated companies (Gantner Group) are a leading global provider of system solutions and part of the Salto Group.

We develop reliable and intelligent identification, access, cashless payment, locker, and POS solutions that automate and digitize business processes to maximize organizational efficiency and security.

Thanks to state-of-the-art technology and many years of experience, we understand the market's needs and develop innovative solutions that benefit our customers every day.

Partnership relations with our customers, suppliers and employees and creating sustainable values are fundamental elements of our success story. We rely on long-standing, trusting and high-quality business relationships and always strive to achieve a technological advantage for our customers. Our philosophy and strategic objectives, with which we ensure performance, competence and compliance, are based on the following principles:

## 1. Customer orientation

All of our activities are focused on **customer orientation**. Our vision is to develop and deliver innovative, reliable, IT-secure, high-quality, environmentally friendly and legally compliant products and systems that inspire our customers and yield substantial benefits.

## 2. Cooperative partnership

A **cooperative partnership** is characterized by **fairness, honesty, openness** and a high standard of **professionalism, quality and security**. Even in the challenging times of the 21st century, we always act reliably and responsibly toward our customers and suppliers as well as toward the environment.

## 3. Innovation

In cooperation with our customers, we develop solutions for our sales markets. The manufacture of innovative and high-quality products is a top priority, along with first-class quality of consulting and service. Gantner strives for long-term sustainable growth – a healthy attitude that accompanies our daily working life from morning to evening. We use all **our innovative capacity** and **technological leadership** to offer **high-quality products with superior benefits to our customers** so that they can successfully position themselves in their markets.

## 4. Infrastructure

The company's existing infrastructure, an **awareness of how to handle information assets and IT security** as well as highly qualified employees form the basis for implementing our qualitative and quantitative objectives and our goals related to the environment and information security.

## 5. Business management

The company's costs directly affect our competitiveness and bottom line. **Business management** is therefore a basic prerequisite for being able to survive on the market over the long term. As a basic principle, compliance with the specified **quality of the work products** is cost-effective.

## 6. People and employees

People play an important and key role. They apply their product development and manufacturing skills and use the finished products both personally and professionally. People and the appreciation associated with them play a major role at Gantner. We feel particularly committed to our employees. We do not tolerate any discriminatory behavior and reject forced labor and child labor. Our employees have a safe workplace and are valued and supported.

## 7. Creation of benefits, responsibility

In addition to meeting legal and customer requirements, we, the managers at Gantner, are also

responsible for our **environment** and **the safety of our employees**. Our goal is to combine the greatest **possible benefit** for our customers and our employees.

#### 8. Information security / Data protection

With our **information security management system** (ISMS), we want to ensure the general information security objectives of confidentiality, integrity and availability as well as to protect information assets in our company against intentional or unintentional manipulation.

The ISMS guarantees the rights of our customers and employees with regard to information security and data protection and ensures the company's compliance with legal and contractual information security requirements.

This involves processing our customers' data carefully and in a secure environment, minimizing risks for our company and our customers and thus ensuring ongoing business continuity.

#### 9. Sustainability and responsible business practices

Sustainability is an integral part of the Gantner Group's corporate policy. We are committed to the responsible use of natural resources, the continuous reduction of our environmental impact, and compliance with all relevant environmental regulations. As part of the Salto Group, we support the group-wide ESG strategy through 2030. We prioritize sustainability in particular through the development of energy-efficient products, sustainable packaging solutions with a high recycled content, IT circular economy practices, resource-efficient building operations, responsible supplier selection, CO<sub>2</sub> reduction and offset measures, as well as social and community initiatives.

We, the Gantner management team, the managing directors of the individual group companies, and all the Gantner employees, are committed to aligning all activities within the Gantner Group with these principles.

Nüziders, 06.05.2026

**On behalf of the Gantner Group**

**Xabier Apellaniz MSc**  
**MD - Gantner Electronic GmbH**

(The document is valid in the online version without the signature of the management)