embeddedTS Environmental, Social, and Governance (ESG) Statement

embeddedTS designs and manufactures embedded computing solutions for long-lifecycle industrial applications. As a privately held, engineering-driven company, we view responsible business practices as a natural extension of building reliable products and fundamental to building long-term customer relationships. This statement summarizes our general approach to environmental, social, and governance (ESG) topics as they relate to our role in the embedded computing industry.

Environmental

- **Regulatory compliance**
  We are committed to complying with applicable environmental laws and regulations in the jurisdictions where we operate and sell our products. This includes providing product-level documentation such as RoHS, REACH, TSCA compliance statements and related declarations – where required by customers or regulation.

- **Product longevity and resource use**
  Our business is focused on long-lifecycle embedded products. By emphasizing durability and long-term availability, we aim to help customers reduce waste associated with frequent hardware replacement cycles.

- **Continuous improvement**
  Within the scope of our operations, we look for practical opportunities to reduce waste, improve energy efficiency, and use materials responsibly in collaboration with our suppliers and manufacturing partners.

Social

- **Workplace practices**
  We strive to provide a safe, respectful, and inclusive workplace that complies with applicable labor, safety, and employment laws. We expect our employees and managers to treat colleagues, customers, and partners with professionalism and respect.

- **Human rights and supply chain**
  We do not tolerate the use of forced labor, child labor, or other human rights abuses in our operations or in our key supply chain partners. We expect our suppliers to follow applicable laws and regulations and to uphold basic standards of human dignity and fair treatment.

- **Customer and community relationships**
  We support our customers with long-term product availability, documentation, and

technical assistance so they can build reliable systems of their own. We seek to contribute positively to the communities in which we operate through responsible business conduct and local engagement.

Governance

- **Business integrity and compliance**
  embeddedTS is governed by its owners and leadership team, who are responsible for setting strategy and overseeing risk and compliance. We expect all employees to follow applicable laws and company policies, and we do not tolerate bribery, corruption, or fraudulent behavior.

- **Transparency and accountability**
  We aim to communicate honestly with customers, suppliers, and partners about our products, capabilities, and limitations. When issues arise, we work to address them directly and learn from them to improve our processes.

- **Data protection and confidentiality**
  In the course of doing business, we may handle sensitive technical and commercial information from customers and partners. We safeguard this information and use it only for legitimate business purposes.

This ESG statement is intended as a general description of our approach and does not replace product-specific regulatory or compliance documentation. For customers with specific requirements, we can share relevant existing product-level compliance information where applicable.