

Basler Policy for Donations and External Engagements

Alongside our day-to-day business as a company, at Basler we always see ourselves as part of a larger whole: the industry and economy, the social community, and the environment in which we live. In these relationships, we not only fulfill our duties, but also assume responsibility. This Policy outlines the principles and beliefs that govern how the Basler Group provides donations and other material benefits in this context. This includes all material benefits to third parties that are not provided in a private context, but at the expense and on behalf of the Basler Group.

- **Transparency.** We publicly disclose all donations and contributions we make to third parties, in any form and regardless of the purpose.

baslerweb.com/en/company/sustainability/corporate-responsibility/

- **Ethics.** All donations and commitments are in line with the Basler Code of Conduct, the culture and values of the Basler Group, and are politically non-partisan.
- **Shared Value.** We are committed to a dual perspective in those areas where we see a connection with our business model:

Impact: We can achieve measurable positive results; be it for society, the local community, or economic development.

Added value: The commitment is also in line with our long-term corporate goals.

In combining both perspectives, **we focus primarily on promoting technical and scientific education for young people.**

In addition, we are very actively involved in industry associations and provide pragmatic help in exceptional situations in our immediate environment, such as aiding war refugees.

- **Focus:** We limit ourselves to a manageable number of sponsored causes, recipients, or projects. We promote these with conviction and offer sufficient aid to achieve the desired positive impact, with reasonable financial amounts.

Basler AG Board of Directors



Hardy Mehl
CEO



Ines Brückel
CFO



Dr. Kai Jens Ströder
CTO

Internal Guidelines on Basler's Corporate Policy for Donations and External Commitments

- **Scope and Transparency:** The policy covers all transfers of material benefits such as monetary donations, donations in kind, membership fees (including in industry associations), labor and time, and non-cash benefits that are transferred to third parties from company funds or on behalf of the company outside of business. We publicly report any transfer exceeding 500 euros per year, including the recipient (unless affected by further legal requirements).
- **Ethics:** We adhere to the Basler Code of Conduct, the culture and values of the Basler Group, remain politically non-partisan, and strictly exclude the support of destructive or discriminating causes and recipients.
- **Shared Value:** For both impact and added value, it should be possible to comprehensibly explain what effects are expected and how they will be realized. All engagements must be described in advance and submitted to the Board of Management or regional management:
 - (a) Targets and expectations (impact and/or added value for Basler)
 - (b) Costs (amount of the donation/contribution, number of working hours, equivalent value of the donation in kind)
 - (c) Time expiration / end date
 - (d) Measurement of goal achievement and learnings (at the end of the project or at the end of the year)

The short reports are collected (Sharepoint) and used at the end of the year for publication (Sustainability Report and Sustainability website) and for review by the Executive Board. Please contact the assistant to the Board for further details.