

INGENERIC

CORPORATE
**GUIDING
PRINCIPLES**



PREFACE BY MANAGEMENT

Dear readers;

INGENERIC was founded in Aachen, Germany in 2001 as a spin-off from the Fraunhofer Institute for Production Technology with the clear ambition of turning advances in precision optics into market-ready, scalable solutions. Today, we are among the internationally established technology partners for high-precision micro-optics and lens arrays.

Building on our roots in laser technology, we have steadily expanded our portfolio and now serve a broad range of future-oriented markets: from optical data communication and medical technology to industrial sensing, as well as applications in virtual and augmented reality and space technology.

The combination of technological excellence, innovative manufacturing technologies, and a qualified team forms the foundation of our success. It enables us to actively shape the future of micro-optics together with our customers and to develop sustainable solutions for the demanding applications of tomorrow.

As a company rooted in the Aachen region, we combine international connectivity with regional responsibility. We see ourselves as an attractive employer that supports committed employees, develops their potential, and fosters long-term loyalty to the company. In doing so, we make a sustainable contribution to strengthening our region and securing the future viability of our company.



This guiding principles document describes what drives us, what we stand for, and how we act. It is addressed equally to our employees, customers, partners, and suppliers. It brings together our mission, vision, values, and principles with the requirements of our management systems and the Code of Conduct of our parent company. In this way, it provides a clear framework for decision-making and for our daily actions.

Kind regards,

Dr. Stefan Hambücker

Managing Director, INGENERIC GmbH

OUR VISION

As a leading partner in the development and production of optical solutions, we set the standard with our micro-optics. We serve as a pioneer for innovative technologies that enable sustainable progress.

OUR MISSION

Our mission is to develop innovative optical solutions and set new standards in quality and precision.

We create added value for our customers and enable them to achieve decisive competitive advantages.

We empower our customers to increase their business success with functional micro-optics that improve the efficiency and quality of their applications and strengthen their market position. Our goal is to help them differentiate themselves sustainably through technological excellence and competitive advantage.



OUR CORE BUSINESS

Founded in 2001 as a spin-off from the Fraunhofer Institute for Production Technology, INGENERIC specializes in the development and manufacturing of high-precision micro-optics and lens arrays that reliably enhance the performance of demanding high-tech applications.

Our precision glass molding process – the replication of a highly precise tool surface through isothermal glass molding – enables us to manufacture complex optical geometries at the micro scale with exceptional accuracy, consistently high quality, and excellent repeatability. By combining precision with cost efficiency, this technology meets both current and future requirements for high-performance imaging micro-optics.

Since our founding, we have combined deep technological expertise with decades of industry experience. This commitment has established INGENERIC as one of the leading providers in the field of micro-optics. Through continuous advancement across the entire value chain, we deliver optical solutions for a wide range of industries, supporting our customers from initial concept development through to volume production.

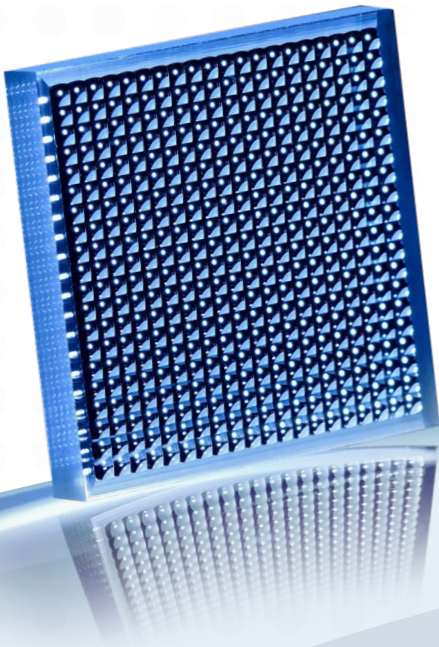
We enable our customers to improve the efficiency, performance, and competitiveness of their applications through functional micro-optics, helping them strengthen their market position. Our goal is to provide a sustainable technological advantage and to work collaboratively on solutions that set new benchmarks for future high-tech applications.

OUR CORE BUSINESS

Our portfolio includes high-quality standard solutions that can be flexibly integrated into a wide range of applications. In addition, we develop and manufacture customized optical components tailored precisely to our customers' specific technical requirements.

Our services cover the entire value chain: from the development of innovative optical designs and the engineering of precision molding tools to the production of prototypes, small batches, and high-volume serial production. Our expert teams drive innovation while ensuring the highest standards of quality across our processes and products.

Through close collaboration with industrial partners and research institutions, we continuously expand our technological expertise and advance ongoing development activities. With a clear focus on the technologies of tomorrow, we position ourselves as a trusted partner, working alongside our customers to set new benchmarks in the development of micro-optical solutions.



OUR CORPORATE PRINCIPLES

INGENERIC – A Partner for Quality, Expertise, and Collaboration.

The standards we set for ourselves and our actions – both internally and externally – are the benchmark for our success. We are convinced that INGENERIC will remain successful in the long term if we not only meet but exceed the expectations and needs of our customers, employees, and partners. We view our social responsibility as an integral part of our business conduct and strive to actively help shape positive change.

The corporate principles below illustrate our values and goals based on the four core pillars of INGENERIC.

OUR CORPORATE PRINCIPLES



CUSTOMERS

We believe in trustworthy, long-term, and successful partnerships with our customers.

We see ourselves as a reliable partner and strive for long-term, trust-based cooperation. Our goal is to exceed our customers' expectations through outstanding product quality, high delivery reliability, and competitive pricing, thereby ensuring lasting customer satisfaction.

Close, **partnership-based cooperation**, characterized by continuous and transparent exchange, creates an environment in which **innovation** can flourish and new technologies and products can be developed.

Thanks to our deep understanding of our customers' technical requirements, we develop solutions that are precisely tailored to their specific needs through **customer-specific customization**. In doing so, we focus on creating economically advantageous and technically feasible solutions.

A high degree of **flexibility** in the planning and design of our business processes enables us to respond efficiently to changing customer needs as well as to new requirements arising from dynamic markets. At the same time, ensuring the highest product quality always remains our top priority. Our aspiration is not merely to be a supplier, but a long-term, trusted partner – one that shapes the path to success together with its customers.

OUR CORPORATE PRINCIPLES



EMPLOYEES

Our skilled and dedicated employees are the foundation of our long-term success, continuously drive our company forward, and shape our future.

Our goal is to provide our customers with outstanding optical solutions and consistently excellent service. The foundation of this promise is our employees, whose **qualifications, experience, and commitment** are key to our past and future success.

We foster a working culture characterized by **openness and approachability. Respectful and appreciative interaction** is essential to us. We place great value on cross-functional exchange and support transparent internal communication. Our open feedback culture enables us to view constructive criticism as an opportunity to continuously improve our company and our processes.

Our leaders take responsibility and serve as role models. They create clear structures and encourage accountability, while supporting their teams with a **leadership style that is both supportive and solution-oriented**. To ensure this quality of leadership over the long term, we offer targeted training and professional development programs. These measures help strengthen leadership skills and foster a modern, motivating leadership culture.

Management and leaders actively work to support the professional development of our employees. In addition, they are committed to health-promoting measures that enhance well-being and performance. These include programs for health, mental well-being, and fitness, ergonomic workstations, and regular health checks. Technical and organizational safety and protection measures help ensure a safe and productive working environment.

OUR CORPORATE PRINCIPLES



TECHNOLOGY

Our continuous pursuit of innovation and technological leadership is an integral part of our corporate philosophy.



INGENERIC micro-optics stand for first-class **quality**, maximum **precision**, and outstanding **functionality** – decisive factors for application performance. Since the founding of our company, we have applied our in-depth expertise and many years of experience to the development and manufacturing of optical solutions. Through the continuous optimization and expansion of our technology platforms, we have established a unique process chain that enables us to adapt our manufacturing capabilities optimally to the individual needs of our customers.

Our manufacturing processes allow us to process a wide variety of materials and realize geometrically demanding, highly flexible optics. Thanks to scalable process steps, we produce both cost-efficient prototypes and small series as well as high-volume serial products. In this way, we offer our customers maximum planning certainty, economic efficiency, and the highest reliability throughout the entire product lifecycle.

Our constant pursuit of **technological excellence** is a core part of our corporate philosophy. We monitor technical developments and technological progress with great care and strive to continuously expand our product portfolio through new innovations and to improve our manufacturing processes on an ongoing basis. To achieve this goal, we rely on a strong network: through collaborations with universities and research institutions, we promote knowledge exchange and create the foundation for technological excellence and sustainable success.

OUR CORPORATE PRINCIPLES



CORPORATE RESPONSIBILITY

We believe that sustainable business growth is achieved through the responsible management of our economic, environmental, and social impact.



Corporate Social Responsibility is a central element of our guiding principles. We are convinced that what we do today shapes the world of tomorrow. For us, quality is not only a promise to our customers, but also a commitment to sustainable, responsible business practices.

Environmental Responsibility and Resource Conservation

An essential part of our sustainability strategy is identifying measures to reduce energy and resource consumption as well as expanding the use of renewable energy in our operations. By using modern technologies and **advanced production processes, we optimize resource use and reduce our environmental footprint.** We place great emphasis on structured quality and energy management and have met the requirements of DIN ISO 9001:2015 and DIN ISO 50001 for many years. We make targeted investments in environmentally friendly energy sources and measures to reduce CO² emissions to ensure that our business processes meet the highest environmental standards. In doing so, we view sustainability as an ongoing process in which quality, energy efficiency, and CO² neutrality are central priorities. Our commitment is regularly reviewed and certified through independent audits to ensure the highest levels of transparency and reliability.

OUR CORPORATE PRINCIPLES

Sustainability in Corporate Growth

For us, sustainability means not only environmental commitment, but also economic responsibility. We focus on long-term, healthy growth that continuously strengthens and expands our business. Through strategic investments and responsible management, we secure our competitiveness and create the foundation for sustainable success – for our company, our customers, our employees, and our partners.

Equal Treatment and Equal Opportunity

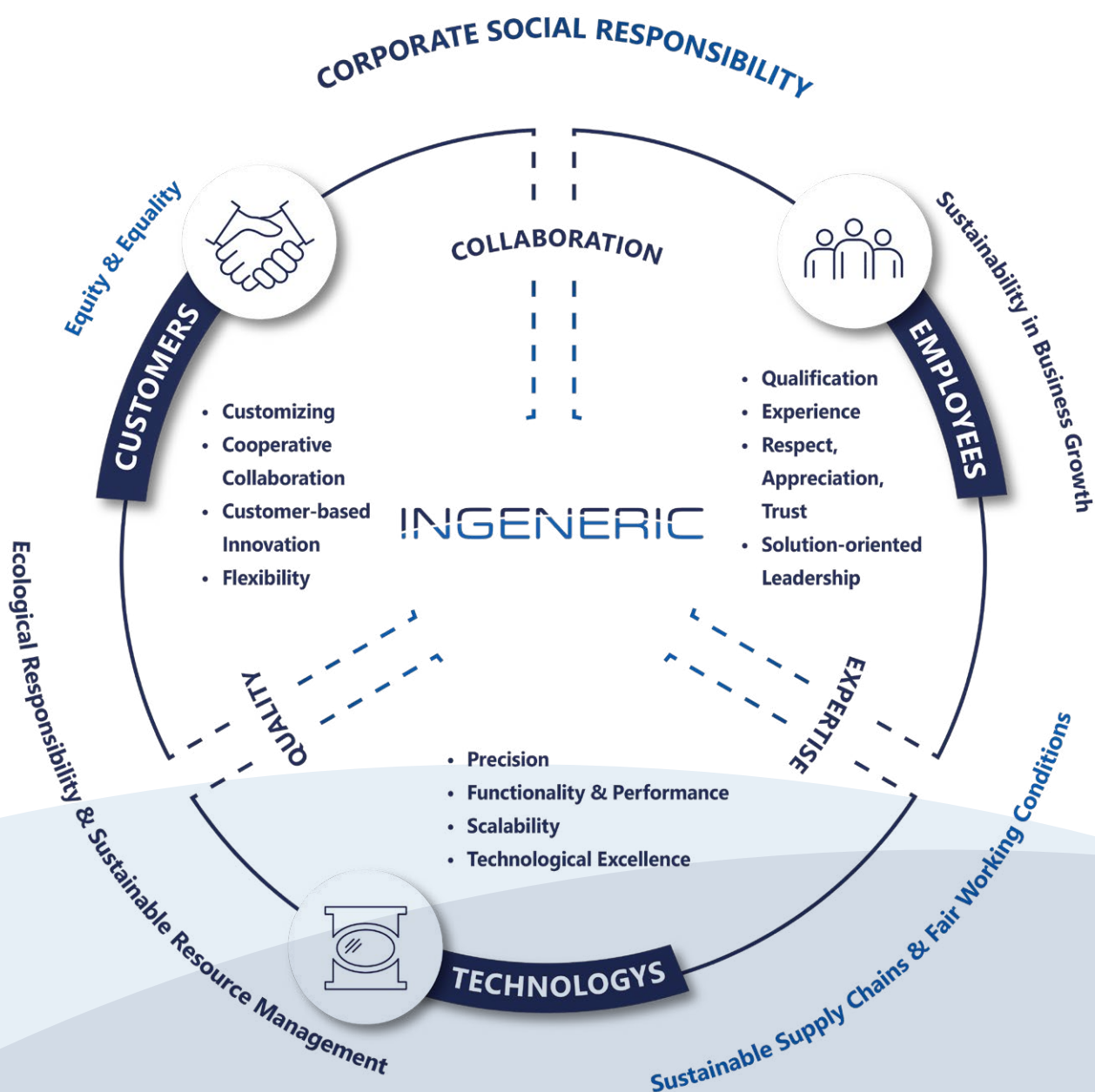
We stand for a corporate culture characterized by respect, diversity, and equal treatment. Equal opportunity is a core value for us – regardless of gender, origin, age, or other individual characteristics. We promote an inclusive working environment in which all employees can contribute their abilities to the fullest and thus make an active contribution to a fair and future-oriented corporate culture.

Responsibility Beyond Our Own Company Boundaries

We take responsibility beyond our own company boundaries and rely on sustainable, ethical, and transparent supply chains. We expect our suppliers and business partners to comply with high environmental, social, and safety standards and promote fair working conditions throughout the entire value chain. Through long-term, trust-based partnerships grounded in reliability and shared quality standards, we create a stable and responsible supply chain that equally considers ecological, social, and economic sustainability.

OUR BRAND CORE

Our corporate principles are visibly reflected in the brand core below and form the basis for our responsible actions:



OUR CODE OF CONDUCT

INGENERIC's Code of Conduct serves as a guideline for integrity, legal compliance, and responsible behavior in all areas of our business activities and guides us in our cooperation with employees, customers, partners, and suppliers. It is firmly embedded in the global corporate structure and is aligned with the company-wide Code of Conduct of our parent company.

The key points of the Code of Conduct are:

- 1. Compliance with laws and ethics:** We are committed to complying with all applicable laws and acting ethically. Every employee is responsible for their conduct to ensure compliance.
- 2. Human rights:** We respect human rights and promote equal opportunity, non-discrimination, and protection against child labor and forced labor. We support freedom of expression and the rights to education and safe working conditions.
- 3. Environmental protection:** We are committed to sustainable production and pursue ambitious climate goals to minimize environmental impact and use resources efficiently.
- 4. Integrity in business practices:** We act transparently and fairly, avoid corruption, and keep business interests separate from personal interests. Competition is handled in accordance with legal requirements.
- 5. Financial responsibility:** We keep our records complete and accurate and comply with tax and customs regulations. Responsible handling of company resources is a priority.
- 6. Data protection and security:** The protection of personal data has the highest priority. We handle confidential information carefully and implement security measures to protect data.
- 7. Donations and sponsorship:** Our donation and sponsorship activities are carried out in accordance with legal guidelines and in consideration of our corporate values.

www.ingeneric.com

INGENERIC – Your partner for quality, expertise, and collaboration.
For our customers, we set new standards in the world of micro-optics.