

SERO EMS Group

Corporate Social Responsibility

SERO EMS Group Report 2024

Date

05/2025

Prepared by

Zuzana Vlkovicova, global quality & sustainability

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1. Sustainability at SERO EMS Group



1. Sustainability at SERO EMS Group

1.1 Strategy of sustainability

In May 2022 started already the new strategic cycle for strategic planning of SERO EMS Group. There was decided that Strategic planning will be maintained on group level and will be introduced to all production plants and locations of group. The initial strategic direction through Company Vision, Mission and Values was introduced align with sustainability approach.

In 2023 were clearly defined and externally public Purpose and Mission of SERO EMS Group:

Purpose

With Passion we bring products to life for a better future.

Mission

In a trustworthy balance with out **customers, suppliers and employees**, we perform **advanced** Electronic Manufacturing Services, utilizing **innovative** production technologies, achieving **sustainable growth** and the highest **quality** levels.

Based on Purpose and Mission were identified Strategic areas of focus, when one of them is also focus on sustainability.

However, this topic is not new for us. Through the terms of quality management systems, the development of this issue very naturally enters into all our activities. Active development of this area within CSR reporting (Corporate Social Responsibility) is connected with ISO14001 and ISO45001 certification at the Semecs Vráble. The definition of ESG (Environment, Social, Governance) was proactively developed at the Sero Rohrbach, while these approaches are currently harmonized within the group of all three locations. A new topic is the European CSRD (Corporate Sustainability Reporting Directive), which we are currently actively working on.

Sustainability at Sero

3 phases of sustainability management:

1. CSR internal reporting (2019-2022)
2. ESG framed reporting (2020-2023)
3. CSRD external reporting (preparation)



Strategic areas of focus



1.2 Company values

To support company purpose, vision and mission we introduced also our company values in this way:



Teamwork

We make use of the different competencies cooperating together, achieving common agreed goals.



Integrity

We say what we do, we do what we say, with respect, in an honest and reliable manner.



Passion

We do things with full-hearted enthusiasm for common interest bringing satisfaction and happiness with purpose.

1.3 Code of conduct and ethics

As the formulation of strategy about responsible business and ethics, was the Code of conduct and ethics introduced and integrated within organization and interested parties. There is the Global Code of conduct and ethics signed by Jan-Frederik Kalee (CEO/CCO) and Zuzana Vlkovicova (Global QMS and Sustainability). This Global Code of Business Conduct and Ethics applies to all subsidiaries of SERO EMS Group. The Code applies to all personnel employed by or engaged to provide services to SERO EMS Group, including, but not limited to, employees, directors, officers, temporary employees and other individuals providing services on SERO EMS Group's behalf. This Code extends beyond just legal compliance. It reflects our responsibility as an EMS provider to uphold the highest standards of ethics and integrity.

Areas of focus in Code of Conduct:

a) Working at SERO EMS

- Fair employment
- Diversity
- Discrimination, harassment and victimization
- Drug-free workplace
- Workplace safety
- Security services
- Information security
- Protecting SERO's assets
- Insider trading
- Privacy and protection of personal information
- Political and religious support
- Sustainability and technological leadership
- Preventing conflicts
- External activities

b) Responsible business practices

- Conduct with customers
- Conduct with suppliers
- Internal transfers and releases of controlled goods and technology
- Conduct involving intermediaries, gifts and entertainment
- Fair competition with competitors and others

In line of Global Code of conduct and ethics, GQS 01.02 there is also internal Code of conduct and ethics integrated into internal management systems on the all locations. These documents are in languages understandable for all employees and extended by Ethics of communication and mutual relations of employees. All personnel are encouraged and expected to report any incidents of non-compliance, with the assurance that there will be no retaliation or other negative consequences for persons acting in good faith.



1.4 ISO certifications and memberships

1.4.1 ISO 9001:2015 certification

ISO 9001:2015 specifies requirements for a quality management system when an organization:

- a) needs to demonstrate its ability to consistently provide products and services that meet customer and applicable statutory and regulatory requirements, and
- b) aims to enhance customer satisfaction through the effective application of the system, including processes for improvement of the system and the assurance of conformity to customer and applicable statutory and regulatory requirements.

All the requirements of ISO 9001:2015 are generic and are intended to be applicable to any organization, regardless of its type or size, or the products and services it provides.

1.4.2 ISO 14001:2015 certification

ISO 14001:2015 specifies the requirements for an environmental management system that an organization can use to enhance its environmental performance. ISO 14001:2015 is intended for use by an organization seeking to manage its environmental responsibilities in a systematic manner that contributes to the environmental pillar of sustainability.

ISO 14001:2015 helps an organization achieve the intended outcomes of its environmental management system, which provide value for the environment, the organization itself and interested parties. Consistent with the organization's environmental policy, the intended outcomes of an environmental management system include:

- enhancement of environmental performance;
- fulfilment of compliance obligations;
- achievement of environmental objectives.

- The initial certification of Semecs Slovakia was in 2002, currently valid certificate No: 44 100 070800 until 23.6.2027.
- The initial certification of Sero Germany was in 2003, currently valid certificate No: 44 100 231854 until 25.02.2027
- The initial certification of Synchron was in 2014, currently valid certificate No: FM602985 until 01.01.2026 and No: 44 100 240207 until 08.07.2027.
- The initial certification of EPSa was in 1996, currently valid certificate No: 50121087/5 until 16.01.2026



- The initial certification of Semecs by TUV Nord was in 2002, currently valid certificate No: 44 104 021650 until 20.10.2026.
- The initial certification of Sero Germany by TUV Nord was in 2024, currently valid certificate No: 44 104 24 50 0024 until 09.06.2027.
- The initial certification of Synchron will be planned for 2026
- The initial certification of EPSa was in 2004, currently valid certificate No: 170105010/7 until 15.01.2026.



ISO 9001:2015 certificates please find in Attachment 1.

ISO 14001:2015 certificate please find in Attachment 2.



1.4.3 ISO 45001:2018 certification

ISO 45001:2018 specifies requirements for an occupational health and safety (OH&S) management system, and gives guidance for its use, to enable organizations to provide safe and healthy workplaces by preventing work-related injury and ill health, as well as by proactively improving its OH&S performance. ISO 45001:2018 helps an organization to achieve the intended outcomes of its OH&S management system. Consistent with the organization's OH&S policy, the intended outcomes of an OH&S management system include:

- a) continual improvement of OH&S performance;
- b) fulfilment of legal requirements and other requirements;
- c) achievement of OH&S objectives.

1.4.4 IATF 16949:2016 certification

ISO/TS 16949 (1st edition) was originally created in 1999 by the International Automotive Task Force (IATF) with the aim of harmonizing the different assessment and certification systems worldwide in the supply chain for the automotive sector. Other revisions were created (2nd edition in 2002, and 3rd edition in 2009) as necessary for either automotive sector enhancements or ISO 9001 revisions. ISO/TS 16949 (along with supporting technical publications developed by original equipment manufacturers [herein referred to as OEMs] and their respective National Automotive Industry Associations) introduced a common set of techniques and methods for common product and process development for automotive manufacturing worldwide. The IATF maintains strong cooperation with ISO by continuing liaison committee status ensuring continued alignment with ISO 9001.

- The initial certification of Semecs by TUV Nord was in 2019, currently valid certificate No: 44 126 021650 until 29.09.2025.
- The initial certification of Sero and EPSa Germany and Synchron USA will be planned for 2026



ISO 45001:2018 certificate please find in Attachment 3.

- The initial certification of Semecs by TUV Nord was in 2007, currently valid certificate No: 44 111 070800 until 8.7.2024.
- The initial certification of Sero Germany was in 2006, currently valid certificate No: 44 111 231854 until 25.02.2027
- The initial certification of Synchron EMS USA was in 2024, currently valid certificate No: 44 111 240207 until 08.07.2027.
- The initial certification of EPSa will be planned for 2026



IATF 16949:2015 certificate please find in Attachment 4.



1.4.5 ISO 13485:2016 certification

ISO 13485:2016 specifies requirements for a quality management system where an organization needs to demonstrate its ability to provide medical devices and related services that consistently meet customer and applicable regulatory requirements. Such organizations can be involved in one or more stages of the life-cycle, including design and development, production, storage and distribution, installation, or servicing of a medical device and design and development or provision of associated activities (e.g. technical support).

1.4.6 ISO 27001:2013 certification

ISO/IEC 27001:2013 specifies the requirements for establishing, implementing, maintaining and continually improving an information security management system within the context of the organization. It also includes requirements for the assessment and treatment of information security risks tailored to the needs of the organization. The requirements set out in ISO/IEC 27001:2013 are generic and are intended to be applicable to all organizations, regardless of type, size or nature.

- The initial certification of Semecs was in 2011, currently valid certificate No: AC090 MD/1567/3497/2017 until 09.08.2026.
- The initial certification of Synchron EMS by BSI was in 2014, currently valid certificate No: FM602984 until 01.01.2026
- The initial certification of EPSa was in 2001, currently valid certificate No: 50139-21-00 until 15.01.2026



ISO 13485:2016 certificate please find in Attachment 5.

- The initial certification of Semecs by TUV Nord was in 2019, currently valid certificate No: 44 121 021650 until 01.09.2025.
- The planned system introduction of Sero Germany is planned for H2/2025 (without certification)
- The initial certification of EPSa will be planned for next strategic cycle



ISO 27001:2013 certificate please find in Attachment 6.



1.4.7 TISAX label

In 2022 was based on request of automotive customers introduced also concept of Information security management system focused on TISAX requirements. In December we did pass the external audit by certification company and have received ENX Tisax label.

1.4.8 IPC Membership

IPC is the global association that helps OEMs, EMS, PCB manufacturers, cable and wire harness manufacturers and electronics industry suppliers build electronics better. IPC members strengthen their bottom line and build more reliable, high-quality products through proven standards, certification, education and training, thought leadership, advocacy, innovative solutions and industry intelligence.

- The initial Assessment ID AN88RX8-1 of Semecs by TUV Nord was in 2019, currently valid Labels of Avail High, Avail Very High, Info High and Infor Very High are valid until 2025-12-23.
- The initial Assessment of Sero is planned for December 2025



TISAX label please find in Attachment 7.

- The initial joining of Semecs to IPC Members group was in 2015 with Membership number 1522924, currently valid membership to 31.3.2026 and will be maintained for next year.
- Number of certified trainers (CIT) in SERO EMS Group of IPC-A-610: 3, certified specialists (CIS): 13
- Number of certified trainers (CIT) in SERO EMS Group according to IPC-7711/7721: 2
- Number of certified trainers (CIT) in EPSa of IPC-A-610: 1, IPC-A-600: 1 and IPC-7711/7721: 1 (planned for 2025)



IPC Membership certificate find in Attachment 8.



2. Company profile

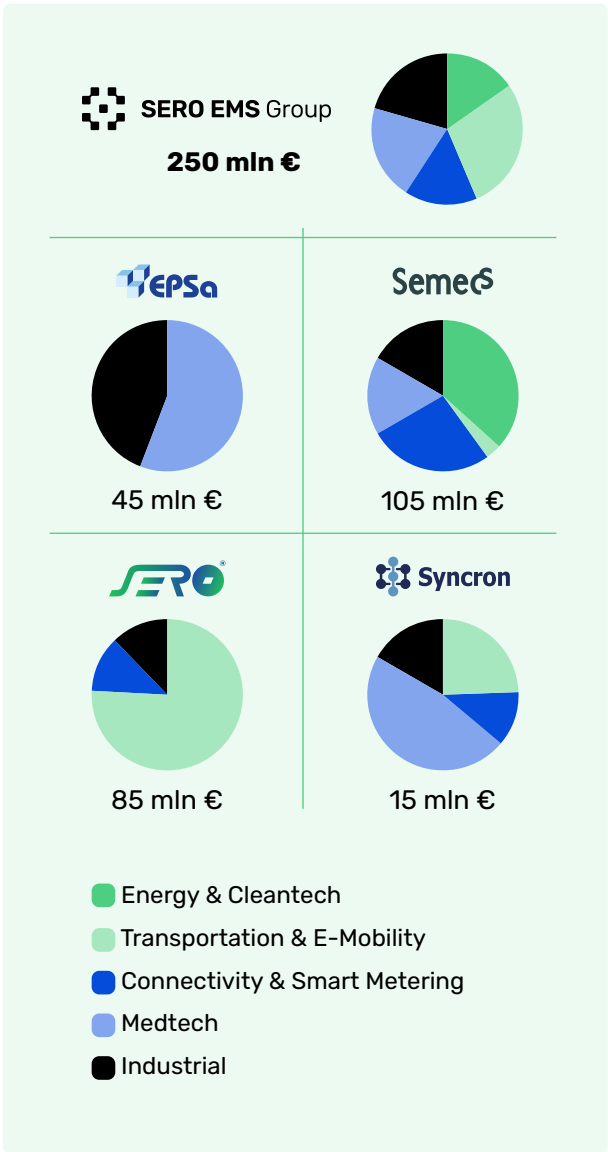


2. Company profile

2.1 Corporate overview

SERO EMS Group (SERO EMS Group) assembles printed circuit boards (PCBs) for a wide range of applications; the company also specialises on common assembly, calibration and test services. It is a group of 3 manufacturing plants (Semecs in Slovakia, Sero in Germany and Synchron in USA) and 7 sales offices around the world.

Focus on PCBA for 5 segments of application: Energy & Cleantech, Transportation & E-Mobility, Connectivity & Smart Metering, Medtech, Industrial.



2.2 Awards and Recognition

Semecs - 6. Place of TOP10 companies of Nitra's region

In 2019 was the special awards ceremony of the Top 10 companies in the Nitra region. The ranking is regularly announced by Hospodárske noviny in cooperation with partners: the general partner of UniCredit Bank, the professional guarantor of Deloitte and the professional and data partner of Bisnode.

Semecs, s.r.o. as the Production plant in Vrable (Slovakia) was awarded as the 6th best small company in Nitra's region of 2019..

Semecs - 8. Place of Health Company of year 2020

As part of the "for healthier Slovakia" initiative, Union Health insurance company is announcing the healthy Company of the Year competition. So far, many companies in several categories have participated in this competition. The winner of the competition in each category will receive the title of Healthy Company of the Year and also the above-standard "Health Day" for the employees of his company, organized by Union Health insurance company.

Semecs, s.r.o. as the Production plant in Vrable (Slovakia) was awarded as the 8th healthiest production company in Slovakia of the year 2020.

Achievement award please find in Attachment 9.

Sero – recognized for partnership

By training young people on the job, Sero makes a decisive contribution to the development of the Palatinate economy and future-oriented innovations by providing qualified training for young people.

Sero – recognized for partnership with the Duale Hochschule Baden-Wuerttemberg and for partnership with the Chamber of Industry and Commerce

EPSa – recognized for partnership

By training young people on the job, EPSa makes a decisive contribution to the development of the Thuringian economy and future-oriented innovations by providing qualified training for young people.

EPSa – recognized for partnership with the Duale Hochschule Gera Eisenach, the Chamber of Industry and Commerce East Thuringia to Gera and with several scooles in the Saalfeld area

Achievement awards please find in Attachment 10



3. Material compliance management



3. Material compliance management

Following a responsible business policy, SERO Group deals with all material compliance requirements regarding RoHS, REACH, SVHC, Conflict Minerals, etc. There is also registration in databases as BOM check, Silicon Expert and Accuris to be able to provide customers and third parties by valid information.



4. Employees



4. Employees

4.1 Education, Motivation and Development

One of the key elements for the company's management is mainly the satisfaction and development of its employees. Policies aimed at the development, education, motivation and support of the loyalty of the company's employees are an important part of the corporate culture and we are constantly working to implement the company's global values in our day-to-day work.

SERO EMS Group established the strong system for training new employees based on their position and also yearly training plan to maintain and regular improving of education, skills and knowledge of employees.

There is also system of individual improvement proposals to motivate employees to improve their processes and be involved into processes changing. This system is used also as one of communication channels between employees on operator's positions and managers.

We fully respect personnel's right to freedom of association and collective bargaining, including the right to form and join trade unions and other worker organisations, without harassment or interference. Personal political or religious beliefs are respected and will not be influenced or criticised. Personnel may engage in personal prayer at work that does not interfere with others or their responsibilities. Personnel must not seek to impose their beliefs on others or seek to interfere with others' personal political or religious beliefs. The Company will not engage in any political or religious activity in the workplace.

We pay wages and salaries on time and pursuant to all agreements. We do not tolerate forced or involuntary labour in any form. The Company strictly forbids child labour. If a child is found working at a site where Semecs products or components are produced, Semecs insists on remediation, taking care to ensure that it will not worsen or jeopardise the child's social situation. If there are adolescents in training, apprenticeship, or internship, they are treated according to the protection of minors law.

Satisfaction of the employees is measured by yearly surveys, combined with a follow-up action plan in order to increase employee satisfaction.

4.2 Employee representatives, works council and trade unions

The Works council statutory is active at Semecs and Sero. It is a group of non-managerial employees who are elected for 4 years and ensure a transparent relationship between employees and the employer in area of working conditions, salaries, culture, safety and social questions.

Semecs

for current election term 2023 - 2027 were elected 9 employees from production, finance and engineering department.

Sero

for current election term 2021 - 2025 were elected 9 employees from purchasing, production, engineering, warehouse and finance department.

EPSa

for current election term 2022 - 2026 were elected 7 employees from sales, production, engineering, warehouse and finance department.



5. Environment, health and safety



5. Environment, health and safety

5.1 Environmental management system

Production plants of SERO EMS Group have established, maintained and certified environmental management system according to ISO14001. There are applied all obligate measures to declare the legal requirements fulfilling as disposal of waste, controlled emissions, water quality and controlled dust-free working conditions.

Environmental policy

1. Protection of the environment - Focus on prevention of pollution
2. Obligations compliance - Comply with relevant legal and other requirements relating to the environmental aspects of the company.
3. Continual improvement of the environmental management system - Monitoring of environmental aspects to enhance environmental performance.
4. Environmental awareness - Constantly raising employees' awareness of quality and environmental protection.

Environmental aspects and impacts

1. At Semecs as the key positive environmental aspects are defined Photovoltaic panels on the roof of production plant, waste separation and clean production according to ISO14644. As the negative are waste production, air pollution and energy consumption. Here is established the process of impact elimination via contingency plans and internal rules.
2. At Sero as the key positive environmental aspects are defined waste separation. As the negative are waste production, air pollution and energy consumption. Here is established the process of impact elimination via contingency plans and internal rules.

3. At Synchron USA, there is different legislative frame from EU (applicable for Semecs and Sero) so we used different approach. Synchron is the part of regular reporting system focused on top environment performance indicators. The certification according to ISO14001 is in plan in new strategic cycle.

5.2 Energetic management system Semecs

According to obligate requirements of legislative is the regular Energetic audit performed. For the production plant in Vrable as the major source of air pollution there is according to act 321/2014 Z.y. the 4Y frequency for energy audit performed by certified energy auditor.

The last energy audit was in Vrable performed on 6.7.2023 by Ing. M. Koniar. Energetic certificate No. 242494/2023/93/016712008/EC.

The energy audit in Uden was performed based on decision of management on 15.12.2020.

Energy label of Semecs, s.r.o. as the Production plant in Vrable (Slovakia) according to low No.555/2002 No. 242494/2023/93/016712008/EC is valid until 6.7.2033.

Energy label please find in Attachment 11.

Sero

A regular energy audit is carried out at the Rohrbach plant to fulfill the legal requirements in accordance with Sections 8 ff. EDL-G. The last energy audit was carried out on 07.09.2023 in Rohrbach by Dipl. Ing. Stefan Drzisga.

Reporting of the energy audit in accordance with the specifications to BAFA on 15.12.2023



5.3 Carbon footprint reduction program - Decarbonization strategy

According to WHO, a carbon footprint is a measure of the impact your activities have on the amount of carbon dioxide (CO₂) produced through the burning of fossil fuels and is expressed as a weight of CO₂ emissions produced in tonnes.

In line with Global Sustainability strategy was in 2023 officially calculated CO₂ footprint according to calcby external expert Envitrail for SERO EMS Group and also individually for each location.

5.3.1 Carbon audit performed by certified company Envitrail

The GHG Protocol divides emissions into three categories according to their origin:

Scope 1: Direct GHG emissions

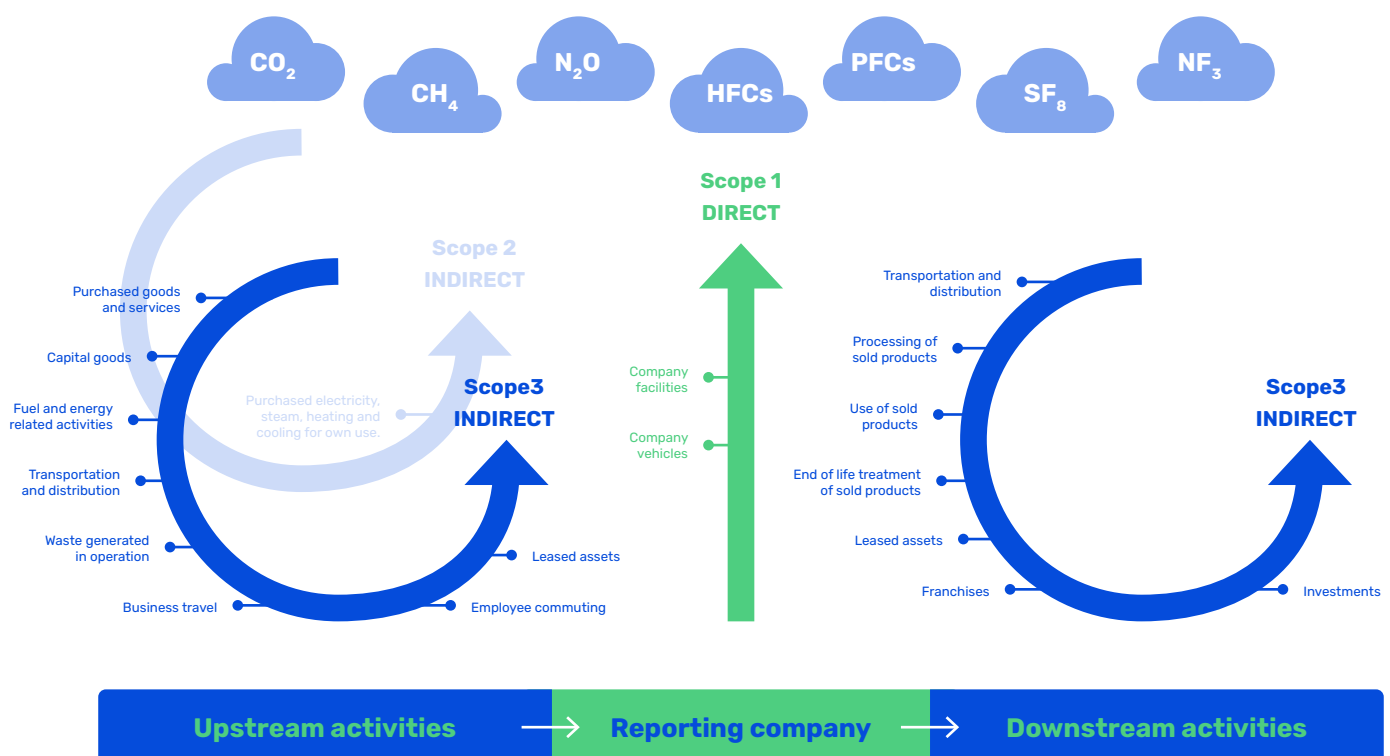
refers to activities of the company which are controlled by the company and release emissions directly into the atmosphere. These include emissions from stationary and mobile fuel combustion, emissions from industrial processes, and fugitive emissions.

Scope 2: Electricity indirect GHG emissions

emissions from purchased electricity, steam, heat or cooling, which are associated with their production, but do not come up directly from the company.

Scope 3: Other indirect GHG emissions

emissions which are a consequence of the activities of the company, but occur from sources not owned or controlled by the company. They include 15 categories.



SERO EMS Group focuses on measurement of Scope1 and Scope2 as the first phase of sustainability strategy with targets of improvement in 5% each year to final goal 5.0 tons of CO₂e/Mio Revenue in 2026. Scope3 calculation is under implementation. Following our decarbonization strategy and 100% green electricity in the most production plants we were able to achieve 4.48 tons of CO₂e/Mio revenue.

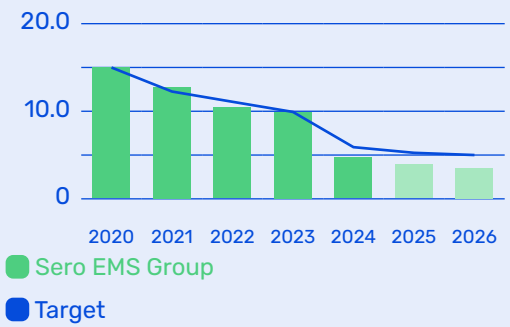
To see more details we calculated also values for production plants and sales offices separately.

The result of Semecs 1.33 is reflecting the significant impact of Semecs plant 100% green power electricity supply in 2023 as well as full year 2024. The result of Sero shows significant step in sustainability strategy implementation with value 4.25 due to 100% green power electricity supply in 2024 in comparison with year 2023. The result of Synchron is in comparison with the rest of plants higher. It causes by different legislative and government basis not supporting the focus on decarbonization. But despite that we can see in general improvement trend. Company EPSa was included into this overview in 2024, so no data for comparison are available yet.

Green certificates please find in Attachment 12.

Details GHG Protocols find in Attachment 13.

Sero EMS Group - CO₂ / Mio euro



CO₂ / Mio euro per plants in 2023 - 2024



5.3.2 Decarbonization strategy

As the part of Strategic plan 2023 – 2025 of SERO EMS Group was introduced also decarbonization strategy. This strategy focuses on the results of calculation CO₂ footprint in way Eight for Earth. 4 strategic initiatives focus on direct emissions (Scope 1&2) and 4 on indirect emissions (Scope3). Our goal is to improve our CO₂e footprint 5% YoY and to buy 100% green electricity within SERO EMS Group till 2025.

5.3.3 On site green electricity generation

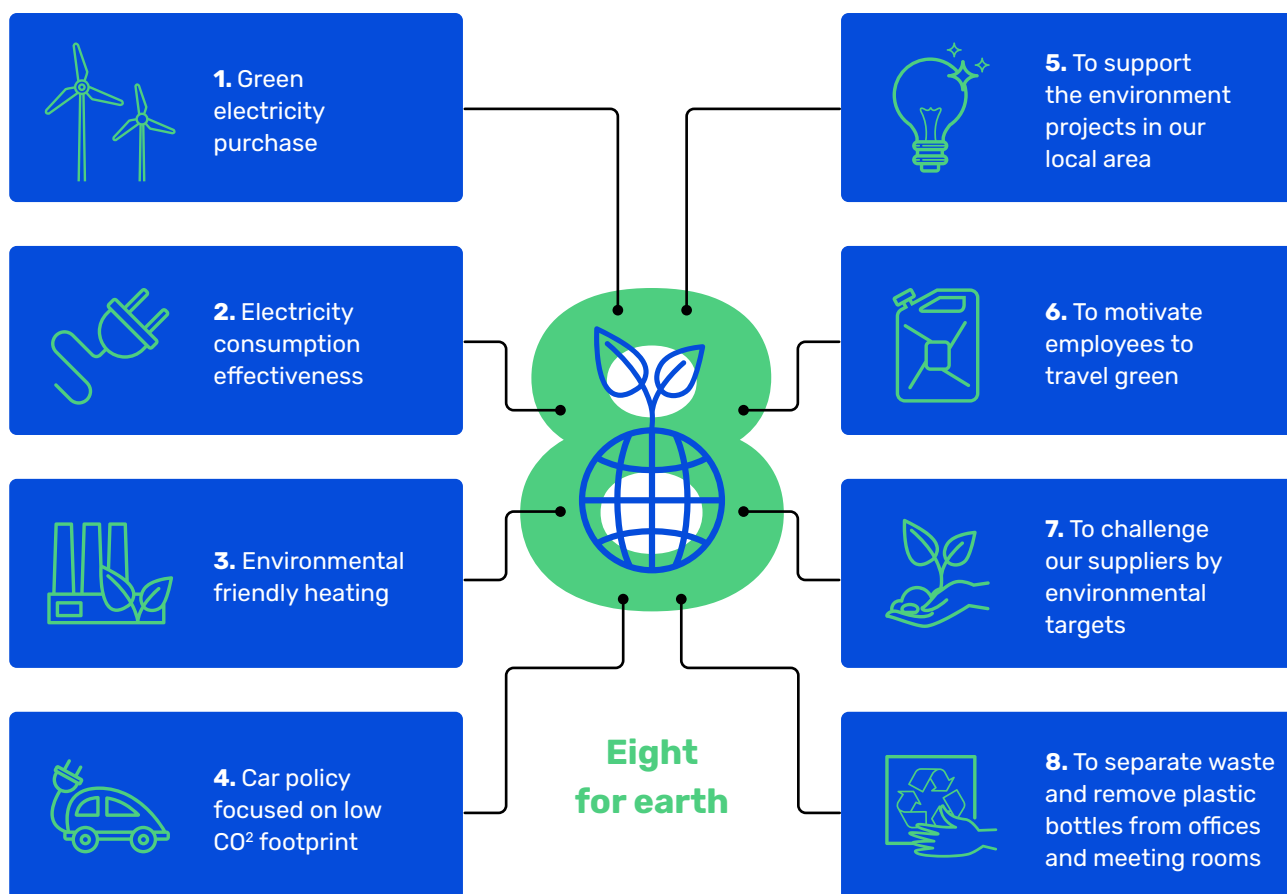
On the roof of production plant Semecs in Slovakia is installed more than 100m² of photovoltaic panels. Own production of electricity is in average 3.6%.



5.3.4 Car policy

In September 2021 was at Semecs introduced the new car policy for company cars focused on sustainability in these way:

- a) There is not more allowed to order the car with diesel engines
- b) There is set the price limit
- c) Price limit is increased by +5% to purchase mild hybrid car
- d) Price limit is increased by +20% for plug-in hybrid car
- e) Price limit is increased by +25% for fully electric car



Focus on Scope 1 & 2

VS

Focus on Scope 3 of GHG Protocol



6. Supply chain



6. Supply chain

Our suppliers are obligated to adhere to and pass down all applicable statutory and regulatory requirements to their suppliers in the entire supply chain. The supplier shall apply the legal requirements of the production location and of the country of use to all products, processes or services internal and external. We expect our suppliers and sub-suppliers to adopt and adhere to our minimum expectations towards business ethics, working conditions, human rights and environmental leadership. These expectations are the same as are described in Code of business conduct and ethics.



7. Social participation



7. Social participation

Donations, Scholarships and Sponsorships

Semecs

Semecs supports intensively the Secondary technical vocational school and students of the surrounding universities, who, under supervision of experienced managers, can actively participate within their theses in the company's mission, which is focused on exceptional PCB assembly and quality that should not only be measured but first and foremost produced. Semecs has long term supported secondary technical vocational school in Vrable and various local social and environmental projects.

EPSa

EPSa is in contact with different schools in Saalfeld area as partner for internship for pupils and vacation work to show pupils how an EMS company is working and to get in contact with future trainees and students.

EPSa is a partner of different universities in Thuringia for internship and Bachelor or Master thesis.



8. Diversity



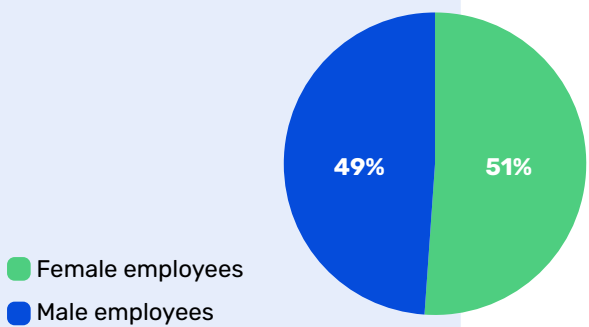
8. Diversity

There is tremendous potential in having a diverse workforce. SERO EMS Group therefore employs employees with different origins and experience.

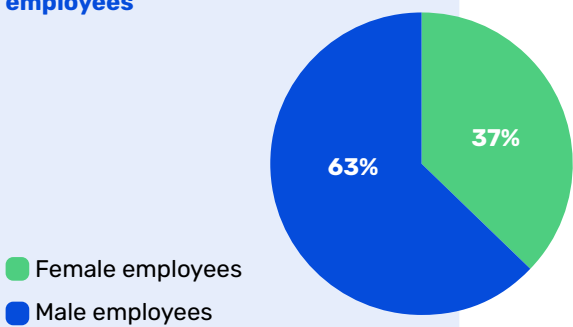
All employees are called upon to create an atmosphere of mutual respect and to determinedly oppose any discrimination on the grounds of race, ethnic origins, gender, religion or belief, disability, age or sexual identity.

We are monitoring ratio of female employees and male employees on regular way to keep control in healthy representation. In 2023-2024 we achieved ratio of female employees 51:49 within group of all SERO EMS Group employees. To look at 10% salaried employees we achieved more than 1/3, diversity of leadership team 2 (local management) we achieved more than ¼ and diversity of leadership team 1 (executive board and global functions) we achieved in the end of year almost ¼ rate of female employees.

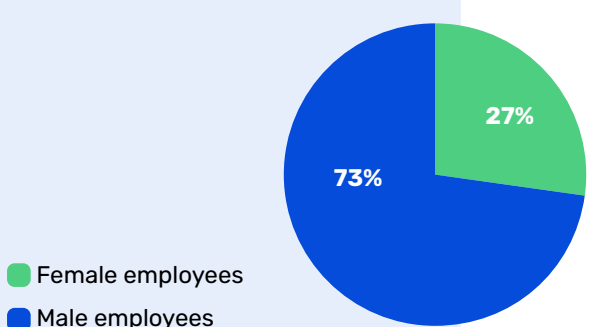
Diversity of all employees



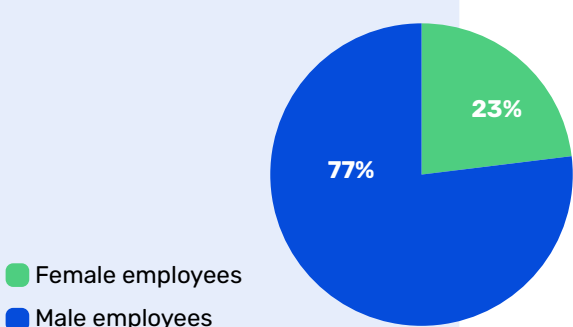
Diversity of top 10% salaried employees



Diversity of Leadership team 2



Diversity of Leadership team 1





Attachments

SERO EMS Group Report 2023

ZERTIFIKAT



ISO 9001:2015

DEKRA Certification GmbH bescheinigt hiermit, dass die Organisation

EPSa-Elektronik & Präzisionsbau Saalfeld GmbH

Remschützer Str. 1, 07318 Saalfeld, Deutschland

für den zertifizierten Bereich:

Entwicklung, Fertigung und Vertrieb von Produkten der Feinwerktechnik/Elektrotechnik und Medizingeräten

ein Qualitätsmanagementsystem entsprechend der oben genannten Norm eingeführt hat und aufrechterhält. Der Nachweis wurde mit Auditbericht-Nr. A22091250 erbracht.

Zertifikats Registrier-Nr.:

50121087/5

Gültigkeit vorheriges Zertifikat:

16.01.2023

Zertifikat gültig vom:

17.01.2023

Zertifikat gültig bis:

16.01.2026



Dr. Rolf Krökel
DEKRA Certification GmbH, Stuttgart, 20.12.2022



Certificate

Management system as per
EN ISO 9001:2015



The Certification Body TÜV NORD CERT GmbH hereby confirms as a result of the audit, assessment and certification decision according to ISO/IEC 17021-1:2015, that the organization

Semecs s.r.o.
Hlavná 1797/62
952 01 Vrábce
Slovak Republic

operates a management system in accordance with the requirements of EN ISO 9001:2015 and will be assessed for conformity within the 3 year term of validity of the certificate.

Scope

Production of electric and electronic control modules for various applications.

Certificate Registration No. 44 100 070800
Audit Report No. 1994/2023

Valid from 24.06.2024
Valid until 23.06.2027
Initial certification 2007

Bratislava, 09.07.2024

Certification Body at TÜV NORD CERT GmbH

TÜV NORD CERT GmbH
Am TÜV 1, 45307 Essen
www.tueb-nord-cert.com

TÜV®



Deutsche
Akkreditierungsstelle
D-ZM-12007-01-00



CERTIFICATE

Management system as per
EN ISO 9001:2015

The Certification Body TÜV NORD CERT GmbH hereby confirms as a result of the audit, assessment and certification decision according to ISO/IEC 17021-1:2015, that the organization

SERO GmbH
Große Ahlmühle 9
76865 Rohrbach
Germany


operates a management system in accordance with the requirements of ISO 9001:2015 and will be assessed for conformity within the 3 year term of validity of the certificate.

Scope

**Manufacturing of assembled printed circuit boards, electronic modules
and complete assemblies for measurement and control systems**

Certificate Registration No. 44 100 231854
Audit report No. 1669/2022

Valid from 26.02.2024
Valid until 25.02.2027



Certification Body
at TÜV NORD CERT GmbH

Bratislava, 26.02.2024

Validity can be verified at <https://www.tuev-nord.de/de/unternehmen/zertifizierung/zertifikatsdatenbank>

TÜV NORD CERT GmbH

Am TÜV 1

45307 Essen

www.tuev-nord-cert.com



Certificate of Registration

QUALITY MANAGEMENT SYSTEM - ISO 9001:2015

This is to certify that:

Syncron EMS
2330 Commerce Park Drive
Palm Bay
Florida
32905-7721
USA

Holds Certificate Number:

FM 602985

and operates a Quality Management System which complies with the requirements of ISO 9001:2015 for the following scope:

Contract electronic manufacturing service provider.

For and on behalf of BSI:


Carlos Pitanga, Managing Director Assurance, Americas

Original Registration Date: 2014-01-02

Latest Revision Date: 2022-11-02

Effective Date: 2023-01-02

Expiry Date: 2026-01-01

Page: 1 of 1



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This certificate was issued electronically and remains the property of BSI and is bound by the conditions of contract.

An electronic certificate can be authenticated [online](#).

Printed copies can be validated at www.bsigroup.com/ClientDirectory

Information and Contact: BSI, Kitemark Court, Davy Avenue, Knowlhill, Milton Keynes MK5 8PP. Tel: + 44 345 080 9000
BSI Assurance UK Limited, registered in England under number 7805321 at 389 Chiswick High Road, London W4 4AL, UK.
A Member of the BSI Group of Companies.



Certificate

Management system as per
EN ISO 9001:2015



The Certification Body TÜV NORD CERT GmbH hereby confirms as a result of the audit, assessment and certification decision according to ISO/IEC 17021-1:2015, that the organization

Syncron EMS, LLC
2330 Commerce Park Dr NE
FL 32905 Palm Bay
USA

operates a management system in accordance with the requirements of EN ISO 9001:2015 and will be assessed for conformity within the 3 year term of validity of the certificate.

Scope

Production of electric and electronic control modules

Certificate Registration No. 44 100 240207
Audit Report No. 0442/2023

Valid from 09.07.2024
Valid until 08.07.2027

Bratislava, 09.07.2024


Certification Body at TÜV NORD CERT GmbH

TÜV NORD CERT GmbH
Am TÜV 1, 45307 Essen
www.tueb-nord-cert.com

TÜV®



Deutsche
Akkreditierungsstelle
D-ZM-12007-01-00



CERTIFICATE



ISO 14001:2015

DEKRA Certification GmbH hereby certifies that the organization

EPSa-Elektronik & Präzisionsbau Saalfeld GmbH

Remschützer Str. 1, 07318 Saalfeld, Deutschland

for the scope of certification:

Development, manufacturing and selling of products of fine mechanics/electronic engineering and medicine devices

has established and maintains an environmental management system according to the above mentioned standard. The conformity was adduced with audit report no. A22091250.

Certificate registration no.:	170105010/7
Validity of previous certificate:	2023-01-15
Certificate valid from:	2023-01-14
Certificate valid to:	2026-01-15

Language translation



Dr. Rolf Krökel
DEKRA Certification GmbH, Stuttgart, 2023-01-11



CERTIFICATE

Management system as per
EN ISO 14001:2015

The Certification Body TÜV NORD CERT GmbH hereby confirms as a result of the audit, assessment and certification decision according to ISO/IEC 17021-1:2015, that the organization

Semecs s.r.o.
Hlavná 1797/62
95201 Vráble
Slovak Republic

Semecs


operates a management system in accordance with the requirements of ISO 14001:2015 and will be assessed for conformity within the 3 year term of validity of the certificate.

Scope

Production of electric and electronic control modules for various applications

Certificate Registration No. 44 104 021650
Audit report No. 1097/2022

Valid from 21.10.2023
Valid until 20.10.2026
Initial certification 2002


Certification Body
at TÜV NORD CERT GmbH

Bratislava, 22.09.2023

Validity can be verified at <https://www.tuev-nord.de/de/unternehmen/zertifizierung/zertifikatsdatenbank>.

TÜV NORD CERT GmbH

Am TÜV 1

45307 Essen

www.tuev-nord-cert.com



Certificate

Management system as per
EN ISO 14001:2015



The Certification Body TÜV NORD CERT GmbH hereby confirms as a result of the audit, assessment and certification decision according to ISO/IEC 17021-1:2015, that the organization

**SERO GmbH
Große Ahlmühle 9
76865 Rohrbach
Germany**

operates a management system in accordance with the requirements of EN ISO 14001:2015 and will be assessed for conformity within the 3 year term of validity of the certificate.

Scope

**Manufacturing of assembled printed circuit boards, electronic modules
and complete assemblies for measurement and control systems.**

Certificate Registration No. 44 104 24 50 0024
Audit Report No. 0432/2023

Valid from 10.06.2024
Valid until 09.06.2027
Initial certification 2024

Bratislava, 10.06.2024

A blue ink signature of the representative of the Certification Body at TÜV NORD CERT GmbH.

Certification Body at TÜV NORD CERT GmbH

TÜV NORD CERT GmbH
Am TÜV 1, 45307 Essen
www.tuev-nord-cert.com

TÜV®



CERTIFICATE

Management system as per
ISO 45001 : 2018

The Certification Body TÜV NORD CERT GmbH hereby confirms as a result of the audit, assessment and certification decision according to ISO/IEC 17021-1:2015, that the organization

Semecs s.r.o.
Hlavná 1797/62
952 01 Vrábľe
Slovak Republic




operates a management system in accordance with the requirements of ISO 45001:2018 and will be assessed for conformity within the 3 year term of validity of the certificate.

Scope

Production of electric and electronic control modules for various applications.

Certificate Registration No. 44 126 021650
Audit report No. 1100/2022

Valid from 30.09.2022
Valid until 29.09.2025
Initial certification 2019



Certification Body
at TÜV NORD CERT GmbH

Bratislava, 26.09.2022

Validity can be verified at <https://www.tuev-nord.de/de/unternehmen/zertifizierung/zertifikatsdatenbank>.

TÜV NORD CERT GmbH

Am TÜV 1

45307 Essen

www.tuev-nord-cert.com



CERTIFICATE

Management system as per
ISO 45001 : 2018

The Certification Body TÜV NORD CERT GmbH hereby confirms as a result of the audit, assessment and certification decision according to ISO/IEC 17021-1:2015, that the organization

Semecs s.r.o.
Hlavná 1797/62
952 01 Vrábľe
Slovak Republic




operates a management system in accordance with the requirements of ISO 45001:2018 and will be assessed for conformity within the 3 year term of validity of the certificate.

Scope

Production of electric and electronic control modules for various applications.

Certificate Registration No. 44 126 021650
Audit report No. 1100/2022

Valid from 30.09.2022
Valid until 29.09.2025
Initial certification 2019



Certification Body
at TÜV NORD CERT GmbH

Bratislava, 26.09.2022

Validity can be verified at <https://www.tuev-nord.de/de/unternehmen/zertifizierung/zertifikatsdatenbank>.

TÜV NORD CERT GmbH

Am TÜV 1

45307 Essen

www.tuev-nord-cert.com



Certificate

Management system as per

IATF 16949:2016

(1st edition, 2016-10-01)

Evidence of conformity with the above standard has been furnished and is certified for

Semecs s.r.o.
Hlavná 1797/62
952 01 Vrábľe
Slovakia

USI: L6MYT

Scope

Production of electric and electronic control modules

without product design responsibility (according to section 8.3)

with the remote functions according to appendix

IATF Registration No. 0525450
Certificate Registration No. 44 111 070800

Issue date: 2024-06-24
Expiry date: 2027-06-23

Essen, 2024-06-24


Certification Body at TÜV NORD CERT GmbH

This certification was conducted in accordance with the IATF „Rules for achieving and maintaining IATF recognition“.

TÜV NORD CERT GmbH
Am TÜV 1, 45307 Essen
www.tuev-nord-cert.com

TÜV®



02-IAO-QMC-01021

Page 1 of 2

A13F201 Rev. 03/12.23



Visit our database to
verify the validity of
this certificate.



Certificate

Management system as per

IATF 16949:2016

(1st edition, 2016-10-01)

TÜVNORD

TÜV NORD CERT GmbH

IATF 16949

tuev-nord.de

Evidence of conformity with the above standard has been furnished and is certified for

Synchron EMS, LLC
2330 Commerce Park Dr NE
FL 32905 Palm Bay
USA

USI: CA2MPC

Scope

Production of electric and electronic control modules

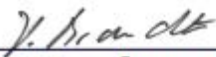
without product design responsibility (according to section 8.3)

with the remote functions according to appendix

IATF Registration No. 0529128
Certificate Registration No. 44 111 240207

Issue date: 2024-07-09
Expiry date: 2027-07-08

Essen, 2024-07-09


Certification Body at TÜV NORD CERT GmbH

This certification was conducted in accordance with the IATF „Rules for achieving and maintaining IATF recognition“.



Visit our database to
verify the validity of
this certificate.

TÜV NORD CERT GmbH
Am TÜV 1, 45307 Essen
www.tuev-nord-cert.com

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02-IAO-QMC-01021

Page 1 of 2

A13F201 Rev. 03/12.23



Certificate

Management system as per

IATF 16949:2016

(1st edition, 2016-10-01)



Evidence of conformity with the above standard has been furnished and is certified for

Syncon EMS, LLC
2330 Commerce Park Dr NE
FL 32905 Palm Bay
USA

USI: CA2MPC

Scope

Production of electric and electronic control modules

without product design responsibility (according to section 8.3)

with the remote functions according to appendix

IATF Registration No. 0529128
Certificate Registration No. 44 111 240207

Issue date: 2024-07-09
Expiry date: 2027-07-08



Essen, 2024-07-09


Certification Body at TÜV NORD CERT GmbH

This certification was conducted in accordance with the IATF „Rules for achieving and maintaining IATF recognition“.

Visit our database to
verify the validity of
this certificate.

TÜV NORD CERT GmbH
Am TÜV 1, 45307 Essen
www.tuev-nord-cert.com



TÜV®

02-IAO-QMC-01021

Page 1 of 2

A13F201 Rev. 03/12.23



CERTIFICATE



EN ISO 13485:2016 + AC:2018 + A11:2021

DEKRA Certification GmbH hereby certifies that the organization

EPSa-Elektronik & Präzisionsbau Saalfeld GmbH

Scope of certification:

Design, manufacturing and distribution of electrical components for medical devices

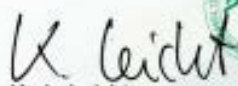
Certified location:

Remschützer Straße 1, 07318 Saalfeld, Germany

has established and maintains a quality management system according to the above mentioned standard.
The conformity was adduced with audit report no. 50139-Z7-00.

Certificate registration no.: 50139-21-00_EN
Validity of previous certificate: 2024-03-07

Certificate valid from: 2024-03-08
Certificate valid to: 2026-01-15


Karin Leicht

DEKRA Certification GmbH, Stuttgart, 2024-03-08



Deutsche
Akkreditierungsstelle
D-ZM-16029-08-00



CERTIFICATE

Management system as per

PN-EN ISO 13485:2016-04

Medical devices - Quality management systems - Requirements for regulatory purposes

In accordance with TÜV NORD Polska Sp. z o.o. procedures, it is hereby certified that

Semecs s.r.o.

Hlavná 1797/62, 952 01 Vráble, Slovakia

Semecs

applies a management system in line with the above standard for the following scope

Production of electric and electronic control modules for medical applications.

Certificate Registration No. AC090 MD/1567/3497/2017

Audit Report No. PL3497/2023

Valid from **10-08-2023**

Valid until **09-08-2026**

Manager of Certification Body
TÜV NORD Polska Sp. z o.o.

Katowice, 03-07-2023

This certification was conducted in accordance with the TÜV NORD Polska Sp. z o.o. auditing and certification procedures and is subject to regular surveillance audits.

TÜV NORD Polska Sp. z o.o.

ul. Mickiewicza 29

40-085 Katowice

www.tuv-nord.pl



Certificate of Registration

QUALITY MANAGEMENT SYSTEM - ISO 13485:2016

This is to certify that:


Syncon EMS
2330 Commerce Park Drive
Palm Bay
Florida
32905-7721
USA

Holds Certificate Number: **FM 602984**

and operates a Quality Management System which complies with the requirements of ISO 13485:2016 for the following scope:

Contract electronic manufacturing service provider.

For and on behalf of BSI:


Graeme Tunbridge, Senior Vice President Medical Devices

Original Registration Date: 2014-01-02

Latest Revision Date: 2022-11-02

Effective Date: 2023-01-02

Expiry Date: 2026-01-01

Page: 1 of 1



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This certificate was issued electronically and remains the property of BSI and is bound by the conditions of contract.

An electronic certificate can be authenticated [online](#).

Printed copies can be validated at www.bsigroup.com/ClientDirectory

Issuing Body: BSI Group The Netherlands B.V., John M. Keynesplein 9, 1066 EP Amsterdam, The Netherlands

BSI Group The Netherlands B.V. is registered in The Netherlands under number 33264284 | A Member of the BSI Group Holdings B.V.

Contact Office: 12950 Worldgate Drive, Suite 800, Herndon, VA 20170-6007 USA.



CERTIFICATE

Management system as per
ISO/IEC 27001 : 2013

The Certification Body TÜV NORD CERT GmbH hereby confirms as a result of the audit, assessment and certification decision according to ISO/IEC 17021-1:2015, that the organization

Semecs s.r.o.
Hlavná 1797/62
952 01 Vrábľe
Slovak Republic



operates a management system in accordance with the requirements of ISO/IEC 27001:2013 and will be assessed for conformity within the 3 year term of validity of the certificate.

Scope

Production of electric and electronic control modules for various applications.

Statement of Applicability, version 2, dated from 05.08.2019.

Certificate Registration No. 44 121 021650
Audit report No. 0728/2022

Valid from 02.09.2022
Valid until 01.09.2025
Initial certification 2019



Certification Body
at TÜV NORD CERT GmbH

Bratislava, 24.08.2022

Validity can be verified at <https://www.tuev-nord.de/de/unternehmen/zertifizierung/zertifikatsdatenbank>.

TÜV NORD CERT GmbH

Am TÜV 1

45307 Essen

www.tuev-nord-cert.com





TISAX® ASSESSMENT

TISAX is an assessment and exchange mechanism for the information security of enterprises and allows recognition of assessment results among the participants.

This document is valid until **23.12.2025**

Semecs, s.r.o.

L9KVF8

Hlavná 1797/62, 952 01, Vrable, Slovakia

TISAX® Assessment Scope S37XC1

Scope Type: Standard Scope 2.0

The Scope comprises all processes and involved resources at the sites defined below that are subject to security requirements from partners in the automotive industry. Involved processes and resources include collection of information, storage of information and processing of information.

TISAX® Assessment Objectives

*Information with Very High Protection Needs
Protection of Prototype Parts and Components*

TISAX® Assessment Information

ASSESSMENT-ID
AN8RX8-1

Report Issuance Date
26.01.2023



This document has been issued by ENX Association and certifies that a TISAX® Assessment has been conducted and has yielded results that can be seen under the link mentioned below. TISAX® and TISAX® results are not intended for general public and only visible for authorized TISAX® Participants.

enx.com/TISAX/tisaxassessmentresults

www.enx.com



Semecs s.r.o.
Solid Semecs bv
Solid Semecs GmbH

*is an IPC member facility in good standing,
entitled to the full benefits of such membership,
subject to the rules and regulations of the Association.*

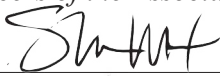
*In witness whereof, we have caused this certificate
to be executed by the duly authorized Officers of the Association.*

Membership number 1522924

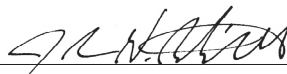
Valid to 3/31/2025

Members since 4/1/2015





IPC Chairman of the Board



IPC President and CEO



TOP 10²⁰¹⁸

firiem regiónu



Semecs, s.r.o.

IČO: 34139303

6. miesto

v rebríčku najzdarovších firiem
v nitrianskom regióne za rok 2018 v kategórii:
Zahraničná spoločnosť s obrátom 2 – 10 miliónov eur

Vyhlasovateľ rebríčka:

HN HOSPODÁRSKE
NOVINY

Marcela Šimková
šéfredaktorka Hospodárskych novín

Generálny partner

 **UniCredit Bank**

Odborný garat

Deloitte.

Odborný a dátový partner

 **Bisnode**







Der Ausbildungsbetrieb

SERO GmbH

in Rohrbach

leistet mit der qualifizierten Ausbildung
junger Menschen einen entscheidenden
Beitrag für die Entwicklung
der pfälzischen Wirtschaft
und zukunftsweisender Innovationen.

Industrie- und Handelskammer
für die Pfalz




Präsident


Hauptgeschäftsführer

Ausbildungsbetrieb
2023




Urkunde

SERO GMBH

Dualer Partner der
Dualen Hochschule Baden-Württemberg
Karlsruhe


im Studiengang

Elektrotechnik



Prof. Edgar Bohn
Vorsitzender Örtlicher Hochschulrat

Karlsruhe, den 27. August 2019



Prof. Dr.-Ing. Stephan Schenkel
Rektor



Energetický štítok

vydaný podľa zákona č. 555/2005 Z. z. o energetickej hospodárnosti budov
a o zmene a doplnení niektorých zákonov v znení neskorších predpisov
č. 242494/2023/93/016712008/EŠ

Názov budovy: Výrobný závod Semecs
Ulica, číslo: Hlavná 1797
Obec: Vrábľe
Okres: Nitra
Účel spracovania: Predaj



Celková podlahová plocha v m²: 8099,3

Rok kolaudácie budovy: 2013

Posledná významná obnova: - - -

Hodnotenie jednotlivých miest spotreby

Potreba energie na vykurovanie: **C**
Potreba energie na prípravu teplej vody: **B**
Potreba energie na chladenie a vetranie: **A**
Potreba energie na osvetlenie: **A**

ENERGETICKÁ HOSPODÁRNOSŤ BUDOV

Kategória budovy: 9 - ostatné budovy vrátane budov so zmiešaným účelom využitia	Celková potreba energie kWh/(m ² .a)	Primárna energia kWh/(m ² .a)
Verejná budova: <input type="checkbox"/>		
Globálny ukazovateľ - primárna energia:	124	151
Vysoká energetická hospodárnosť		
A0 ⁺ /A0/A1/A		A1
B	B	
C		
D		
E		
F		
G		
Energeticky nevhodná		
Normalizované hodnotenie:	<input checked="" type="checkbox"/>	
Prevádzkové hodnotenie:	<input type="checkbox"/>	
Minimálna požiadavka 0,5 R _t :	97	191
Typická budova R _s :	383	764

Nameraná spotreba energie na vykurovanie v kWh/(m².a)

Rok	2022	2021	2020	Priemer
Spotreba energie na vykurovanie v kWh/(m ² .a)	214	269	309	264,00

Podiel energie z obnoviteľných zdrojov na mieste:

Obnoviteľný zdroj na výrobu tepla na vykurovanie a/alebo chladenie:

Obnoviteľný zdroj na ohrev teplej vody:

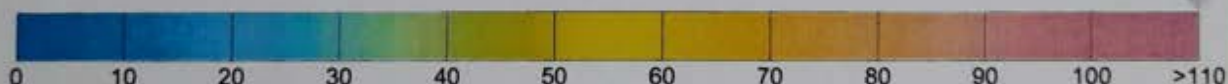
Spôsob výroby elektriny z obnoviteľného zdroja: fotovoltaika 396 ks panelov /rozm. jedného 1x1,65 m/

Odvádzaná/uskladňovaná energia z obnoviteľného zdroja (druh) v kWh/(m².a):

Rekuperácia tepla (druh a účinnosť v %): žiadna

Emisie CO₂ v kg/(m².a)

143



Návrh opatrení na zlepšenie energetickej hospodárnosti budovy

Obvodový plášť: bez úprav

Strecha: bez úprav

Podlaha: prídavná tepelná izolácia z XPS hr. 50 mm

Otvorové konštrukcie: bez úprav

Vykurovanie: bez úprav

Príprava teplej vody: bez úprav

Chladenie/vetranie: bez úprav

Osvetlenie: Bez navrhovaných úprav

Obnoviteľné zdroje energie:

Iné:

Predchádzajúci certifikát č. - - - - -

Dátum vyhotovenia: 6. 7. 2023

Platnosť najviac do: 6. 7. 2033

Meno a priezvisko oprávnenej osoby: Ing. Milan Koniar

Obchodné meno a sídlo: Architektonická kancelária Csanda-Piterka s.r.o., Riečna 2, 949 01 Nitra

IČO: 36362468

DIČ: 2022192139

Kontakt: 0421376503217, koniar@csanda-piterka.sk



Certifikát greenPOWER

Udeľený spoločnosti:

Semecs, s.r.o.
Hlavná 1797/62, 952 01 Vrábľe
IČO: 34139303

Certifikát greenPOWER vydáva Stredoslovenská energetika, a. s., ako potvrdenie, že celý objem elektrickej energie dodaný v uvedenom období pochádza výlučne z obnoviteľných zdrojov energie a pomáha pri podpore projektov zameraných na spoločenskú a environmentálnu zodpovednosť.

Obdobie dodávky:

1. 1. 2024 – 31. 12. 2024

Stredoslovenská energetika, a. s., je moderný poskytovateľ energie, ktorý si uvedomuje svoju environmentálnu zodpovednosť. Preto je naším dlhodobým cieľom podporovať energetickú účinnosť, racionálne využívanie elektrickej energie a rozvoj projektov zameraných na výrobu elektrickej energie z obnoviteľných zdrojov (vodná, veterná, solárna a geotermálna energia, energia z biomasy, bioplynu a pod.).

V Žiline dňa 11. 1. 2024



Ing. Patrik Vicenec
riaditeľ sekcie
Predaj B2B zákazníkom



tel.: +421 41 519 11 11



sse@sse.sk



www.sse.sk



Stredoslovenská energetika, a. s.
Pri Rajčianke 8591/48, 010 47 Žilina

IČO: 51 865 467, IČ DPH: SK2120814575, DIČ: 2120814575, IBAN: SK91 0200 0000 0000 0070 2432, BIC: SUBASKBX, Stredoslovenská energetika, a. s., je zapísaná v obchodnom registri Okresného súdu Žilina, oddiel Sa, vložka číslo 10956/L
www.sse.sk





Zertifikat >

EnBW Smart Energy

Dieses Zertifikat bescheinigt dem Unternehmen

SERO GmbH

Große Ahlmühle 9

76865 Rohrbach

den Bezug von Ökostrom Europa.

Das Zertifikat ist gültig für die ab dem 01. Januar 2024 bis 31. Dezember 2024 abgenommene Liefermenge.

Ausgestellt am 13.11.2023 durch die EnBW Energie Baden-Württemberg AG.

Annemarie Heinz

Heinz, Annemarie
EnBW Energie Baden-Württemberg AG

