

Waldenburg, 01/03/2023

To
Jessica Heintz
SWG Schraubenwerk Gaisbach
Am Bahnhof 50
74638 Waldenburg

Appointment as Human Rights Officer

Dear Ms. Heintz,

Thank you for your willingness to take on the role of Human Rights Officer for Schraubenwerk Gaisbach GmbH. Your appointment is effective as of 01/03/2023.

Human Rights Officer in accordance with the Act on Corporate Due Diligence Obligations for the Prevention of Human Rights Violations in Supply Chains (Lieferkettensorgfaltspflichtengesetz - LkSG)

The German Supply Chain Act prescribes the following tasks and duties of the Human Rights Officer, in order to ensure human rights and environmental due diligence obligations in the supply chain:

- Monitor the risk management of the company with regard to human rights and environmental risks - including regular risk assessments and preventative/remedial measures
- Set up a complaints procedure (as part of the risk management). This procedure should enable those affected by human rights violations within the supply chain to express their concerns or complaints directly to the company
- Report to management (at least once per year) about the status of implementation and the progress of human rights-related due diligence obligations in a business unit of our company and the supply chain (e.g. reported violations, findings from risk management, further development of the strategy)
- Documentation requirement: For the documentation requirement, the Supply Chain Act no longer refers explicitly to the Human Rights Officer. However, it would be helpful if the Human Rights Officer played a central role when complying with the documentation requirement and in the issuing of the annual report, or if they were informed about the content communicated in this documentation by the relevant team.

As the Human Rights Officer, you are obliged and entitled to apply for the resources you require for properly performing your duties from your assigned member of the management team. You should not be disadvantaged in any way as a result of exercising your duties as Human Rights Officer.

Thank you for your willingness to take on the role of Human Rights Officer.

Kind regards,



Gösta Pietsch

Consent to role as Human Rights Officer:

I consent with the appointment as Human Rights Officer.

Waldenburg, 01/03/2023

Place, Date

A handwritten signature in blue ink, appearing to read 'J. Heintz', is written over the printed name.

Jessica Heintz