



GLOBAL QUALITY AND ENVIRONMENTAL POLICY

October 30th, 2021

Radio Frequency Systems (RFS) is a worldwide leading provider of innovative wireless and broadcast infrastructure products and solutions.

At RFS, we put the customer at the heart of every process within our operations. We provide high quality, reliable and environmentally friendly products; we constantly strive for excellence in meeting our commitments and customers' expectations.

We are strongly committed to:

- › Measuring Quality and Environmental performance and driving continual improvement in our processes and those of our supply partners.
- › Facing and addressing issues in a timely manner by looking for best-in-class practices.
- › Leveraging our global organization strengths by delivering reliable service and customer support in all regions of the world.
- › Anticipating customer needs by offering innovative products and services.
- › Conducting business with high standards of integrity, adherence to compliance obligations and with regard to corporate social responsibility.
- › Protecting the environment by minimising pollution and reducing the environmental impacts of the Company's activities, products, and services.
- › Mitigating climate change by reducing CO2e emissions.

The Management team is committed to providing a workplace that fosters a culture of innovation and continual improvement, where quality and environmental protection are the results of each employee's daily engagement for the benefit of our customers and the environment in which we are living.

This policy will be regularly reviewed, updated as necessary, communicated, and applied to all employees and persons working for or on behalf of RFS, and made available to the interested parties.

Monika Maurer
President & CEO



CHARTRE QUALITÉ ET ENVIRONNEMENT RFS

GLOBAL QUALITY AND ENVIRONMENTAL POLICY

Le 30 octobre 2021

Radio Frequency Systems (RFS) est l'un des principaux fournisseurs mondiaux de produits et de solutions innovants d'infrastructure sans fil et de diffusion.

Radio Frequency Systems (RFS) is a worldwide leading provider of innovative wireless and broadcast infrastructure products and solutions.

Chez RFS, nos clients sont au cœur de chacune de nos activités. Nous fournissons des produits fiables et de haute qualité. À la recherche constante de l'excellence, nous respectons nos engagements et répondons aux attentes de nos clients.

At RFS, we put the customer at the heart of every process within our operations. We provide high quality and reliable products; we constantly strive for excellence in meeting our commitments and customers' expectations.

Nous nous engageons à :

We are strongly committed to:

- › Mesurer notre performance qualité et environnementale et améliorer continuellement nos processus ainsi que ceux de nos fournisseurs.

Measuring Quality and Environmental performance and driving continual improvement in our processes and those of our supply partners.

- › Traiter et résoudre les problèmes en temps opportun en adoptant les meilleures pratiques.

Facing and addressing issues in a timely manner by looking for best-in-class practices.

- › Tirer parti des atouts de notre organisation mondiale pour offrir un service fiable et un soutien à nos clients dans toutes les régions du monde.

Leveraging our global organization strengths by delivering reliable service and customer support in all regions of the world.

- › Anticiper les besoins de nos clients en proposant des produits et services innovants.

Anticipating customer needs by offering innovative products and services.

- › Protéger l'environnement par le respect des normes et la prévention de la pollution.

Protecting the environment through compliance with regulations and prevention of pollution.

- › Diriger l'entreprise avec des normes élevées d'intégrité, de respect des obligations de conformité et de responsabilité sociale d'entreprise.

Conducting business with high standards of integrity, adherence to compliance obligations and with regard to corporate social responsibility.

- › Protéger l'environnement en minimisant la pollution et en réduisant les impacts environnementaux des activités, produits et services de la Société.

Protecting the environment by minimizing pollution and reducing the environmental impacts of the Company's activities, products, and services.

- › Atténuer le changement climatique en réduisant les émissions de CO2e.

Mitigating climate change by reducing CO2e emissions.

L'équipe de direction s'engage à fournir un environnement de travail qui favorise une culture d'innovation et d'amélioration continue, dans lequel la qualité est le résultat de l'engagement quotidien de chaque employé envers nos clients et la planète.

The Management team is committed to providing a workplace that fosters a culture of innovation and continual improvement, where quality and environmental protection are the results of each employee's daily engagement for the benefit of our customers and the environment in which we are living.

Cette chartre sera régulièrement revue, mise à jour si nécessaire, communiquée et appliquée à tous les employés et personnes travaillant pour le compte de RFS, et mise à la disposition des parties intéressées.

This policy will be regularly reviewed, updated as necessary, communicated, and applied to all employees and persons working for or on behalf of RFS, and made available to the interested parties.

Monika Maurer
Présidente Directrice Générale



安弗施全球质量与环境政策

GLOBAL QUALITY AND ENVIRONMENTAL POLICY

2021年11月

安弗施无线射频系统(RFS)是一家全球领先的无线和广播基础设施的产品制造商，拥有创新的产品设计，卓越的解决方案，是全球无线通信基础设施领域的领导者。

Radio Frequency Systems (RFS) is a worldwide leading provider of innovative wireless and broadcast infrastructure products and solutions.

在安弗施我们始终坚持以客户至上的原则。我们确保安弗施的产品质量可靠、性能环保卓越。我们不断努力实现我们的承诺，满足客户的期望。

At RFS, we put the customer at the heart of every process within our operations. We provide high quality, reliable and environmentally friendly products; we constantly strive for excellence in meeting our commitments and customers' expectations.

我们始终致力于：

We are strongly committed to:

- › 监测产品的质量和环保性能，并且与我们的供应商持续改进生产流程。
Measuring Quality and Environmental performance and driving continual improvement in our processes and those of our supply partners.
- › 面对和解决问题，及时有效地提供最佳解决方案。
Facing and addressing issues in a timely manner by looking for best-in-class practices.
- › 利用我们全球组织优势，为世界各个区域提供可靠的服务和客户支持。
Leveraging our global organization strengths by delivering reliable service and customer support in all regions of the world.
- › 预测客户需求提供创新的产品和服务。
Anticipating customer needs by offering innovative products and services.
- › 我们承诺高标准诚信经营，遵守合规条款，并且严格履行企业社会责任。
Conducting business with high standards of integrity, adherence to compliance obligations and with regard to corporate social responsibility.
- › 保护环境，杜绝污染，降低对环境的影响贯彻在公司产品、活动和服务等方面。
Protecting the environment by minimising pollution and reducing the environmental impacts of the Company's activities, products, and services.
- › 减少碳排放，共同应对气候变化。
Mitigating climate change by reducing CO2e emissions.

管理团队致力于为员工提供一个孕育创新和持续改进的工作环境，以质量和环保为中心，规范每位员工日常工作行为，为客户和我们的居住环境创造利益。

The Management team is committed to providing a workplace that fosters a culture of innovation and continual improvement, where quality and environmental protection are the results of each employee's daily engagement for the benefit of our customers and the environment in which we are living.

以上政策会定期按需更新，适用于所有RFS员工和代表RFS的工作者，及相关当事人。

This policy will be regularly reviewed, updated as necessary, communicated, and applied to all employees and persons working for or on behalf of RFS, and made available to the interested parties.

Monika Maurer
总裁及首席执行官



Globale Qualitäts- und Umweltpolitik Global Quality and Environmental Policy

30. Oktober 2021

Radio Frequency Systems (RFS) ist ein globaler Entwickler und Hersteller von innovativen Lösungen im Bereich Hochfrequenzkabel und Antennensystemen für Mobil- und Rundfunk.

Radio Frequency Systems (RFS) is a worldwide leading provider of innovative wireless and broadcast infrastructure products and solutions.

Bei RFS stellen wir den Kunden in den Mittelpunkt eines jeden Prozesses. Wir bieten qualitativ hochwertige, zuverlässige und umweltfreundliche Produkte; wir streben stets nach Perfektion, bei der Erfüllung unserer Verpflichtungen und der Erwartungen unserer Kunden.

At RFS, we put the customer at the heart of every process within our operations. We provide high quality, reliable and environmentally friendly products; we constantly strive for excellence in meeting our commitments and customers' expectations.

Wir verpflichten uns:

We are strongly committed to:

- › unsere Qualitäts- und Umweltleistung zu bewerten und die eigenen Prozesse und die Prozesse unserer Lieferanten kontinuierlich zu verbessern.
Measuring Quality and Environmental performance and driving continual improvement in our processes and those of our supply partners.
- › frühzeitig Probleme zu erkennen und mit den bestmöglichen Methoden zu beseitigen.
Facing and addressing issues in a timely manner by looking for best-in-class practices.
- › die Stärke unserer globalen Organisation zu nutzen, um eine zuverlässige Unterstützung unserer Kunden in allen Regionen der Welt sicher zu stellen.
Leveraging our global organization strengths by delivering reliable service and customer support in all regions of the world.
- › zukünftige Kundenbedürfnisse durch das Angebot innovativer Produkte und Dienstleistungen zu erfüllen.
Anticipating customer needs by offering innovative products and services.
- › bei all unseren Geschäftstätigkeiten die höchsten Standards anzulegen, was Integrität, die Beachtung rechtlicher Vorschriften und die soziale Verpflichtung des Unternehmens betrifft.
Conducting business with high standards of integrity, adherence to compliance obligations and with regard to corporate social responsibility.
- › die Umwelt zu schützen, indem wir potentiell kritische Stoffe minimieren und die Umwelteinflüsse durch Produktion, Produkte und Dienstleistungen reduzieren.
Protecting the environment by minimising pollution and reducing the environmental impacts of the Company's activities, products, and services.

Das RFS Management ist entschlossen, einen Arbeitsplatz zu schaffen, der eine Kultur von Innovation und kontinuierlicher Verbesserung fördert. Für jeden einzelnen Mitarbeiter sind Produktqualität und Umweltschutz das Ergebnis des täglichen Engagements, zum Wohle unserer Kunden und der Umwelt, in der wir leben.

The Management team is committed to providing a workplace that fosters a culture of innovation and continual improvement, where quality and environmental protection are the results of each employee's daily engagement for the benefit of our customers and the environment in which we are living.

Diese Selbstverpflichtung zur globalen Qualitäts- und Umweltpolitik wird regelmäßig überprüft, falls notwendig ergänzt, und an alle Mitarbeiter und Dienstleister kommuniziert. Sie wird allen interessierten Parteien zur Verfügung gestellt.

This policy will be regularly reviewed, updated as necessary, communicated, and applied to all employees and persons working for or on behalf of RFS, and made available to the interested parties.

Monika Maurer
Generaldirektor



POLÍTICA GLOBAL DA QUALIDADE E MEIO AMBIENTE DA RFS

GLOBAL QUALITY AND ENVIRONMENTAL POLICY

Oct. 30, 2021

A Radio Frequency Systems (RFS) é uma fornecedora líder mundial de produtos e soluções inovadores de infraestrutura de transmissão e sem fio.

Radio Frequency Systems (RFS) is a worldwide leading provider of innovative wireless and broadcast infrastructure products and solutions.

Na RFS, nossos clientes estão no centro de cada processo de nossa operação. Nós asseguramos produtos de alta qualidade, confiabilidade e ambientalmente corretos; nós constantemente buscamos a excelência, alinhando nosso compromisso com a expectativa de nossos clientes.

At RFS, we put the customer at the heart of every process within our operations. We provide high quality, reliable and environmentally friendly products; we constantly strive for excellence in meeting our commitments and customers' expectations.

Estamos comprometidos em:

We are strongly committed to:

- › Mensurar o desempenho da qualidade e do meio ambiente e guiar o aprimoramento contínuo de nossos processos e de nossos fornecedores.
Measuring Quality and Environmental performance and driving continual improvement in our processes and those of our supply partners.
- › Enfrentar e endereçar problemas em tempo hábil, em busca das melhores práticas.
Facing and addressing issues in a timely manner by looking for best-in-class practices.
- › Reforçar os pontos fortes de nossa organização, entregando serviços confiáveis e fornecendo suporte a nossos clientes em todas as regiões do mundo.
Leveraging our global organization strengths by delivering reliable service and customer support in all regions of the world.
- › Antecipar as necessidades de nossos clientes, oferecendo produtos e serviços inovadores.
Anticipating customer needs by offering innovative products and services.
- › Conduzir os negócios com elevados padrões de integridade, cumprimento das obrigações de compliance e respeito à responsabilidade social corporativa.
Conducting business with high standards of integrity, adherence to compliance obligations and with regard to corporate social responsibility.
- › Proteger o meio ambiente, minimizando a poluição e reduzindo os impactos ambientais das atividades, produtos e serviços da Empresa.
Protecting the environment by minimising pollution and reducing the environmental impacts of the Company's activities, products, and services.
- › Mitigar as mudanças climáticas reduzindo as emissões de CO2e.
Mitigating climate change by reducing CO2e emissions.

O Management Team está empenhado em proporcionar um ambiente de trabalho que promova uma cultura de inovação e aprimoramento contínuo, em que Qualidade e proteção ambiental são resultados do engajamento de todo e cada colaborador.

The Management team is committed to providing a workplace that fosters a culture of innovation and continual improvement, where quality and environmental protection are the results of each employee's daily engagement for the benefit of our customers and the environment in which we are living.

Esta política será revisada regularmente, atualizada conforme necessário, comunicada e aplicada a todos os funcionários e pessoas que trabalham para ou em nome da RFS, e disponibilizada às partes interessadas.

This policy will be regularly reviewed, updated as necessary, communicated, and applied to all employees and persons working for or on behalf of RFS, and made available to the interested parties.

Monika Maurer
Presidente & CEO