

Integrated Management System Policy pertaining to quality, environmental protection, occupational health and safety and energy

KONČAR Inc. is the parent company of KONČAR Group and in all its business activities the company strives to meet the needs of interested parties and improve satisfaction of all stakeholders.

The Management Board of KONČAR Inc. is aware of the company's social and public responsibility and is committed to continuous improvement of the company's integrated management system. The goal of the Management Board is to implement the Policy and achieve strategic objectives through the following commitments:

- continue to achieve outstanding results and maintain profitability,
- continue to improve the satisfaction of customers and stakeholders by identifying and addressing their needs effectively,
- advocate for and apply cleaner production technologies,
- ensure proper maintenance of infrastructure, and utilize environmentally-friendly materials and products,
- reduce environmental impact through continuous monitoring of operations and maintaining a high level of environmental awareness,
- manage natural resources and waste prudently and responsibly,
- invest in continuous training and professional development of its employees and preserve knowledge within the organisation,
- engage employees in consultations and participation to provide a healthy and safe working environment,
- improve communication with employees and interested parties.

KONČAR Inc. adheres to all applicable laws and regulations of the Republic of Croatia and fulfils all undertaken obligations. Risks which might affect processes, environmental protection, occupational health and safety, energy efficiency, economic stability and ethical values are identified, and if possible, minimised or eliminated.

KONČAR Inc. discloses all information pertaining to its operations, strategy, and compliance with the principles related to environmental protection, occupational health and safety and employment relations, human rights and anti-corruption activities. The public and interested parties are informed about all activities through reports issued on a regular basis.

This Policy is publicly accessible on the company's website and has been communicated to all employees, associates, and service providers who are required to adhere to it. The Policy applies to all KONČAR Group companies.

Zagreb, 16 May 2024

For KONČAR – Electrical Industry Inc. for manufacturing and services
Member of the Management Board President of the Management Board, MSc.
Petar Bobek Gordan Kolak

