



## QUALITY POLICY, ENVIRONMENTAL POLICY, OCCUPATIONAL HEALTH AND SAFETY POLICY, AND ENERGY MANAGEMENT POLICY IN OEZ s.r.o.

The OEZ s.r.o. Quality Policy, Environmental Policy, Occupational Health and Safety Policy, Safe Enterprise Policy, and Energy Management Policy is communicated to all levels of society and is in agreement with the long-term intentions of the organization. We support development, production, trade and services in the field of NN circuit breakers and fuses, tools, moulds and single-purpose machines and devices by fulfilling our visions and objectives.

We will focus our technical development on continual innovation and modernization of the production program, in agreement with the technical requirements for products according to relevant standards and laws, in agreement with the requirements of customers and the situation on the market. We will include the requirements for quality, environment, sustainability, energy saving, and the occupational health and safety into all stages of the life-cycle of our products, from the development, production and introduction on the market to their disposal.

We will ensure that directives and regulations of the European Union, Czech law and respective Siemens regulations are. We will meet obligations established by the European and Czech legal regulations and the relevant Siemens standards in the entire area of quality of products and services, environment, sustainability, energy management, and the occupational health and safety protection.

We will maximize satisfaction of our customers by continually improving quality of our products and services and by promptly executing job orders. We set ourselves objectives which lead to a commitment to include economical management of raw materials, chemical substances and energies. We seek to reduce their consumption. We provide information to employees, general public and customers how to use them without posing any risks to the environment, their health and the occupational safety, and to increase energy efficiency.

We will complete liquidation of old environmental loads.

According to sustainability principles we will produce the highest quality with minimal impact on the environment, energy performance, safety and health of our employees. We will reduce or prevent discharge of pollutants into the environment (atmosphere, soil, water). We will reduce the volume of the produced waste and by their utilization and recycling we will slow down drawing on raw material resources. We will assign the same priority to the quality of products and services, the environment, energy saving, and to occupational safety and health as we assign to economic aspects.

We will identify important aspects, sources, risks and opportunities that may influence business processes, quality of the products, the environment, sustainability, energy resources, and occupational safety and health. By planning and implementing appropriate measures we will eliminate or mitigate unwanted impacts and/ or use their potential for the benefit of the company.

We will ensure a cybersecurity environment that complies with legal requirements as well as our internal needs, in order to protect our company's assets while providing safe services and products to our customers.

We will ensure compliance with the requirements of Atomic Act 263/2016 Coll. and Decree No. 408/2016 Coll.

We will optimize offers of our products and services. We will consider into account the organization's context in optimizing business processes in order to be flexible, fast, healthy and sustainable for a long period.

By improving of our technical and commercial services we are able to provide both existing and new customers with information about our products and their applications. We use customer feedback to create competitive advantages in the market.

We will cooperate with interest groups, state administration bodies, our partners, customers and suppliers of material, goods and services. We request that their approach to quality of products and services, the environment, sustainability, energy consumption and saving, and the occupational safety and health is in agreement with our principles. Efficient and rational advertising will ensure continual improvement of presentation of our company, products and services.

We pursue implementation of the systems under the standards ISO 9001, ISO 14001, EMAS, ISO 45001, ISO 50001 and Safe Enterprise.

By obtaining product certificates from independent testing laboratories and by improving the management system of quality, environment, energy management, and the occupational health and safety we will guarantee to the customers the continual functionality and reliability of products and thus support the company image.

We increase responsibility of employees for the quality of products, environmental protection, protection of their own health and energy saving, and we request their cooperation in order to increase the level of quality, environmental protection, sustainability, reduction of energy consumption, and the occupational health and safety. We will focus on a company sustainable development based on environmental, social and economic pillars and we will dedicate them the same part of importance. We inform the employees about the company plans to improve the quality system, environmental protection, company sustainability, energy saving, the occupational health and safety, and social conditions of the employees. We identify and create conditions for improvement of satisfaction of company employees with the performed work. We increase loyalty of the employees to the company by developing their professional knowledge, by improving the working environment and by their suitable motivation. We create conditions for the development of the employees' knowledge capital.

Using the established integrated system in accordance with ISO 9001, ISO 14001, ISO 45001, ISO 50001 and the Safe Enterprise requirements, we will monitor and analyze the causes of quality related costs, generated pollution, energy consumption, safety risks, and threats to employees' health. By implementing appropriate measures, we will continuously minimize these negative impacts.

In Letohrad, on 16<sup>th</sup> March 2026

Ing. Roman Schiffer  
Chief Executive Officer

Juergen Braun  
Chief Financial Officer