

EMPLOYEE WELL-BEING POLICY

REVISION: 01

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Written by:

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Approved by:

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1. STATEMENT

The TT Cables Group (hereinafter: GTTK) recognizes that working conditions and remuneration should enable those who work to achieve a decent standard of living without reliance on external subsidies. GTTK also acknowledges all other important aspects of the employment relationship in a broader sense, respecting applicable laws and regulations, generally accepted principles, and best practices in human resource management.

2. PRINCIPLES ON WHICH THE POLICY IS BASED

Employee well-being is a broad concept encompassing physical, mental, social, and financial well-being, occupational safety, work-life balance, inclusion, and opportunities for professional development. GTTK is committed to actively promoting employees' mental health and preventing stress, harassment, and burnout at work. Through its Human Resources organizational unit, GTTK will provide training for managers on employee well-being, offer psychological support to employees where necessary with guaranteed confidentiality, and maintain zero tolerance for harassment of its employees.

A wage is one that enables individuals to meet their daily needs in accordance with a basic but decent standard of living. Daily needs refer to basic necessities such as food, housing, and utilities, with allowance for unforeseen events such as replacement of household equipment, and are based on actual living costs. Such a wage enables individuals to live without additional subsidies such as those provided by governments or charitable organizations.

The TT Cables Group will pay employees wages and daily allowances based on local living costs. The TT Cables Group will be transparent regarding its wage-setting policies. It will encourage employees to raise concerns regarding their wages and expenses and will address such concerns in an open and non-discriminatory manner. The highest level of GTTK management is responsible for ensuring the payment of a "Living Wage" to employees in accordance with the recommendations of the International Labour Organization (ILO).

A Living Wage comprises regular, predictable, and reliable compensation for standard working hours, sufficient for an employee and their family to meet basic living needs with a small reserve for unforeseen expenses. The calculation of a Living Wage includes net salary and other regular cash payments. It does not include meals or transport not paid in cash or not provided on a regular basis, overtime work, or one-off rewards/incentives/bonuses that depend on business results or decisions of top management. GTTK and each company within the Group will annually analyze data on average and minimum wages in relation to the relevant Living Wage and publish this information in the Group-level annual Sustainability (ESG) Report.

Maximum regular working time is 48 hours per week. Consent to overtime work is voluntary and is compensated at an increased hourly rate in accordance with GTTK internal regulations. All employees are legally entitled to at least one day off per week.

Employees have the right to contact the Employee Representative regarding any complaints or inquiries related to their rights and retain the right to hold meetings as necessary. GPOL14 – the Whistleblowing Policy, together with its supporting instruments, is also available to all

employees. Employees may use the internal communication application (JENZ) and the Whistleblowing Policy (GPOL14) to anonymously express concerns or opinions related to work at GTTK. Once per year, GTTK will distribute an anonymous and random GOB23 Employee Satisfaction Survey covering standard topics related to work at GTTK. Consolidated results will be analyzed and improvement measures will be taken where feasible.

The TT Cables Group respects the principles of equality, diversity, and inclusion in recruitment and human resource management. The TT Cables Group cares for the well-being of its employees through fair contracting, appropriate work scheduling and working time arrangements, respect for their right to representation, and payment of all obligations in accordance with applicable laws.

3. PROCEDURES

The benchmark for Living Wages is available at: <https://wageindicator.org>

When reviewing wages, the highest level of GTTK management will consider the Living Wage as the minimum amount to be paid to an individual. Employees will be encouraged to be aware of the current Living Wage level and to raise concerns with the highest level of GTTK management or their line manager. When a complaint arises, it will be reviewed. If the complaint is justified, the wage or compensation will be adjusted to meet the Living Wage. The TT Cables Group will not seek official accreditation as a "Living Wage Organisation".

All employee complaints related to equality, diversity, inclusion, and working conditions will be taken seriously, and corrective measures will be implemented where necessary.

4. POLICY REVIEW DATE

This Policy shall be reviewed every three years or earlier in the event of changes in legislation, significant organizational changes, or negative employee well-being indicators.