

POLICY

CORPORATE SOCIAL RESPONSIBILITY POLICY

GPOL10

Revision: 01

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1. INTRODUCTION

The TT Cables Group (hereinafter: GTTK) has actively participated in community engagement activities since its establishment in 2008 and continues to focus on community development and areas requiring attention and focus. As a leading regional manufacturer of electrical cables, GTTK firmly believes that such a position brings both opportunity and responsibility. The TT Cables Group is committed to applying its skills and resources where it can have the greatest impact on society.

In line with our vision, this Policy aims to respect local legislation as well as international legal norms established by the United Nations, in order to protect the rights, well-being, and safety of our employees, with particular awareness of the needs of our community and special attention to preserving the environment in which we live. The objective of this Policy is to provide guidance and align GTTK's operations with global environmental, social, and governance (ESG) goals.

This Policy applies to all employees, members of management, subsidiaries, and business partners where applicable. Failure to comply with this Policy may result in disciplinary measures or termination of business cooperation.

2. CARE FOR OUR PEOPLE

With the ultimate goal of retaining loyal and productive staff, GTTK is committed to maintaining a healthy and positive working environment. In accordance with our strategic policies and human resources measures, we continuously work to improve our approach to this important priority, including the following measures and internal practices:

- We operate in full compliance with local labor laws and international standards regarding issues such as equal employment opportunities, modern slavery, human trafficking, and other sensitive matters.
- Employees' wages are continuously paid in full and within the prescribed timeframes in accordance with local legislation. Our wages significantly exceed general and industry average wages and are above a living wage. We provide support to our employees when the need arises.
- All employees receive workplace safety training upon engagement, delivered by qualified professionals. We have an Occupational Health and Safety Department that continuously implements, monitors, and improves occupational safety guidelines within GTTK and provides all employees with the necessary personal protective equipment.
- We maintain a continuous employee training system (internal and external) and facilitate internal career advancement for employees who demonstrate outstanding performance.
- We regularly communicate changes to our employees at various levels, depending on relevance. Lower-level or minor changes are communicated via email, notices on our information boards accessible to all, and through employee engagement applications. Major changes are communicated through official documents and supported by visual and interactive in-person presentations and discussions. For significant proposed changes, we often survey our employees and make decisions based on majority

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feedback. For major changes, we follow our established change management process to ensure clear communication and effective implementation.

- We conduct an annual anonymous employee satisfaction survey to collect feedback and improve the workplace environment.
- The TT Cables Group strictly prohibits child labor in any form. No person under the age of 15 (or higher, if required by local law) may be employed. Young workers aged 15 to 18 may only perform non-hazardous work, with strict working hour limitations and mandatory occupational safety measures. Legal guardians of workers and students performing practical work who are under the legal working age must sign consent forms for their children. To ensure compliance, the company and its suppliers must conduct age verification procedures based on official documents, as defined in GPRO11 – Recruitment of New Employees, Probationary Work, and Exit Procedures, with periodic audits.
- Throughout the year, we promote team-building activities for various organizational units, provide free access to coffee/tea and soft drinks for staff, and ensure a free meal for all employees.

3. RELATIONSHIPS WITH OUR CUSTOMERS AND SUPPLIERS

The TT Cables Group is committed to responsible business practices and operations, including cooperation with customers and suppliers who adhere to similar principles and holding its suppliers and subcontractors to the same standards, values, and practices. Failure to comply with these principles may jeopardize the business relationship.

The TT Cables Group has a Supplier Code of Conduct to ensure that all suppliers adhere to our ethical standards and business practices, and we conduct regular comprehensive sustainability due diligence for key suppliers.

3.1 Business Integrity

The TT Cables Group expects its business partners to engage in fair competition and integrity without coercion, collusion, bribery, corruption, abuse of economic power, or fraudulent activities. GTTK adheres to fair market competition practices and expects the same from its business partners. Our business partners shall prohibit giving or promising anything of value to government officials or employees, whether to influence them in their official duties or to encourage unlawful behavior.

We expect our business partners to comply with the provisions of GPOL18 – Supplier Code of Conduct. To align partners’ business relationships with our values, GTTK will conduct supplier screening and on-site audits for key suppliers. Based on these review processes, GTTK will determine future business relationships with partners and may offer knowledge transfer to partners to improve their operations.

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4. INFORMATION SECURITY

Protecting the data of our clients, partners, and employees, as well as ensuring the integrity of our systems, is essential to our ethical business conduct and sustainability. Our commitment to information security is based on the following key principles:

- **Data protection:** We protect confidential and personal data from unauthorized access and misuse.
- **Integrity:** We ensure the accuracy and reliability of our information and systems.
- **Availability:** We ensure that information and systems are available when needed.
- **Compliance:** We comply with all relevant information security laws and standards.
- **Risk minimization:** We reduce the risk of security incidents and their consequences.
- **Continuous improvement:** We continuously enhance security measures.
- **Confidentiality:** Access to information is granted only to authorized persons.
- **Accountability:** All responsible parties adhere to security policies.
- **Transparency:** Our security policies are clear and accessible.

Information security provisions are binding on all employees and associates who have access to our information systems and data. They apply to all digital resources of the organization. Data security is ensured in accordance with best practices of the ISO 27001 standard.

5. PROTECTION OF INTELLECTUAL PROPERTY

The TT Cables Group expects business partners to protect GTTK's assets and reputation by never using GTTK property for personal benefit or in any way that could create a conflict of interest. Business partners must respect intellectual property rights and protect GTTK information. The TT Cables Group is in the process of protecting copyright for its brand.

6. DISCLOSURE OF INFORMATION

The TT Cables Group expects business partners to accurately and fairly report all relevant financial information, product details, and invoices, and to document the purpose of transactions.

7. ANTI-CORUPTION

The TT Cables Group is committed to complying with standards of conduct set out in local laws and EU directives, as well as anti-corruption and anti-money laundering laws in the countries where GTTK operates. Business partners must comply with all applicable anti-corruption and anti-money laundering laws, as well as laws governing lobbying, gifts, and payments to public officials, political campaign contributions, and other related regulations.

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As part of its regular quality system activities, GTTK will conduct training and internal audits related to corruption and the prevention of money laundering and will take measures, based on outcomes, to continuously reduce these risks and improve the system. This topic is addressed in more detail in GPOL12 – Anti-Corruption and Fraud Prevention Policy.

8. GIFTS AND ENTERTAINMENT

The TT Cables Group expects business partners to ensure that any gifts or entertainment are modest and in line with GTTK guidelines (Supplier Code of Conduct) when interacting with GTTK employees and contacts.

9. CUSTOMERS

Our customers always come first—this is the credo by which we live and work. We must ensure a positive and lasting impression of our business in the minds of our customers to maintain long-term successful relationships. To ensure customer satisfaction, we continuously and systematically implement the following practices:

- The TT Cables Group applies best practices in quality management through internal systems and procedures.
- We maintain continuous communication with our customers regarding their satisfaction with our products and services and track a related key performance indicator. We respond promptly to all complaints in a manner acceptable to both parties.
- Furthermore, we visit all our customers in person every two years to ensure their satisfaction with our business relationship.
- We have a multi-level quality control system within the production process that ensures finished products meet customer requirements. We also hold accreditations from all major quality control institutions in the European Union for our testing methods, which we regularly update in line with customer requirements.

10. SUPPLIERS

Supply chain management plays a key role at GTTK, not only in maintaining excellent working relationships with all our suppliers across every segment of the chain, but also, and more importantly, in ensuring that our customers are satisfied through the use of the best materials and timely production and delivery of our products. GTTK’s relationship with suppliers is defined as follows:

- The vast majority of our suppliers are based in the European Union and comply with all national, EU, and other regulations related to ethical business practices. Most are respected multinational corporations with established CSR policies.
- We strive to maximize the use of local suppliers to stimulate the local economy and for operational convenience. We expect the same ethical business standards from our local suppliers as from our EU partners.

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- We are firmly committed to paying our suppliers in accordance with annual contractual obligations and other agreements.
- We maintain continuous contact with all our suppliers to ensure a high level of communication.

11. ENVIRONMENTAL PROTECTION

Our commitment to the environment is a top priority for GTTK across several aspects of our operations, where we aim to serve as an example to other companies in this field. The steps we have taken and will take in the future are designed to continuously minimize the environmental impact of our business activities.

- The TT Cables Group applies best practices in environmental management through internal systems and procedures.
- We monitor all waste generated from the production process and other activities by category through regular reports and key performance indicators, and we take concrete steps toward minimization, including better production planning, employee training, improved raw material selection, and more.
- We actively monitor water consumption to reduce our environmental impact. In addition, we assess and address biodiversity issues, ensuring that our operations support and protect local ecosystems.
- We regularly measure greenhouse gas emissions and conduct third-party verifications to ensure accurate tracking and reduction of our carbon footprint.
- We recycle all PVC waste from the production process through our own PVC recycling facility and reuse all materials for new production.
- Other waste materials are sorted and processed by certified regional waste management companies for further recycling.
- Paper, cardboard, and nylon waste are also recycled at GTTK in cooperation with a local recycling company that provides collection bins throughout the company and operates a large on-site recycling press at GTTK.
- We work closely with government authorities on guidelines and potential joint environmental projects.
- Our main energy supplier currently uses only renewable sources—hydropower and wind. Our employees continuously analyze and take appropriate steps to reduce energy and water consumption in the production process.

12. COMMUNITY ENGAGEMENT

Our commitment to the local community is reflected in several key activities that we have undertaken and continue to develop over the years. We cooperate exclusively with non-profit organizations registered in accordance with local laws.

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- The TT Cables Group is a proud sponsor of local sports organizations, particularly football and basketball teams. These teams not only promote the local community beyond the city and region but, more importantly, have internal development systems from Pee-Wee to professional levels. This is essential for engaging young people in sports, keeping them off the streets, and promoting healthy activities, which is of great importance to GTTK and aligned with our moral values.
- We are continuous sponsors of smaller infrastructure projects such as rural lighting and have also supported sports infrastructure and other projects through donations of our products.
- We continuously cooperate with the non-governmental sector (associations) to support vulnerable groups within the community.
- We cooperate with a local vocational school and university by offering practical training for several students each year, linking theory with practice, as well as providing scholarships for students.
- We continuously support the surrounding community by employing local residents.