

HOWAG GROUP POLICY

HOWAG develops, produces and trades cables, electrical components and related products in the areas of communication technology, energy transmission, as well as electrical, electronic and industrial technologies.

- ✓ The portfolio of our products and services actively follows customer needs in technological, commercial and geographical terms. We are committed to fully understanding customer needs and being a professional partner for long-term cooperation.
- ✓ Our carefully selected and well-trained employees offer quality at the highest level. In addition to the product quality, service and delivery quality, as well as pricing, are an important factor for customer satisfaction.
- ✓ Through the close and open relationship with our qualified suppliers, we ensure a functioning supply chain.
- ✓ To be successful with our customers, we are committed to innovative solutions, continuous process improvement, product testing and reporting.

All our activities have a common goal:
Customer satisfaction

- ✓ Customers determine their needs and wishes and rely on our many years of experience and a loyal partner. We always strive to support our customers with solutions of the highest quality.
- ✓ We produce based on many years of experience and reliable cooperation with our partners and suppliers.
- ✓ All of our employees observe the applicable rules regarding ethical, environmentally friendly and occupational safety behaviour.
- ✓ At all locations we guarantee our employees appropriate salaries, comprehensive insurance coverage and a company pension plan.
- ✓ Our employees receive regular training and testing internally and by external institutions.

**For us, investments in our employees,
are investments in the future of the HOWAG Group.**

We are committed to complying with applicable laws that apply to the quality of our manufactured products, environmental protection, health and safety at work.

We ensure that we meet the following key commitments:

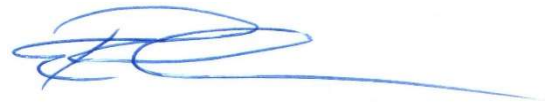
- ✓ Carrying out activities related to environmental protection, including pollution prevention, sustainable use of resources, mitigation and adaptation to climate change, and protection of biodiversity and ecosystems.
- ✓ Providing occupational health and safety measures to prevent possible incidents, accidents or illnesses caused by the main activity of the company. Likewise, eliminating hazards and reducing risks to health and safety in the workplace. We also raise awareness and encourage our employees to maintain health in their private lives.
- ✓ We ensure that employees or their representatives participate in decision-making processes related to health and safety at work.

As part of the integrated management system, we ensure continuous improvement of the system and in particular of products, processes and services at all levels.

05.01.2024

HOWAG Group:

Eugen Peterhans
Group CEO

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