

COMPANY POLICY

For

Quality, Environmental, Occupational Health and Safety, Sustainability

Vision

To be a preferred brand in the energy sector

Mission

Transforming the world for a better future. Together.

Strategy goal

„Elprom Heavy Industries” JSC - among the 10 largest international manufacturers of electrical equipment by 2030

Principles



Complete understanding and satisfaction of the interested parties' needs and expectations

We are committed to full compliance with applicable stakeholder requirements regarding the Management System, manufactured products, environment and occupational health and safety.

Therefore, we carry out a periodic analysis of the applicable requirements related to our activity, an assessment of their impact on the Management System, as well as a continuous control of the fulfilment of all obligations imposed by them.



Production of Transformers and Tap changers with minimal negative impact on the environment

Continuous improvement of the environmental condition through the implementation of "good practices" aimed at:

- ◆ Use of technologies that have minimal negative impact on the environment;
- ◆ Reduction and prevention of pollution;
- ◆ Energy consumption and greenhouse gas (GHG) emissions;
- ◆ Water management;
- ◆ Efficient materials, chemicals, and waste management;
- ◆ Product use;
- ◆ Product end-of-life;
- ◆ Customer health and safety.



Ensuring occupational health and safety of the employees

We constantly look for hazards, assess occupational health and safety risks and opportunities, define measures, and provide resources for a safe working environment with zero safety incidents yearly to 2030.



Company's Employees - value #1

We provide the necessary conditions for:

- ◆ Continuous improvement of staff qualifications;
- ◆ Achieving job satisfaction and realizing potential;
- ◆ Work-life balance, right to disconnect, employee satisfaction surveys, remuneration and social benefits;
- ◆ Fair working conditions, respect for human rights, support diversity and equal opportunities;
- ◆ Structured social dialogue through employee representatives;
- ◆ Career development.



Our Suppliers are the core of the quality of our products

Only organizations that meet our requirements in terms of quality, OHS, ecology, terms and price can be our suppliers and partners.



Integration of sustainability into purchasing processes

We consider environmental, social and ethical aspects when choosing suppliers and evaluating offers.

We apply due diligence principles in accordance with international frameworks (e.g. OECD).



Responsible management of the supply chain

◆ **Environmental aspects:**

We prioritize products and services with low environmental impact throughout their entire life cycle. In particular, we assess the recyclability of materials, carbon footprint, material consumption, natural and water resources and their pollution, as well as the impact on biodiversity.

◆ **Social aspects:**

We work with suppliers who ensure safe and fair working conditions, respect human rights, support diversity and equal opportunities in their workers.

◆ **Ethical aspects:**

We demand transparency, non-corruption, integrity and adherence to the principles of fair trade. We cooperate only with partners who operate in accordance with applicable laws and ethical standards.



Cooperation and communication

We support dialogue and cooperation with internal and external stakeholders, including suppliers, customers and investors.



Process approach

For us, the process approach and risk-based thinking are an opportunity to achieve transparency and efficiency of processes, as well as to create trust in our organization.



Eliminate root causes of failures, not only consequences

We admit our mistakes, analyse, and eliminate the causes of their occurrence.



Every step must be efficient

We make decisions based on a combination of knowledge, professional experience and data; therefore, we collect objective information about:

- ◆ The efficiency of the processes;
- ◆ Achieving conformity of the products;
- ◆ Customer satisfaction;
- ◆ The efficiency of the Management System.



There is no limit to perfection – any work can be completed even better

The training and development of our employees and the periodic evaluation of the achieved results are the keys to our success.



Management Commitment

We provide environment and build appropriate mindset in each employee through awareness and training. Thus, employees are aware of the effect of their activity and actively contribute to the realization of the policy, goals, and effective functioning of the Management System of our organization.



Active involvement of management

I, as the Executive Director, and the entire management of "Elprom Heavy Industries" JSC are clearly aware of our role in determining and evaluating the goals and objectives in terms of quality, environment, health and safety at work, sustainability.

We (management) will make efforts to eliminate barriers in the management hierarchy, revise behavioural stereotypes and erase the boundaries between units in the general structure of the organization.

I, as Executive Director, personally commit myself to participation and responsibility for:

- ◆ Implementation of the announced Policy;
- ◆ Provision of the necessary resources for the maintenance, efficient functioning and constant improvement of the Management System;
- ◆ Meeting (and possibly exceeding) customer, staff, stakeholder and applicable requirements in the context of our strategic objectives.

I realize the crucial importance of my management decisions for the prosperity of the company.

Date: 10.07.2026

Managing director:

(Detchko Karagyzov)