

# Sustainable Development Strategy TELE-FONIKA Kable S.A.

As one of the global leaders in the cable and wire manufacturing industry, TELE-FONIKA Kable S.A. (hereinafter referred to as the Company) is a recognized and proven supplier to worldwide companies across various sectors, including telecommunications, energy, electronics, shipbuilding and mining.

The Company's primary goal is steady growth and achieving a lasting market advantage. The Company pursues this plan by adhering to the principle of sustainable development.

In line with its sustainable development strategy, The Company actively engages with the concept of a low-emission society. The Company collaborates with its suppliers to develop solutions for sustainable practices throughout the value chain. To this end, The Company monitors and enhance its operational methods. Its efforts and achievements are disclosed through annual sustainable development reports based on the Global Reporting Initiative (GRI) standards.

In the coming years, issues relating to sustainable development will be reported according to new ESG standards, in accordance with the Corporate Sustainability Reporting Directive.

Within its sustainable development strategy, The Company focuses on three ESG pillars: environment, social responsibility and corporate governance.

## 1. Environment

Human-induced climate changes pose threats to both economic activities and people. It is the role of businesses to limit the adverse impact on the climate by reducing greenhouse gas emissions whilst seeking solutions for climate change adaptation.

For this reason, The Company has initiated awareness-building processes among employees, ensuring that environmental considerations are factored into activities at every stage of conducting operations. The Company enhancing structures and implementing tools to manage environmental impact for both operational activities and the products The Company offers. Between 2023 and 2025, The Company plans to implement climate mitigation actions, concentrating on increasing the share of energy generated from renewable sources in the energy mix, reducing emissions intensity measured by the tCO<sub>2</sub>e/ton product indicator and calculating the carbon footprint for Scope 3 emissions.

Subsequent phases of decarbonization will define short-term and long-term emission reduction goals based on the most current market practices, including methodologies from SBTi (Science Based Targets initiative)., considering the Company's baseline greenhouse gas emissions.

## 2. Social responsibility

The Company acknowledges its responsibility to employees associates, suppliers and contractors, which is inherent to its business success. The actions it takes are carried out with respect for human rights, equality and diversity.

The Company engages in activities aimed at continually improving its results in diversity, equality and integration, strengthening community standing, engaging employees and enhancing their qualifications.

## 3. Corporate Governance

TELE-FONIKA Kable S.A. adheres to international and national regulations, while actively opposing corruption, bribery and unfair competition within the organization and throughout the supply chain.

An internal reporting mechanism for irregularities and protection of whistleblowers reporting legal violations has been established, along with channels for communication and complaint reporting for stakeholders.

All reports are treated with the utmost confidentiality. Each report is reviewed and addressed and corrective actions are taken when necessary.

The TELE-FONIKA S.A. Kable Management has approved and ensures that the Sustainable Development Strategy is communicated, understood, and applied, and is also available to interested parties.

Release date: Myślenice, 01/03/2024.

*The Management Board of TELE-FONIKA Kable S.A.*