

PROVISION No. 01

ELMTRADE SE Management

ELMTRADE SE Policy

The company's top management declares the following policy:

The company's basic strategic objective rests in increasing competitiveness and maintaining existing and establishing new domestic and foreign business relationships, especially in the area of pressed structural parts and sheet metal box assemblies.

This basic strategic intention is intended to be implemented by the company management through the following principles:

- 1 - Secure a stable production volume at selected main business partners and develop new business relationships
- 2 - Increase and improve the effectiveness of the quality management systém
- 3 - Develop long-term business relationships with proven suppliers in order to stabilise the high quality of their supplies
- 4 - Increase the worker training effectiveness to successfully meet the company management objectives and declared quality objectives
- 5 - Systematically reduce the proportion of low-quality production to the total production
- 6 - Provide customer satisfaction care
- 7 - Comply with the customer's requirements per the legal requirements stipulated in ROHS and REACH
- 8 - Positively influence our environmental impact (by reducing our energy consumption)
- 9 - Comply with the relevant stakeholder requirements

For the successful fulfilment of this policy, the company management undertakes to release the necessary resources and create conditions for its implementation.

The company management expects from its employees knowledge and consistent implementation of activities defined by the regulatory documentation of the quality management system, including suggestions for

In Kolín, on 13 January 2026

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