

Managing Impact on the Local Community Policy

TELE-FONIKA Kable S.A.

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

TELE-FONIKA Kable S.A. is a socially conscious organization aware of the impact it has on the surrounding community. The Company is committed to conducting its activities in a socially and environmentally responsible manner. The Company is committed to Conducting its activities in a socially and environmentally responsible manner. As part of its sustainable development strategy, The Company attaches great importance to managing the impact it has on the local community in which it operates.

Furthermore, TELE-FONIKA Kable S.A. holds shares in foreign companies engaged in manufacturing (production facility in Serbia) and trade (companies in the United Kingdom, Germany, the United States, and Lithuania). These companies, along with TELE-FONIKA Kable S.A., constitute the TFKable Group.

1. Commitments and Scope

In its approach to manage the impact (including indirect) on the local community, TELE-FONIKA Kable S.A. commits to:

- monitoring the areas and strength of the impact of its activities, decisions and planned projects on the local community and the broader social environment;
- identifying opportunities and risks arising from the Company's operations in the social environment, both for society and for the organization's results;
- incorporating significant social risks (those affecting the environment, results, or operation of the Company) into the organizational risk management system to mitigate their effects;
- not tolerating violations of human rights or principles of respect for diversity by employees, contractors, subcontractors, or other business partners of the Company in the local community or broader social environment, in accordance with the Company's internal human rights and diversity policy;
- taking all necessary actions to minimize the negative impact on the local community or broader social environment of the organization and in the event of such impact, implementing corrective or compensatory actions;

- increasing positive impact on the community in areas where business operations and the Company's social engagement allow;
- engaging in dialogue with representatives of the local community and other stakeholders whenever necessary, determining the frequency, form, tone of dialogue and appropriate tools based on the nature of the topics discussed and suitable for all dialogue participants;
- applying the principle of good faith in dialogue processes with representatives of the social environment and fulfilling commitments made within this dialogue.

To adhere to these principles, TELE-FONIKA Kable S.A. integrates considerations of its impact on the local community into fundamental management principles, operational and decision making processes, as well as planned projects and investments.

2. Reporting Irregularities

TELE-FONIKA Kable S.A. understands the scale and power of its impact on the local community. Individuals who have been harmed due to non-compliance with the principles outlined in this Policy or who witness irregularities can report anonymously through dedicated communication channels:

- TFKCompliance phone line: **+48 12 652 52 52**;
- email address: **compliance@tfkable.com**;
- contact form on the website:
<https://www.tfkable.com/compliance.html>;
- directly or via post to the TFKCompliance team (address: **TELE-FONIKA Kable SA, ul. H. Cegielskiego 1, 32-400 Myślenice**), with the note „TFKCompliance”.

Reports suggesting any violation of the principles in this Policy will be treated with due diligence and full confidentiality. Each complaint will be reviewed and explained and corrective actions will be taken where required. The **Compliance Officer** is responsible for the proper functioning of complaint resolution mechanisms.

3. Responsibility

TELE-FONIKA Kable S.A. commits to complying with this Policy by exercising due diligence when undertaking all necessary actions for its implementation.

The owner of this Policy, responsible for monitoring the Company's impact on the local community, conducting regular Policy reviews for required changes and its relevance to the Company's activities, reporting policy-related issues and taking necessary corrective actions when situations demand, is the Director of Marketing.

4. Management Board Declaration

Understanding the importance of the Policy for managing impact on the local community at TELE-FONIKA Kable S.A., the Company declares its commitment to providing the necessary means for implementing the provisions of this document, as well as full support, cooperation, and determination in this regard.

The Policy will be regularly reviewed and published to ensure its continuous usefulness and appropriateness in relation to the Company's operations.

Release date: Myślenice, 01/03/2024.

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