

## A responsible approach to the environment and society

Our company takes pride in following ESG (Environmental, Social, Governance) principles in our daily operations and playing an active role in creating a sustainable and responsible future. As an engineering company, we are aware of our responsibility for the environment, our employees, our customers and the wider society.

### Environmental responsibility (E)

Environmental protection is an integral part of our corporate values. Our priority is to minimise the environmental impact of our manufacturing processes. We invest in technologies that allow for the efficient use of raw materials, reduce emissions and waste and maximise the recycling of materials. At the same time, we focus on optimising energy efficiency and reducing our carbon footprint to contribute to the fight against climate change.

### Social responsibility (S)

We believe that satisfied and motivated employees are the key to long-term success. We create a work environment that promotes diversity, equal opportunities and safety. Our company facilitates the professional growth and development of our people through a combination of training, mentoring and a stable work environment. We are at the same time committed to ethical business practices and a responsible approach to our partners and customers.

### Governance (G)

We emphasise transparency, integrity and ethical governance in all areas of our business. Our decision-making processes are built on strong principles of fairness and accountability to our shareholders, employees, customers and the company as a whole. We adhere to strict compliance and regulatory standards, ensuring long-term stability and confidence in our company.

### Our goals and the future

We believe that doing business responsibly is not only the key to long-term success for us, but also for our planet. ESG approaches are part of our strategy, which we are continuously developing. Our ambition is to become a leader in sustainability and innovation, both within the engineering sector and in the wider global community.

Along with our employees, partners and customers, we strive to build high-quality, environmentally friendly and socially responsible products that will bring value to current and future generations.

### Your trust translates into our commitment.

TOS VARNSDORF a.s.