

MANAGEMENT AND CORPORATE SOCIAL RESPONSIBILITY POLICIES

The aim of **the Institute** is to become a globally recognized and acknowledged company in the areas of energy and transportation. Its key activities are:

- research, development and innovations
- proprietary solutions
- laboratory and on-site tests and certification of products.

Long-term success of **the Institute** is based on the principles of **sustainable development and corporate social responsibility**, i.e. on the application of management systems in accordance with standards ISO 9001, ISO 14001, ISO 45001, ISO 50001, ISO/IEC 17025, ISO/IEC 17065, ISO/IEC 17020, Global Reporting Initiative (GRI), current legislation and stakeholder requirements.

The Institute achieves its goals by:

- increasing the satisfaction of stakeholders
- continuous improvement of management systems
- observation and application of new technologies and employee education
- continuous improvement of environmental and social impacts, including pollution prevention and responsible use of energy, drinking water and other resources
- responsible resource management, including the procurement of energy-efficient products, technologies, and services
- optimization of business processes, implementation of new systems, and raising employee awareness in order to increase energy efficiency and reduce energy consumption
- protecting employee's occupational health and safety at work by eliminating hazards and continuously reducing risk
- application of ethical principles
- implementation of measures for reduction of all business risks
- continuous care to make policies and procedures simple, clear and aligned with the business activities.

October 9, 2025

KONČAR - Electrical Engineering Institute Ltd.

Managing Board