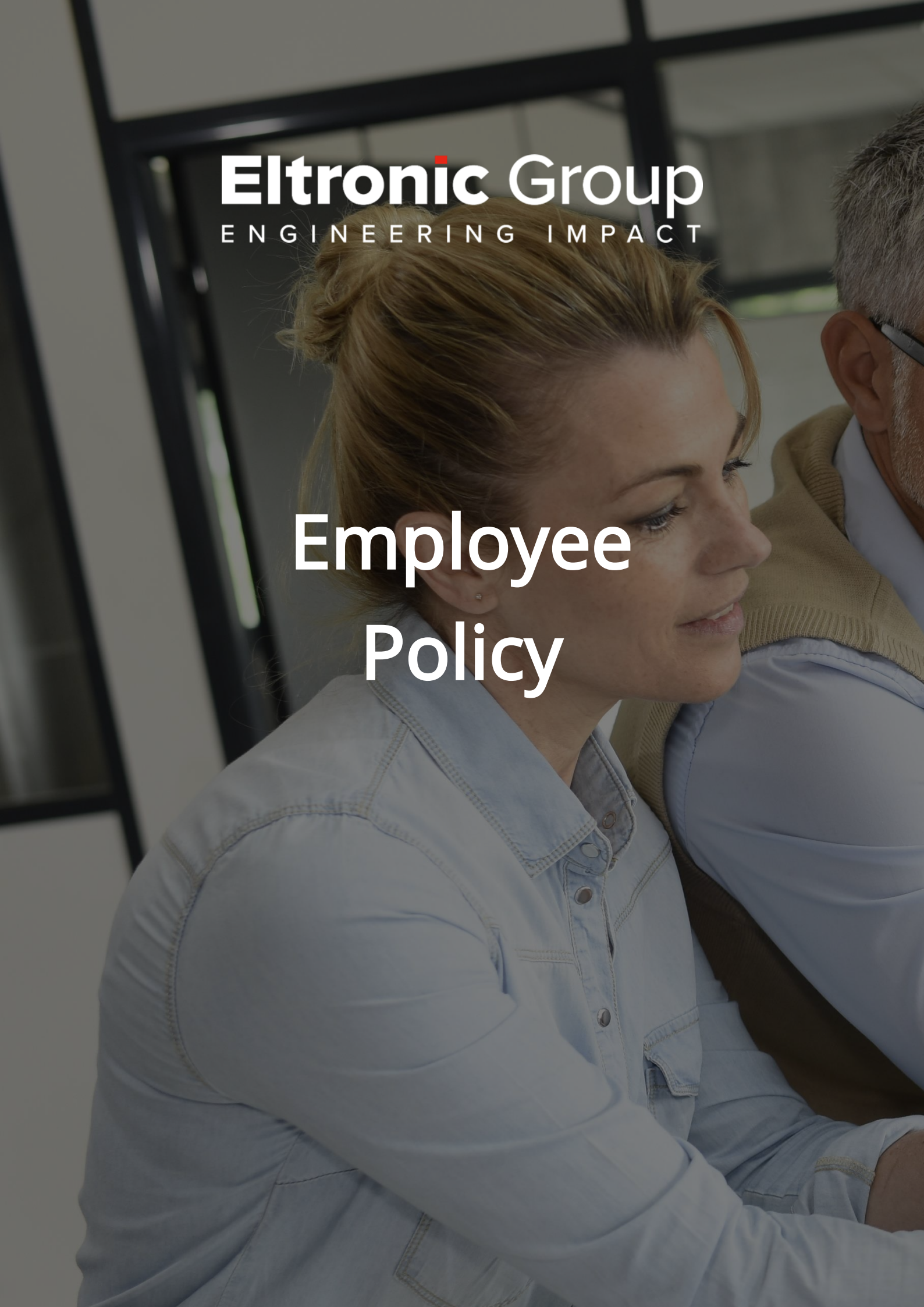


A woman with blonde hair tied in a bun, wearing a light blue denim shirt, is looking intently at a screen. A man with grey hair and glasses, wearing a light blue shirt and a tan sweater, is partially visible next to her, also looking at the screen. The background is a modern office with large windows and black frames.

Eltronic Group
ENGINEERING IMPACT

Employee Policy

1 Scope

This Employee Policy applies to Eltronic Group and its subsidiaries.

2 Purpose

This policy is a statement of Eltronic Group and its subsidiaries' commitment to outline our ambitions and priorities for current and future employees.

3 Ownership

The Employee Policy is owned and governed by the CEO and Board of Directors of Eltronic Group. The CEO of each subsidiary is obliged to implement this policy unless it is replaced by a specific company policy covering at least the same purpose, statements and targets.

4 Governance

Eltronic Group's Executive Board approves the employee policy and is regularly informed on performance and initiatives related to the well-being of our employees. Eltronic Group has appointed an HR Board with representatives from the major companies and relevant departments across Eltronic Group. The function of the HR Board is to advise the Executive Board about the legal requirements and initiatives related to our employees. The HR Board meets regularly to discuss the development and direction of the ongoing initiatives and reporting tasks.

5 Evaluation

The policy will be evaluated every two years, or more frequently, in the event of significant changes to the subject of the policy.

6 Policy

It is the policy of Eltronic Group that our employees are our most important asset, and their well-being is our top priority.

Our people work with engineering technologies that enable the world of tomorrow to do more with less. We trust people and give them the freedom to act. We will encourage and support personal and professional development and a healthy work-life balance, and we accept diversity in all aspects and do not accept any kind of discrimination. We do not accept any corrupt behaviour or any other unethical behaviour, legal or illegal.

We believe that the interaction between employees and management should be characterised by tolerance, respect and fairness towards one another. All employees' individual personality must be respected. Employee well-being is measured through an anonymised survey once a year to ensure a great working environment and to identify any issues related to declining employee satisfaction. The results of the surveys are being discussed by the relevant management teams.

6.1 Policy Statements

We will live up to our policy by:

- Guiding our employees with an employee code of conduct and meeting the standards of UN conventions and guiding principles.

- Providing a working environment where people are treated fairly and can be successful in their life journey.
- Continuing to learn and value expertise, curiosity, and ambitions.
- Conducting, at least, annually employee performance reviews with management, during which their work life, development, and well-being are discussed.
- Performing a yearly anonymized employee satisfaction survey.

6.2 Policy Targets

We will live up to our policy by:

- Reaching an employee satisfaction score of 75% or higher every year.
- Achieve a gender balance of at least 25% women in management positions in 2030.