

## CORPORATE POLICY

As a globally active company in the development, manufacture and sale of machines and accessories for the construction and maintenance of overhead lines, railroad technology, ropeways, antennas and underground cables, we are convinced that occupational safety, quality, environmental protection and energy efficiency are essential pillars for the long-term preservation and development capability of our company. These are reflected as an integral part of our corporate processes. All employees are obligated to align their operational activities with the specifications of the integrated management system and thus to implement the company's policies and objectives.

Zeck TSE International Ltd. is aware of its responsibility towards stakeholders such as customers and employees. The highest principles are the satisfaction of these stakeholders and the fulfillment of contractual and legal requirements.

### 1. LAWS, REGULATIONS

We are committed to compliance with applicable laws and regulations.

### 2. CORPORATE GOALS

Targets are set for all functional areas and levels. These goals contain metrics that are assessed on an ongoing and continuous basis. All employees are kept fully informed of the company's objectives and results.

### 3. EMPLOYEES

Motivated and satisfied employees ensure our corporate success and are our most important resource. Therefore, we guarantee employees optimal qualification and promote the values defined in the corporate strategy.

### 4. CUSTOMERS

Our customers and their satisfaction are our most valuable asset. We achieve this with products and services that meet or exceed the quality requirements and individual wishes of our customers. Our business planning is based on this objective.

### 5. LEADERSHIP

We want to continuously adapt and improve quality management to new circumstances. Corporate and process objectives are derived from the quality policy, thereby encouraging managers to take responsibility for jointly achieving our quality objectives and to identify with our core values.

### 6. CONTINUOUS IMPROVEMENT

We continuously improve our products and processes at all levels. We see it as our task and challenge to question the existing and to develop forward-looking solutions through continuous improvement. Our goal is to continuously increase the quality and competitiveness of the products we offer.

## 7. ZERO-FAILURE-PHILOSOPHY

For us, problems and recognized errors are opportunities for innovation and improvement. Every employee has the duty and the right to contribute to the detection of defects and their elimination, and to produce flawless quality. Priority is given to product safety and defect prevention over defect detection.

## 8. SUPPLIERS

We regard our suppliers as partners in the solution of common tasks. Our suppliers contribute significantly to the quality of our products. Therefore, we place the same high quality demands on them as we do on ourselves.

## 9. HUMAN RIGHTS

Any form of discrimination is prohibited as a matter of principle. Regardless of nationality, ethnicity, age and gender, sexual orientation, marital status, pregnancy or disability, or religion or belief. Promotions, new hires are always made free of discrimination. We strictly reject child or forced labor without exception and expect the same from our business partners.

Chonburi, May 2025