

The policy of the integrated management control system

Quality Policy

The management of Winning Group companies is committed to striving for conscious operational excellence, leadership and supervision in all its activities and within all its processes. The quality of our products and services is the responsibility of management and every employee. Top management is committed to providing the resources necessary to implement an effective management system. Companies of the Winning group fulfill the principles of social responsibility. They have an established and maintained integrated management system, which includes quality management systems, environmental protection, safety and health protection, and energy management.

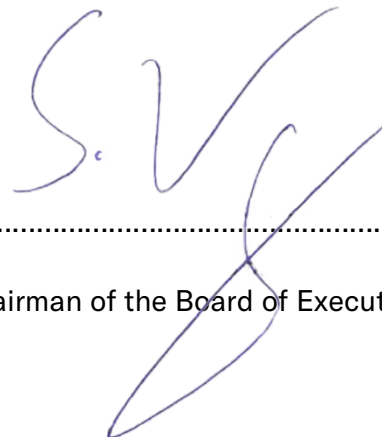
In particular, the management of the company undertakes to:

- *To meet and exceed the expectations of our customers in all our activities*
- *Know the specific requirements of our customers and respond flexibly to their individual needs*
- *Strive to achieve zero defects in our products and services*
- *Strive to achieve best management practices and a zero-accident culture*
- *Constantly improve and improve our ISM, increase the level of services provided by continuous improvement and introduction of new methods and technologies*
- *Respect and comply with national and European legislation in the field of quality*
- *Identify and manage all foreseeable risks in their activities*
- *Discuss safety and health issues at work with your employees*
- *Maintain a high quality of products and services while using materials, energy and supporting media efficiently*
- *Ensure the availability of information and resources needed to achieve goals and target values.*
- *Search for new opportunities that strengthen the competitiveness of the Winning group*

The company's management will support these efforts in particular:

- *Education, training and involvement of all workers*
- *Using and implementing best practices, skills and technologies*
- *Respect and ethical behavior towards our suppliers, customers and stakeholders*
- *By publishing its ISM policy*

In Brno on 1 August 2023



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CEO and Chairman of the Board of Executive Directors

Environmental protection and energy management policy

The management of Winning Group companies undertakes to strive for the protection and preservation of the environment in all its activities and within all its business processes. We help ensure a greener future through compliance, sustainable management and continuous improvement in emissions, energy, water and waste. WG uses our established environmental targets and key indicators to monitor and manage responsibility across all operations.

This policy applies to all WG operations, subsidiaries, suppliers and contractors.

Key points of this commitment include:

- *Ensuring compliance with applicable environmental rules, regulations and laws in all countries where we do business through monitoring and auditing programs. This includes, among other things, permits ensuring the protection of water, soil, air and all other natural receptors.*
- *Use of technology, behavior and technical procedures to reduce environmental risks and impacts of our activity. minimizing WG's impact through scope 1, 2 and 3 greenhouse gas emissions reductions.*
- *Sustainable management of energy consumption through continuous improvement that will lead to energy savings and increased energy efficiency of production.*
- *Obtaining sustainable and reliable energy, aiming to obtain 100% renewable energy in all locations.*
- *Responsible use and management of water, striving for zero occurrence of cases of contamination or lack of water and continuous improvement with the aim of saving water and increasing production efficiency.*
- *Sustainable management of resources with an effort to reduce industrial and product waste through strategic material selection and sourcing, reuse of materials within operations and cost-effective recycling programs.*
- *Promoting open communication with our associates, the communities in which we do business and other stakeholders regarding our environmental performance.*

In Brno on 1 August 2023


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Occupational health and safety policy

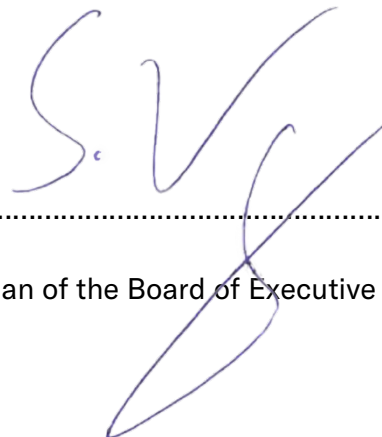
WG is committed to providing safe and healthy working conditions for all employees to prevent occupational accidents and work-related ill health.

WG will establish, implement and maintain an occupational health and safety management system to enable us to manage the risks posed by our activities and in our facilities and how they are used.

Key points of our commitment include:

- *Proper instructions, information, training and supervision to enable associates to perform their jobs safely and effectively.*
- *Effective communication between all levels within the enterprise.*
- *Managing behavioral change to create a safe workplace and a culture of trust that controls unsafe activities with the participation of all co-workers.*
- *A formal process and management system enabling the company to achieve compliance and meet all its legal obligations with internal policies and procedures. These will include topics such as Personal Protective Equipment (PPE), Machine Safety, Emergency Preparedness, Incident and Accident Management, Hazard and Risk Identification Process with reporting process and identification of appropriate preventive and protective control measures, workplace ergonomics, chemical handling and fire protection, as well as compliance with local laws and regulations.*
- *A framework for setting annual goals and target values based on which our performance is monitored, measured and reported.*
- *Reporting and investigating accidents and property incidents, incidents and trend analysis to reduce accidents.*
- *Ensuring the availability of the necessary resources, including appropriate professional advice.*
- *Regularly reviewing our performance by conducting inspections and audits involving all levels of associates.*
- *Have an effective wellbeing program that includes mental health awareness.*
- *Ensuring consultation and participation of associates and/or representatives (where applicable).*
- *Have an expectation that co-workers, visitors, contractors and others who work at WG facilities share this commitment by following our policies and procedures and understanding that they too have legal and moral obligations to themselves and others.*

In Brno on 1 August 2023



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CEO and Chairman of the Board of Executive Directors

Information Security Policy

Winning Group a.s. is committed to applying the highest standards in all areas of its activity for its employees, customers and contractual partners. Due to the legal as well as economic requirements placed on the company, special attention is also paid to information security. The company defines information security as the protection of physical and electronic information and systems necessary for information processing with respect to their confidentiality, integrity and availability.

This policy applies to all users of IT equipment and users of IT services in the WG group. This also applies, for example, to contract employees or external collaborators.

The company's management hereby accepts the information security policy as part of its corporate strategy. Company management supports information security goals and policies in line with business strategy and goals. By implementing an information security management system (ISMS) and providing the necessary resources, company management creates opportunities to achieve ISMS goals. As the highest body of the ISMS system, it actively contributes to its successful functioning.

The company's business activity is significantly dependent on the proper functioning of its information systems and the availability of information. Connecting, sharing and transferring information within the company, but also with customers and suppliers, significantly influence the quality of the services provided. The failure of key systems can very quickly cause economic damage and tarnish a company's reputation.

Information security creates the necessary confidence internally, but also among partners and customers, to develop digitization and solve the risks arising from it. Therefore, the topic is actively dealt with by the company's management, or other authorized persons. Information security is addressed from a legal, technical and organizational point of view.

Although this policy and ISMS apply to the entire company, external certification according to ISO/IEC 27001 is limited to the following scope: IT, Digitalization and Cybersecurity Department, Compliance, Certification, Quality, Environment and Occupational Safety Department, HR Department and Department necessary infrastructure.

Internal relations

- *Winning Group is a decentralized company with various subsidiaries operating within Europe. Operational services such as human resources, finance, IT, occupational health and safety, environmental protection and continuous improvement are managed centrally.*
- *In order to meet the requirements of customers, tenders and control of the functionality of measures, WG group companies operate other management systems in addition to the ISMS system. These systems are operated independently of each other by the respective authorized staff, with regular coordination ensuring that the management systems work in harmony with each other*

Involved parties

- *There are various stakeholders who make demands on a company's ISMS.*

Contractual partners (customers, suppliers, companies)

- *Contractual partners expect their data to be treated with an appropriate level of confidentiality. Equally important is their integrity and availability.*

Organizational units (headquarters, plants, employees)

- *The company's organizational units expect functioning services that are still available. Outages should be as short as possible and should never be unplanned. Information security measures should be in the background and should not affect or complicate normal work. In specific cases, high demands are placed on confidentiality.*

Company owners

- *Company owners require protection from business and legal risks, as well as from the risk of losing the company's reputation. The ISMS system should efficiently use resources and, thanks to certification, enable the acquisition of a competitive advantage.*

Public administration

- *The public administration expects that all laws will be respected. All transmitted information must be delivered to the public authority in a timely, correct and complete manner.*
- *ISMS objectives are derived from the Winning Group Code of Ethics. Operational objectives are assigned to ISMS strategic objectives described in this document. These are evaluated annually using selected key performance indicators (KPI).*

We protect the company's assets

We prevent financial damage caused by cybercrime.

We treat business documents and information confidentially.

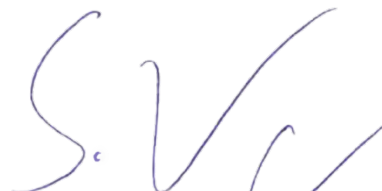
We maintain IT security standards and data protection rules.

We implement state-of-the-art IT security levels.

Employee training - Continuous education is the basis for the further professional development of the company's employees.

Continuous improvement of security measures and ISMS - By implementing a continuous improvement process as part of ISMS, the company ensures that existing measures are constantly monitored, evaluated and further developed. New measures based on risk identification and monitoring are also implemented.

In Brno on 1 August 2023



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CEO and Chairman of the Board of Executive Directors