

## Corporate Social Responsibility (CSR) Policy

### 1. Introduction to Corporate Social Responsibility

At Temet, we recognize our responsibility to operate ethically and contribute positively to society and the environment. CSR refers to the way in which businesses regulate themselves in order to ensure that all their activities positively affect society as a whole. CSR policies aim to guarantee that companies work ethically, considering human rights as well as the social, economic, and environmental impacts of what they do as a business. Businesses should meet, and aim to exceed, any relevant legislation, and if legislation does not exist in a particular area, the company should ensure they carry out best practices anyway.

Temet Corporate Social Responsibility (CSR) policy supporting our [Code of Conduct](#), reflects our commitment to sustainable business practices, community engagement, and ethical governance.

### 2. Purpose

This CSR policy outlines our approach to social responsibility and sustainability, ensuring that our business activities create a positive impact on the community, the environment, and our stakeholders. By providing products, systems and services that can save lives, as well as responsible practices and future-oriented solutions, Temet contributes to social progress and an increase in comprehensive security. Temet is active in the arenas that are relevant in shaping social conditions.

### 3. Key Focus Areas

#### Looking after Employees

- Providing a safe, healthy, and inclusive work environment.
- Promoting professional growth through training and development programs.
- Supporting diversity, fairness and equal opportunities and aim to involve and consult regularly with employees as to the direction of the business.
- Measuring the well-being and safety of employees

#### Maintaining Ethical Business Practices

- Conducting business with integrity, transparency, and fairness.
- Requiring business partners to comply with Temet's ethical business practices.
- Adhering to all applicable laws and regulations.
- Implementing Temet Code of Conduct for our employees and suppliers.

#### Corporate Governance

- Maintaining high standards of transparency and accountability.
- Implementing Temet policies to prevent corruption and unethical practices.
- Engaging with stakeholders to align business goals with societal needs.
- Maintaining a reporting channel for suspected misconduct.
- Ensuring that the basis of the tax reporting is transparent, and tax obligations are met in a compliant way.

#### Protecting the Environment

- Reducing carbon footprint by adopting energy-efficient practices.
- Minimizing waste generation and promote recycling initiatives.
- Supporting sustainable sourcing and procurement.
- Developing life cycle services
- Implementing Temet Code of Conduct.

## Community Engagement

- Aiming to create and maintain relationships with key suppliers and contractors. We aim to choose suppliers who share our ethics in relation to employment practices, quality, and environmental controls.
- Partnering with schools to address training possibilities.
- Supporting local communities through charitable contributions and volunteering.
- Partnering with nonprofit organizations to address social challenges.

## 4. Implementation and Monitoring

Executive Board will oversee policy implementation and review the performance, and regular assessments will be conducted to measure CSR impact. Employees will be encouraged to contribute to CSR initiatives actively.

## 5. Review and Continuous Improvement

This policy will be reviewed periodically to ensure alignment with evolving societal and environmental expectations. Feedback from stakeholders will be considered to enhance our CSR efforts. CSR reporting is actively developed.

## 6. Conclusion

At Temet, CSR is integral to our mission “Saving lives” and our company values. We are committed to making a meaningful difference in the world while maintaining sustainable and ethical business practices.

This policy has been published on Temet's website.

Approved by Temet's executive board on 17.02.2025

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