

# Living Wage Policy

TELE-FONIKA Kable S.A., as one of the global leaders in the cable and wire manufacturing industry, is a recognized and trusted supplier of products to companies worldwide from various sectors, including telecommunications, energy, electronics, shipbuilding, and mining.

Creating an ethical workplace based on values such as honesty, openness, responsibility, and a commitment to respect human rights and dignity is essential to the daily operations of TELE-FONIKA Kable S.A.

This Policy is introduced to strengthen the principle of fair remuneration for employees in accordance with applicable regulations and to promote these standards throughout the supply chain.

It is based primarily on the following regulations:

- Universal Declaration of Human Rights,
- ILO Conventions, in particular Convention No. 131 on Minimum Wage Fixing,
- UN Guiding Principles on Business and Human Rights,
- OECD Guidelines for Multinational Enterprises,
- the European Social Charter,
- the Polish Labor Code and the Act on Minimum Wages.

## Definition

Fair wage is the remuneration received by an employee for a standard working time, equivalent to the type, quality, and quantity of work performed as well as the required qualifications.

Employees have the right to fair remuneration for their work. The conditions for the exercise of this right defined by labor law regulations and the state's wage policy, in particular through the establishment of a minimum wage.

## Scope

This Policy applies to all employees employed by TELE-FONIKA Kable S.A. under employment contracts, regardless of the type of employment contract, in all organizational units and at every organizational level of the Company.

## Commitments

In accordance with the Work Regulations in force at TELE-FONIKA S.A., every employee has the right to fair remuneration for their work in accordance with the terms of their employment contract. The terms and conditions of remuneration within the Company are set out in the Remuneration Regulations issued on the basis of applicable law.

Acting in accordance with the principles set out above, TELE-FONIKA Kable S.A. commits in particular to:

- Ensuring remuneration for work at least at the level of the statutory minimum wage,
- Guaranteeing equal remuneration for work of equal value, regardless of gender, age, race, nationality, religion or other legally protected characteristics,
- Providing employees with additional remuneration for overtime work and remuneration for periods of illness or other justified absence,
- Protecting wages, including by making deductions only under conditions specified by law,
- Striving to take into account the concept of living wage as one of the reference points in the process of determining remuneration,
- Taking measures to support employees in unforeseen circumstances where their remuneration may not be sufficient to cover their basic living needs,
- Promoting awareness of fair wage in relations with business partners, suppliers, and subcontractors.

Previous remuneration reviews conducted by the Company, referring to living wage levels defined by independent institutions recognised as credible benchmarks, have shown that 100% of employees received remuneration at or above the

living wage level. Our goal is to maintain this ratio.

### Monitoring and reporting

The Company will regularly monitor employee remuneration levels in relation to locally defined indicators, using, among other things, data provided by independent institutions.

Information on the implementation of the Policy will be disclosed in HR reports at the organization-wide and local levels.

### Reporting irregularities

We are building a business where we respect employee rights and value honest communication. Violations of the principles set out in this Policy can be reported through dedicated communication channels:

1. directly or by phone to the Compliance Manager – at **+48 12 652 52 52**,
2. by email: [compliance@tfkable.com](mailto:compliance@tfkable.com);
3. via the contact form available on the website: <https://www.tele-fonika.com> in the tab: contact-us>reporting-forms>non-compliance-report,
4. by post to the following address: **TELE-FONIKA Kable S.A., ul. H. Cegielskiego 1, 32-400 Myślenice**, with the note „Report of irregularities”.

Complaints will be treated with the utmost confidentiality. Each complaint will be reviewed and explained, and follow-up actions will be taken where necessary.

The **Compliance Manager** is responsible for the proper functioning of the reporting mechanisms.

### Responsibility

TELE-FONIKA Kable S.A. undertakes to ensure compliance with this Policy by exercising due diligence in taking all necessary measures for its implementation. The owner of this Policy, responsible for monitoring its compliance, reviewing the Policy for relevance and adequacy to the Company’s activities, and taking the necessary follow-up actions in situations where they are required, is the Director of the Human Resources and Administration Department.

### Board Declaration

Understanding the importance and significance of this Policy at TELE-FONIKA Kable S.A., the Management Board of the Company declares its commitment to providing the necessary resources, as well as full support and cooperation in the implementation of the provisions of this document.

The Living Wage Policy will be regularly reviewed and updated to ensure its continued relevance and adequacy in relation to changing laws, economic conditions, and stakeholder needs.

*Myślenice 24.07.2025*

*Management Board of TELE-FONIKA Kable S.A.*