

**FUX Zrt. – Vision, Mission, Strategy
Environmental, Safety and Quality Policy**



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Our innovative solutions generate added value – Our Mission and Vision: forward-looking electric conductor manufacturing

Vision: New perspectives – innovative methods

As a European manufacturer of electric conductors, FUX Zrt. continues to develop in the field of modern, environmentally conscious conductor manufacturing. Our goal is to offer products and services which can serve as a reference and are not only economically sustainable but also contribute to the welfare of society.

We wish to set an example in the market and showcase that business success and social values can be in harmony. This applies to all of our current products as well as in the case of our new developments. Quality is our highest priority. These goals provide the direction for company activities and contribute to our future successes.

Based on the gradual expansion of our product portfolio and international presence, we seek to continuously enjoy the benefits of the opportunities available in our markets in order to steadily increase the value of our company. This vision aids the FUX Zrt. in adapting to changing market conditions while maintaining its core values and mission.

We believe that our continuous developments and products contribute to ensuring the expected, efficient and safe supply of electricity in Europe while also realizing the sustainability and environmental goals of the continent. Therefore, we aspire to have FUX Zrt. conductors installed into as many European electric networks as possible. The way to achieve this lies in close cooperation established with our European partners, with the company taking an active role in its development.

This vision gives direction to FUX Zrt., along with the values it wishes to develop in line with.

Mission: Development of dedicated solutions

At FUX Zrt., a Hungarian, family-owned business, we seek to contribute to the development of a more efficient, sustainable and reliable electric network with our work, in order to enable the integration of renewable energy sources, the increase of energy efficiency and the faster fulfilment of user needs.

We develop and manufacture nearly all types of overhead conductors, from classic steel reinforced aluminium conductors to sandblasted or carbon fibre composite core conductors, including other modern HTLS (high-temperature, low sag) types. We use the highest quality and safety standards at all stages of production.

Our quality policy, which is also present in our mission statement, is a key element in the operation of our company, which defines our goals, policies and values.

We are constantly on the lookout for the potential application of new technologies so that our products and services are always compliant with the latest industry trends and sustainability requirements.

We put special emphasis on research and development to improve our competitiveness and support the development of our partners. Our goal is to contribute to the energy management of our shared future, where innovation and sustainability walk hand in hand.

FUX Zrt. offers several modern, environmentally conscious solutions on a variety of forums to continuously emphasize its environmental objectives and the importance of achieving them.

We maintain close professional and personal relations with all Hungarian network operators, electricity providers, industry offices and organizations to ensure that our common goals are achieved in an efficient manner. We represent the interests of Miskolc and its vicinity in accordance with the efforts of FUX Zrt. wherever it is possible, on national and European forums alike.

The employees of FUX Zrt. are fully capable of using their knowledge and experiences to contribute towards the goals of the company. In addition to providing constant training and development opportunities, we also encourage innovative thinking and teamwork. Our employees can actively participate in new projects, which not only aid their own personal professional development, but also enhances the competitiveness of the company. We also support the realization of creative ideas that can lead to the development of more sustainable and efficient solutions. The acceptance, respect and equal treatment of our employees regardless of their background is a key priority for us. Everyone's opinion and contributions are valuable in our work environment, therefore we strive to create a company culture where diversity can be considered a strength.

FUX Zrt. provides a healthy, safe, welcoming and environmentally friendly work environment whenever possible. We pay full attention towards protect the health and safety of our employees by reducing the number of risks that may result in accidents and creating a safe environment while establishing working conditions. We comply with occupational health and safety regulations under all circumstances.

FUX Zrt. strives to constantly develop occupational and environmental safety, in accordance with its established safety policy.

In line with the above, the mission of FUX Zrt. reflects its dedication towards environmentally conscious and safe operation, which is advantageous not only for its employees, but also for the community and the environment. Our goal is to reduce the impact of our activities on the natural environment to the bare minimum. We make efforts to reduce our usage of finite resources, such as water and energy, as well as the emission of waste and other harmful substances. This way we ensure that the risks associated with environmental use during production are kept at an acceptable level.

Environmental protection plays an important part in the investment programs of the company. Even during the planning, preparation and licensing phases, the company makes conscious efforts to improve its environmental performance by putting a major emphasis on compliance with EU requirements.

As a responsible company, we are obliged to bear sustainability and social responsibility in mind. This includes the minimization of environmental impact, the support of local communities and compliance with ethical business practices.

We are dedicated towards making Miskolc a liveable city where the equivalent value of carbon-dioxide emissions is minimal and constantly reducing, while the health and quality of life of citizens is high. An environmentally conscious electricity supply is accessible, safe and sustainable. To accomplish this, we provide a healthy work environment and competitive income. We also constantly reduce the CO2 emissions of the company.

We support sports in Miskolc through various sports clubs and we are also involved in the secondary and higher education of the city to communicate our goals and the necessary developments, steps and tasks leading to them.

Strategy

The following strategy aids FUX Zrt. to remain successful in the long term in a dynamic market environment, by building on the following key factors:

- **Consistent focus**

FUX Zrt. focuses on the manufacturing of modern, environmentally conscious conductors while constantly expanding its range of products.

- **Market watch and analysis**

We constantly monitor market trends and competitors so that we can react to changes in a timely manner.

- **International expansion**

By discovering new markets and increasing our presence in Europe, we reduce the negative effects of outside factors and market volatility.

- **Innovation and development**

We develop new products and services, and also constantly improve our existing products, in order to meet the needs of our customers. The company is also constantly expanding on the international market.

- **Sustainability**

Our goal is to create a balance between environmental and occupational safety, as well as societal and economic factors. With the introduction of environmentally conscious practices, we reduce the ecological footprint of the company and support sustainable development. We believe that the integration of quality and sustainability are not only advantageous for FUX Zrt. from an ethical and environmental standpoint, but also economically lucrative.

- **Cooperation with partners**

FUX Zrt. aims for long-term cooperation with its partners in order to reach its strategic goals faster and in a more efficient manner. We believe that establishing complementary goals and

priorities in a partnership is essential to ensure that the cooperation is mutually beneficial for both parties.

Environmental, Safety and Quality Policy Statement

The management of FUX Zrt. fully developed and continuously operates the ISO 9001, ISO 14001 and ISO 45001 standard compliant integrated management system.

System compliance is ensured through the certifications of accredited certification institutions, regular annual reviews and internal audits. Accordingly, all company employees are dedicated to performing quality, environmentally conscious work, for which the company board of directors sets new and specific quality goals, environmental objectives and programs, as well as occupational safety and health objectives, targets and programs each year.

All company employees are aware of the environmental, safety and quality policies, as well as the quality goals, environmental objectives and programs, safety and health objectives, targets and programs. Their work is performed accordingly, responsibly, carefully, with the appropriate qualifications and continuous training, ensuring the protection of the environment and compliance with regulations.

The leadership of FUX Zrt. is responsible and committed towards the continuous development of the integrated management system. Its suppliers are selected accordingly and during the manufacture of its products, raw materials are examined in a documented and certified manner, with calibrated measuring instruments during both in-process and final inspections, in accordance with its own specifications and standard tests. The company also ensures identifiability, traceability and measures customer satisfaction. The organization and internal information system are constantly developed in line with the growth of the company.

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Connecting Europe through our conductors