

COMPREHENSIVE MANAGEMENT POLICY

At Sumcab Specialcable Group, we design, manufacture and supply specialised cables and power systems for industrial, robotic and energy applications where quality, reliability and service are not optional: they are an essential part of our value proposition.

We are a company with an international outlook, but with a very clear identity: we want to grow, become more professional and innovate without losing our approachability, our commitment and our people-centred way of doing things.

Our mission is to provide high value-added cabling and energy systems solutions, helping our customers to become more competitive, safer and more efficient. We achieve this by combining technical expertise, rapid response times, industrial flexibility, service and a clear focus on continuous improvement.

Our vision is to establish Sumcab as a leading international group in the field of industrial cables and mechatronic systems, recognised for the quality of its products, the reliability of its service, the innovation of its solutions and the responsible nature of its management.

Our values are:

- **Commitment**, because we take our responsibility seriously towards our clients, our people, our suppliers, the environment and the sustainability of our business.
- **Approachability**, because we believe in honest, transparent and lasting relationships, both within the organisation and with our clients and partners.
- **Disruption**, because we do not want to limit ourselves to doing things the way they have always been done. We want to challenge the status quo, improve, innovate and anticipate market needs.

This Integrated Management Policy reflects the way we work and our commitment to quality, health and safety, environmental protection, information security, regulatory compliance and continuous improvement

To this end, at Sumcab we are committed to:

- To comply with the legal, regulatory, contractual and standard requirements applicable to our activities, products and services.
- To take into account the needs and expectations of our customers, employees, suppliers, shareholders and other relevant stakeholders, and to integrate these into the way we manage our business and make decisions.
- To understand our customers' needs and strive to exceed their expectations through reliable, agile and competitive solutions.
- To continuously improve our processes, products, services and management systems, fostering a more professional, digital, efficient and data-driven organisation.
- To guarantee the quality, reliability and safety of our products and solutions throughout their entire life cycle, ensuring compliance with applicable requirements and our customers' expectations.
- To prevent defects, errors, incidents and risks that may affect product quality, product safety, customer service or the continuity of our operations.
- To ensure safe and healthy working conditions, promoting the prevention of occupational risks, the well-being of our people and a culture of shared responsibility.
- To protect the environment by preventing pollution, reducing the impact of our activities, promoting the responsible use of resources, minimising waste and making progress in reducing our carbon footprint.
- To protect the company's information and digital systems, ensuring their confidentiality, integrity, availability and responsible use.
- To act ethically, transparently and in compliance with regulations, rejecting any practice that contravenes our principles, including corruption, fraud, unmanaged conflicts of interest or any conduct that could undermine trust in Sumcab.
- To train, raise awareness amongst and support our teams so that they understand this policy and incorporate it into their day-to-day work.
- To foster responsible, fair and sustainable relationships with customers, suppliers, partners and other stakeholders.

This policy should not be viewed as just another formal document. It should serve as a practical guide for decision-making, prioritising actions and reinforcing a culture based on accountability, high standards, continuous improvement and pride in belonging.

Comprehensive management is not the responsibility of a single department. It is everyone's responsibility. Every individual, through their role, contributes to Sumcab's quality, safety, compliance, sustainability and reputation.

As CEO, I am committed to promoting this policy and providing the organisation with the resources, leadership and guidance necessary to move forward on this path.

Sumcab must continue to grow as a solid, professional, innovative and people-centred company. That is our responsibility and also our opportunity.

MANU ROMERO
CEO

