

**ENVIRONMENTAL PROTECTION, ENERGY MANAGEMENT AND OH&S POLICY**

20.01.2026. Rev.C

KONČAR – D&ST Inc., as a leading European manufacturer of distribution, special, and medium power transformers, strives to ensure excellence by recognizing and meeting the needs of all stakeholders, through its commitment to quality and sustainable development, environmental protection, energy management, and occupational health and safety, while complying with the applicable legislation of the Republic of Croatia and the obligations arising from the requirements of ISO 14001:2015, ISO 45001:2018, ISO 50001:2018, and other relevant stakeholder requirements.

Company management supports the implementation and development of an environmental, energy management and occupational health and safety protection system in order for successful implementation of the strategy and objectives and continuous improvement of the management system.

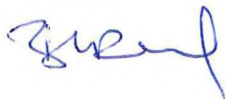
Aware of the environmental protection, effective energy management and OH&S prevention needs we are committed to continuous management of the company's environmental, energy and OH&S impact:

- timely and effective prevention of possible soil, water and air pollution, as well as ensuring safe and healthy working conditions for job-related injury and disease prevention to eliminate the danger
- continuously improving energy efficiency and reducing energy consumption
- rational use of natural resources
- reduction of waste quantities and proper waste sorting
- setting objectives and plans to improve energy efficiency
- putting in strategic effort to reduce our impact on climate change, applying the concepts of sustainability and preserving the ecosystem and biodiversity
- acting on the awareness of all employees and contract partners, and the use of administrative measures, including training
- choosing environmentally friendly raw materials, and replacing existing processes with less hazardous processes, operations, materials, or equipment
- promoting energy-efficient technologies, processes, and products
- planning and introduction of cleaner manufacturing processes and ecological product design with the use of engineering measures and reorganization of work
- supporting the procurement of energy efficient products and services
- investing in renewable energy projects and reducing greenhouse gas emissions
- educating, training and involving employees in the efficient use of energy, with the aim of eliminating hazards and reducing environmental and OH&S risks
- ensuring the necessary resources for the implementation and maintenance of the energy, environmental, and occupational health & safety management systems.

KONČAR – D&ST Inc. encourages interested parties to apply environmental protection, energy management and OH&S principles.

**KONČAR-D&ST Inc. Management Board**

Vanja Burul  
Chairman of the  
Management Board,  
CEO



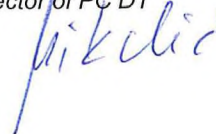
Kristina Dimitrov  
Member of the Management Board  
Finance and Procurement  
Director



Mario Ljubić  
Member of the Management Board  
Director of PC SET



Martina Mikulić  
Member of the Management Board  
Director of PC DT



Dominik Trstoglavac  
Member of the Management Board  
Product and Business  
Development Director

