

HEALTH, SAFETY, ENVIRONMENT, QUALITY AND ANTI-BRIBERY (HSEQ&AB) POLICY

EGA Master is a European manufacturer of Premium industrial tools for the most demanding industrial users. It offers a complete one-stop solution based on continuous innovation that significantly improves safety and efficiency.

The range currently includes Industrial tools, Pipe tools, 1000V Insulated tools, ESD Electro-Dissipative tools, Non-sparking tools, Titanium non-magnetic tools, Anti-drop tools, Stainless steel tools, Pneumatic tools, Hydraulic Tools, Underwater tools, ATEX-certified Intrinsically-Safe Explosion-Proof Instruments and Tool Control Systems.

EGA Master products and solutions are used by the most demanding industries such as aerospace, military, automotive, shipbuilding, railway, power, construction, oil & gas or mining.

Some end users of EGA Master are companies and institutions such as Exxon Mobil, Shell, Airbus, United Nations, NATO, Coca Cola, Audi, Volkswagen, Nissan- Renault, Mercedes-Benz, Siemens or Philips. You can find a list of our most important end users, as well as some case studies in the following link <https://www.egamaster.com/en/what-our-customers-say>

The EGA Master proposition is sustained on **5 key pillars**:

- **One Stop Solution:** EGA Master is the only manufacturer that offers 12 ranges under a one-stop solution to reduce procurement and logistic costs for our customers.
- **Premium Industrial Quality:** EGA Master offers lifetime warranty for all its hand tools.
- **Personalization:** EGA Master offers workshop and tool personalization services to improve the control of tools and reduce unnecessary replacement costs as a result of tool theft or loss.
- **Responsive service:** As a result of our manufacturing model and investment in stock, we are able to provide an availability level above 98%.
- **Innovation:** EGA Master holds more than 200 patents and invests around 6% of its turnover in R&D+I to find ways to improve the safety and efficiency of industrial operations.

The EGA Master organisation expresses its firm commitment to Excellence and adopts the EFQM European Model for Excellence as reference for its management and understanding of the needs and expectations of its stakeholders, and introduces its HSEQ&AB systems according to the International Norms ISO 9001, ISO 14001, ISO 45001 and ISO 37001. In this way, EGA Master commits to continuously improve in the Management of its Integrated System to carry out activities at excellent levels of quality and service, to ensure the meeting of expectations, specifications and/or rules from its clients, in all products and services offered, whilst respecting the environment and preventing work related accidents.

Therefore, the EGA Master Management agrees to:

- Comply with all applicable legal requirements, expressly prohibiting any corrupt practices within the organization and establishing and applying a disciplinary system in case of breaches of the anti-corruption policy.
- Grant the Anti-Bribery Function (Compliance Manager) authority, independence, direct access to Top Management, and resources; appoint them to oversee the whistleblowing channel.
- Promote workplace behaviors based on incident prevention, respect for the environment, quality in work execution, compliance with the law, and ethical values, fostering a culture of integrity and ethics at all levels, and ensuring confidential reporting channels, protection of whistleblowers against retaliation, and diligent management of internal investigations.
- Integrate social, labor, ethical, and environmental aspects into the organization's strategy and management, going beyond legal requirements. Apply risk-based due diligence to third parties and manage conflicts of interest through appropriate registers and proportional measures.
- Provide ongoing capacity-building for personnel—training, informing, and raising awareness in quality, occupational risk prevention, anti-bribery policy, and environment—so that they perform their work to the highest quality and ethical standards and in the most environmentally respectful manner within a safe and healthy environment.
- Establish objectives and programs that drive the continuous improvement of the Quality, Environment, Anti-Bribery, and Occupational Health & Safety Management Systems, making available the necessary and appropriate human, financial, and material resources, and fostering consultation, participation, and engagement across the entire organization.
- Integrate climate resilience into the organization's strategic and risk planning. Evaluate and reduce the environmental impacts of our activities, paying particular attention to prevention, waste generation, and more efficient use of raw materials, packaging materials, water, and energy.
- Identify and assess risks and opportunities for each organizational process, implementing appropriate measures to address them and thus ensure the achievement of desired results.

The commitments made in this Integrated Policy extend to all our stakeholder groups (Customers, Suppliers, People, and Society).

This Health, Safety, Environment, Quality and Anti-Bribery policy will be annually inspected and communicated to all employees of the organisation or those working under its name, as well as being made available to anyone outside of the organisation and members of the general public.

Vitoria-Gasteiz, 12th January, 2026
CEO - EGA Master S.L.

