

INTEGRATED MANAGEMENT PROCESS POLICY

The new phase of Autometal, spol. s r.o. started at the end of 2004, when Mr Ulrich Hobert came in as the new owner, who revived its activity using his extensive experience of many years in the automotive industry, and with the determination and enthusiasm of the core employees to develop business. The organization manufactures exhaust systems of cars and trucks and other vehicles (such as trains, building and agricultural machinery etc.) both for the primary production of serial vehicles and spare parts, especially on the European market.

Autometal, spol. s r.o. aims to build up an effective and functional organisation with an operative response to market demands, the expectations of stakeholders identified in the context of the organisation and especially the needs of customers. The means of meeting the set goals are expanding the market section of customers in the field of automotive exhaust systems with catalytic converters, solid particle filters, exhaust silencers and other exhaust manifold components, further expansion of cooperation with partner collaborating organisations, and development of the company's infrastructure and technology potential. In view of this, a new large production site in Lety was purchased and refurbished in 2014 and new production technologies were installed and further construction of new production and warehouse buildings is currently in progress in this area.

We will lead the organization to a lasting prosperity, constantly improving technological level and quality, which will satisfy our customers and at the same time to stay resistant to market fluctuations. We will try to implement as many key technologies as possible and a know-how into our own production in order to achieve the lowest dependence on external suppliers.

To fulfill the set policy, we are committed to continuously improve the efficiency of the integrated management system and we commit ourselves to the prevention of environmental pollution and accidents at work. To achieve this, we get the participation, effort and responsibility of all employees and subcontractors, we will constantly develop their skills and abilities and we will set an example by our personal commitment and ongoing activities.

Environmental protection and health and safety at work is one of the main priorities of our organisation. We consider it as important as our pursuit of the best profit and customers satisfaction.

We consider compliance with legal and other requirements to be the foundation for a continuous process of ongoing improvement of environmental protection and improvement of health and safety at work and we are committed to fulfill them.

Top management commitment:

- To continuously (at least once a year) review the organisation's policy for the suitability and adequacy of the integrated management system
- To upgrade the organisation's policy to match the scale and character of the risks (identified in our Code of conduct, Occupational Health and Safety Register and Register of Environmental aspects, impacts and legal and other requirements), to continuously improve the efficiency and performance of all sections
- To specify it in the organisation's achievable goals
- To document and apply the policy
- To create conditions to make these goals achievable by all employees and to regularly check and evaluate these goals to fulfill the company's strategy and to take measures in case of non-fulfillment
- To plan the necessary resources (programmes) needed to meet the objectives, to improve and maintain the skills of all workers
- To comply with applicable legislative establishments and meet other requirements to which the organisation is committed
- We are committed to improve the environmental performance of the organisation and to maximise the use of renewable energy sources
- We will ensure maximum protection of the environment, particularly in the area of energy consumption and hazardous waste production, including pollution prevention
- We are committed to, and require our partners, to sustainable resource management
- We are committed to eliminate hazards and reducing risks in the area of occupational health and safety
- To adhere to the rules of social responsibility according to the Code of Ethics of the organization
- We commit to complying with the Cybersecurity Act No. 264/2025 Coll. (the so-called NIS 2)
- In 2026, we will implement and maintain the TISAX security standard, based on the ISO 21001 norm

This policy and the principles of the integrated management system are available in the latest version on our website: www.autometal.net.



Ing. Marcel Pacovský
General Manager

In Letch 23.2.2026