

The Way We Operate – HSEQ

February 3, 2026

KATKO Oy's HSEQ policy (Quality, Health, Safety and Environment) integrates quality management, occupational health and safety, and environmental responsibility into one unified guiding principle. These commitments support our strategic goals and form the foundation of all our operations. KATKO is a Finnish family-owned company whose values—responsiveness, precision, ownership—guide all aspects of our HSEQ work.

Quality

- ✓ Quality is the foundation of Katko's success. For us, quality means repeatable processes and models, and their continuous development to ensure customer satisfaction and excellence in our products and services.
- ✓ Quality is created by people. Our training programs and clear instructions ensure a skilled and committed workforce.
- ✓ Responsibility is central to our business. We operate transparently and in accordance with ethical principles across all aspects of our activities.
- ✓ We understand evolving customer and market needs and provide innovative, reliable, and competitive solutions.
- ✓ We continuously set new quality objectives and systematically measure and improve our performance.
- ✓ We are committed to meeting customer and regulatory requirements, and to the continuous improvement of our quality management system.

Environmental Responsibility

- ✓ We develop and manufacture products that promote cleaner energy and sustainable development.
- ✓ We reduce our environmental impact by using recycled materials, optimizing material and energy use, and improving waste sorting and recycling.
- ✓ We are committed to protecting the environment, including preventing pollution, mitigating climate change, and promoting sustainable use of resources.
- ✓ We comply with all applicable environmental laws and binding obligations.
- ✓ We continually improve our environmental management system and strive to enhance our level of environmental protection.
- ✓ Our environmental objectives are based on the nature and scale of our activities and are aligned with our overall strategy.

Occupational Health and Safety

- ✓ Safety is part of our everyday work. We proactively identify and assess workplace risks and eliminate or control them effectively.
- ✓ We provide safe and healthy working conditions to prevent work-related injuries and illnesses.
- ✓ We are committed to complying with all legal and other occupational health and safety obligations.
- ✓ We invest in employee well-being, ergonomics, and mental health. We provide regular training and encourage open dialogue on health and safety matters.
- ✓ We are dedicated to eliminating hazards and reducing OH&S risks through proactive and corrective measures.
- ✓ We continuously improve our OH&S management system and performance.
- ✓ We engage and consult with employees and their representatives in all health and safety matters.
- ✓ We foster a culture in which everyone takes responsibility for their own safety, their coworkers' safety, and shared well-being.