

Environmental, Health, Safety, and Sustainability Policy



For Vincotech, responsibility and sustainability extend beyond the fulfillment legal requirements and regulations. As a manufacturer of electronic components, we recognize our responsibility to protect the environment, safeguard the health and safety of our employees and partners, and contribute to long-term sustainable development across our operations and value chain.

Every employee shares responsibility for fulfilling this commitment, regardless of position and function. The following policy defines the company's environmental, health, safety, and sustainability initiatives and actions.

To fulfill our commitment, Vincotech will:

- / Comply with all applicable environmental, occupational health and safety laws, regulations, and permit conditions
- / Reduce greenhouse gas emissions and support the transition to low-carbon operations
- / Minimize environmental impact through energy efficiency, resource conservation, and pollution prevention
- / Integrate sustainability considerations into corporate strategy, product development, and operational planning
- / Minimize waste generation and promote reuse, recycling, and circular economy principles
- / Manage chemicals responsibly in accordance with REACH, RoHS, and applicable regulations
- / Continuously improve environmental performance through measurable objectives and management programs
- / Promote a strong safety culture through training, engagement, and leadership accountability
- / Prevent work-related injuries, illnesses, and occupational diseases
- / Ensure emergency preparedness and effective incident response
- / Support responsible sourcing and ethical supply chain practices

This policy is documented, implemented, maintained, communicated to all employees and partners, and made available to the public upon request.

Employees are encouraged to actively participate in EHSS programs, identify improvement opportunities, and contribute to innovation that enhances environmental performance, workplace safety, and long-term sustainability.