

GENERAL MANAGER'S COMMITMENT DECLARATION

As general manager of COMELF, I consider as a main priority that the company I lead to become a standard of quality in its field of activity. For each COMELF employee the motto must be "Quality starts with me, quality is the result of my work". As general manager, I am the first to do so. At the same time, I believe that protecting the environment, ensuring an adequate framework for the safety and health of people, respecting legality and prohibiting any practices related to bribery, corruption and violence, are the fundamental elements of supporting the resources of the society and of humanity in general, which is why I pay special attention to these aspects.

In the sense of the above, I declare as strategic objectives of COMELF the following:

- Ensuring a favorable position for our company on the world market, in terms of the quality of the products manufactured;
- Comelf's permanent obtaining and consolidation of the status of approved supplier, both for leading companies that produce equipment and machinery for the energy industry and for companies producing earthmoving machines, active on the European and world market;
- Developing Comelf's adaptability in approaching products and projects and expanding the range of works by offering products and services "turnkey" in new top areas;
- Integration of all necessary actions in order to prevent injury and professional illness of our company's employees and to prevent environmental pollution.

In order to achieve these objectives, our policy in the field of quality, environment, occupational health and safety is oriented towards achieving the following requirements, mandatory for all COMELF employees:

- Full and constant satisfaction of the requirements and expectation of our customers;
- Identifying risks and opportunities, planning and implementing actions that ensure the company's ability to meet the requirements and expectation of customers and other stakeholders, by offering and producing products and services at the highest quality standards;
- System and process management using the PDCA cycle in order to streamline activities and continuously improve performance;
- Reduction to zero nonconformities by implementing techniques to prevent their occurrence;
- Identification of risks to the health and safety of the staff. Creating safe and healthy working conditions and integrating effective measures to eliminate hazards and minimize risks in order to prevent any occupational injuries or illnesses;
- Identifying all the environmental aspects generated by the activities and processes carried out in Comelf and applying the most efficient methods of preventing and eliminating or diminishing their impact on the environment;
- Compliance with the legal and regulatory requirements applicable to Comelf's activities;
- Conscious and motivated involvement of the staff in achieving performance/ consultation and involvement of employees in established measures designed to ensure quality, environmental protection and protection of health and safety at work;
- Promoting ethical conduct in business, both inside and outside the company, as well as prohibiting any form of violence, corruption and bribery;
- Promoting corporate social responsibility, with the stated purpose of ensuring a positive impact of Comelf's activity in the community and actively contributing to the development of the company.

As a general manager, I am responsible for maintaining and continuously improving the effectiveness of the integrated quality, environmental and health and safety management system at work at all levels of the organization and I consider that the measure of performance of this is given by the degree of satisfaction of the requirements and expectation of the clients and of all other stakeholders, including the civil society.

General Manager,
Eng. Cenusă Gheorghe

Bistrita, 01.03.2022