Celje, 7 September 2026

MANAGEMENT POLICY

Based on the statement by the directors of the companies CETIS d.d., CETIS-GRAF d.o.o. and CETIS FLEX d.o.o., we set out this Management System Policy, which obliges all the participants in the processes of the aforementioned companies that:

- We always act in accordance with the law. We observe and comply with the standards to which we have voluntarily committed, as well as the best practices in the field of our business activity.
- Based on our responsibility towards consumers, we provide healthy, safe, legally compliant and consumer-friendly products. We constantly improve the safety culture and quality of our products.
- We take advantage of all opportunities to achieve business performance.
- We constantly increase the quality of our products, services and processes.
- We constantly increase the positive impact on the environment throughout the entire life cycle.
- We constantly ensure a healthy, safe and ergonomically friendly working environment.
- We constantly motivate and encourage our employees to show personal engagement, develop competences and demonstrate responsibility with regard to quality; we ensure lasting quality of our products and services with motivated, qualified and informed staff.
- We prevent the loss of confidentiality, integrity and availability of information at all times.
- We constantly secure and increase the value of our goods.
- With ongoing improvement of energy efficiency and optimisation of the use of resources across the entire value chain, we actively generate a positive environmental footprint and enhance our commitment to sustainable development.
- We sustainably develop new solutions and modify the existing ones.
- We ensure the use of legal FSC® materials and continuity of the Chain of Custody (CoC) at all times.
- We always manage risks in a way that minimises negative consequences and increases the resilience of society.

The implementation of this Management Policy in daily practice is the task and duty of every participant who works in the processes of the aforementioned companies.

The implementation goals of this Management Policy are set out in the companies' annual economic plans.

Verification of the implementation and realisation of goals is carried out comprehensively as part of regular operation, control and reporting in the company at all management levels at least once a year as part of a management review, which also examines the relevance and adequacy of this Management Policy.

Every employee of the aforementioned companies must respect this Management Policy and may propose its improvement to the top management which ensures that all employees of the aforementioned companies fully understand it.

For CETIS d.d.

Roman Žnidarič, MSc
Executive Director

Radenko Mijatović, MSc
Executive Director

Davorin Leskovar
Executive Director

For CETIS FLEX d.o.o.

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Srečko Gorenjak, MSc
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