
MANAGEMENT POLICY OF WITZENMANN ESPAÑOLA S.A.

We do actively work to make our Local Vision 2030 come true: "We will ensure the profitability of our decoupling flexes for the automotive industry, becoming key manufacturing site for railway and hydrogen applications, and creating market opportunities for metal hoses, pipe supports and expansion joints".

Our specialty is the safe conveyance of media and energy for mobility and industry.

The management of Witzenmann Española is aware of the importance of making the future development of the company compatible with the preservation of the environment, as well as the integrity and health of its staff. To this aim, the following commitments are established:

- Compliance with environmental, health and safety legislation and regulations in force, as well as other requirements that the organization subscribes to with our customers, the public administration, our suppliers and our workforce.
- The promotion and encouragement of preventive actions aimed at the continuous improvement in all aspects relating to health, environment, quality and pollution caused by our products and processes.
- Preventive compliance with the regulations, code of conduct and general policies of the Witzenmann Group.

These are our objectives:

- Regarding our **customers**: to meet their requirements and exceed their expectations, providing them with solutions of greater added value than our competitors.
- Regarding our **ownership**: to guarantee the profitability and competitiveness of the company in the short, medium and long term.
- Regarding our **workforce**: to contribute to their well-being and competence, guaranteeing equal opportunities, regardless of age, gender, religion or disability.
- Regarding our **society**: to contribute to the sustainability of the environment and the development of our surroundings, through action-driven corporate social responsibility.

Guadalajara, 17th of March 2026



Rafael M. Merinero
Managing Director