



Dear employees, customers, and stakeholders,

Tegra Global, is proud to announce its continued commitment to the highest standards of labor rights and social responsibility throughout its operations. We recognize the fundamental importance of ensuring a safe, fair, and respectful work environment for all our employees.

In this context, we wish to focus attention on two fundamental conventions established by the International Labor Organization (ILO): Convention No. 111 on Discrimination (Employment and Occupation) and Convention No. 190 on Violence and Harassment.

Convention 111: Discrimination Convention prohibits discrimination in matters of employment and occupation, including guarantees of equal opportunity and treatment for all employees, regardless of their origin, gender, race, religion, disability, or sexual orientation. At Tegra Global, we fully support this initiative and are committed to implementing policies and practices that promote equality and diversity in our work environment.

In addition, Convention 190: Convention on Violence and Harassment focuses on the elimination of violence and harassment in the workplace. We recognize that every person deserves to work in a safe and violence-free environment, where their rights and dignity are respected. In keeping with this covenant, we are committed to establishing policies and practices that prevent any form of violence or harassment in our company. We are dedicated to creating an environment where everyone can perform professionally without fear of any form of abuse.

We reaffirm our commitment to adhere to the principles of International Labor Organization Conventions No. 111 and No. 190, and we will work diligently to integrate their principles into our policies, procedures, and work practices. In addition, we will continue to promote a culture of mutual respect, equality, and opportunities for professional growth for all our employees.

We are convinced that by adopting and promoting these values, we will not only contribute to the well-being of our employees, but also strengthen our position as an ethical and socially responsible company in the manufacturing industry.

We thank all our employees for their dedication and effort, and reaffirm our commitment to maintaining a fair, inclusive, and safe work environment for all.

Regards,

A handwritten signature in black ink that reads "Jodi Null". The signature is written in a cursive, flowing style.

Jodi Null  
Vice President, Global Human Resources, Compliance & Sustainability