

Policy Statement

Version 3.0

JC-Electronics

Version Control

Date	Version	Modified by	Description of change
18-02-2019	1.0	Dennis Kauw	Initial version of this document
26-04-2022	2.0	Anno van den Bos	Updates to reflect current practices
07-07-2023	2.1	Anno van den Bos	Updates related to environment and safety
19-01-2026	3.0	Merel Dijkstra	Updates to quality, sustainability, legislation, and ethics. CSR pillars added.



General

The policy of our organization is focused on continuously meeting the expectations of the internal and external environment of JC-Electronics.

The management of JC-Electronics assigns a high priority to Quality, Occupational Health & Safety, Environment, Safety, and Corporate Social Responsibility in achieving the company's objectives, and is supported in this by, among others, the Management Team and the Works Council. We are convinced that our ambition to excel in these areas contributes to strengthening the continuity of our company and thereby makes a positive contribution to society.

The policy is driven by the ambition to deliver the greatest possible added value for our partners and customers and to contribute to the achievement of their strategic goals. To realize this, the policy places strong emphasis on selecting, retaining, and further developing the knowledge and skills of our employees across all disciplines.

Thanks to our commitment to sustainability and innovation, we strive to make a difference for our planet. The pillars People, Planet, and Profit are therefore embedded in our business operations. The implementation of these pillars can be found, among other things, in this policy statement.

Quality

Our quality policy is aimed at providing economic value by offering high-quality products and services and by continuously improving our processes. Each year, we identify our risks, implement measures, and respond to the opportunities we identify. When our processes do not deliver the intended results, we learn from this and adjust our working methods where necessary.

Because refurbishing electronics is specialized work, we train our own highly qualified engineers in-house. Employees are also given the opportunity to broaden their knowledge. In some cases, we make certain modules, toolboxes, or training courses mandatory.

Our refurbished products undergo thorough inspections, repairs, and quality checks, after which they receive the JCertified quality label. A strong guarantee that stands for quality, reliability, sustainability, circularity, and a two-year warranty.

In this way, we strive for 100% customer satisfaction. We measure this level of satisfaction periodically and initiate improvement actions immediately where possible. We consider it our duty to deliver products and services that meet or exceed customer requirements and expectations.

Environment and Sustainability

Our environmental policy is aimed at having a strong positive impact on the world around us and contributing to the transition toward a circular economy in the industrial electronics sector. Reuse of products is our guiding principle. Wherever possible, we repair and refurbish the products we purchase so they can be reused.

If we conclude that a product can no longer be repaired, it is either returned to the customer in consultation or dismantled. Components that can still be used after dismantling are reused.



When it is truly not possible to reuse a product or its components, we ensure they are processed in a responsible and sustainable manner. Together with our partners, we continuously seek the best possible ways to reduce and process waste.

Working Conditions and Safety

Our safety policy is aimed at creating a safe and pleasant working environment for our employees. After all, a healthy company starts with employees who can perform their work under safe and healthy conditions. We therefore strive for optimal working conditions within our organization and continuously invest in ergonomic solutions and safety measures to further improve the workplace environment.

Ethics

As part of JC-Electronics' CSR policy, the social and ethical policy contributes to creating a safe and pleasant working environment. We strive for integrity, responsibility, and fairness, and treat colleagues, customers, and suppliers with respect, in a customer-friendly and service-oriented manner.

In addition to providing good and fair working conditions, we promote a culture in which everything can be discussed, people are allowed to learn from mistakes, and there is room for growth and development.

Legislation

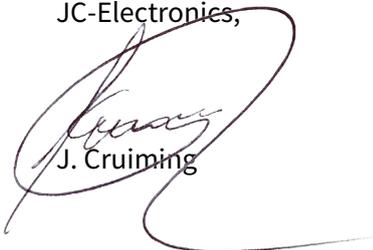
Our products operate in production lines in more than 100 countries worldwide. As a result, our services are not only subject to Dutch and European legislation, but may also be affected by the laws of other countries. We are aware of these laws and have structured our internal processes to comply with them. Where necessary, we work together with (international) partners to align our services as effectively as possible with local regulations and customer requirements.

A further elaboration of our policy can be found in the *"Compliance and Policies Report JC-Electronics."*

The management ensures that this policy statement is evaluated and, if necessary, revised at least once every three years.

Leek, 26 January 2026

JC-Electronics,



J. Cruiming



G. Katje