

## *Integrated Management System Policy*

When manufacturing products, NITROERG S.A. operates based on the principles of sustainable development, aims to achieve the highest quality standards for its products, ensuring information security, including personal data, occupational health and safety, anti-corruption activities and minimizing an adverse impact on the environment, in accordance with the law, business requirements and internal regulations.

These objectives are achieved through:

- \* ensuring the optimal organization, necessary technical and economic measures and cost analysis to optimize the price of products;
- \* ensuring continuity of the processes functioning in the company and responding to emerging threats;
- \* improving customer service and regular measurement and improvement of customer satisfaction;
- \* continuous improvement of the integrated management system, taking into account product quality, technical progress, occupational health and safety, and prevention environmental pollution and accidents;
- \* continuously and systematically improving staff qualifications and awareness considering the role of employees and engaging them in activities for the integrated management system and process safety;
- \* motivating staff to achieve objectives for pro-quality activities, pro-environmental activities, improve health and safety, ensure information security and anti-corruption activities;
- \* sourcing from suppliers who guarantee deliveries at an agreed quality level and meet the requirements of the integrated management system;
- \* limiting the emission of pollutants into the environment or preventing their production by changing the production technology and applying the best available techniques BAT that impact the environment and climate;
- \* continuous improvement of energy efficiency, i.e., striving for the lowest possible energy consumption to achieve the intended effect, in particular through actions involving the introduction of changes or improvements in installations and equipment, buildings and construction facilities to reduce primary energy consumption and lower operating costs;
- \* using renewable energy sources;
- \* systematically assessing and improving occupational health and safety by preventing accidents at work, occupational diseases and near-miss incidents;
- \* compliance with legal, contract, and other requirements;
- \* open dialogue with local authorities, communities and employees in the area of environmental and climate protection, as well as emerging challenges and stakeholder expectations;
- \* documented estimation of the information security risk, in accordance with the adopted methodology and risk acceptance criteria, and the application of security measures adequate to the level of risks for all processes functioning in the company.

The Integrated Management System Policy is consistent with the operational strategy of NITROERG S.A. As the Chief Executive Officer, I am responsible for its implementation and I declare that it is and will continue to be consistently implemented by me and employees of our company. The Policy has been communicated to all employees, along with the consequences for its violation.

Bieruń, dn. 15.10.2025 r.

PRESIDENT OF THE BOARD  
General Director

*Marek Mrówczyński*