

# Pannonia Bio

## ENVIRONMENTAL, HEALTH, SAFETY AND SUSTAINABILITY POLICY

Pannonia Bio Zrt. is committed to protecting the environment, maintaining the health and safety of its employees, complying with legal requirements and other obligations, preventing pollution, using energy, water and other natural resources efficiently, feed safety and reducing the environmental impact of our products and supply chain.

Our commitment is reflected in our strategy for the continuous development of our integrated Environmental, Health and Safety Management (EHS) system, the operation and certification of our programs, and our leadership to enhance performance and teamwork.

Achieving our commitment is based on:

- Integrate environmental protection, health, safety and sustainability into business strategy and supply chain management.
- Develop the company's EHS culture to achieve EHS excellence.
- Striving to prevent pollution, workplace accidents and occupational illnesses by maintaining the protection of the environment and occupational health and safety as a core value.
- By developing, commissioning, operating, and maintaining safe technology and production methods striving to produce quality products.
- Reducing EHS risks by firmly addressing workplace hazards and environmental impacts.
- Develop and use environmentally acceptable, safe, sustainable, and efficient production methods and processes, educate workers, conserve energy and other natural resources in production, and support initiatives to reduce the effects of climate change.
- Training and involvement of employee and employee representatives in the development and improvement of the EHS management system.
- Provide the right resources for the operation and development of an integrated Environmental, Health and Safety Management System.
- Collaborate with our employees, customers, suppliers, other stakeholders and the community on our policies and expectations.
- Continuous monitoring of our EHS performance, continuous improvement of our EHS results.
- Supporting communities in our areas of operation, as well as reaching out to communities and fostering active engagement.

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Chief Executive Officer