

QUALITY, ENVIRONMENTAL, HEALTH, SAFETY AND SUSTAINABILITY POLICY

Pannonia Bio Zrt. as a food, feed, biochemicals producer and the largest biorefinery in Europe, is committed to meeting the needs of consumers and producing high quality products. Furthermore, it is dedicated to product safety, environmental protection, occupational safety, the health of employees and compliance with legal and certification requirements. The commitment of the management contributes to increasing production efficiency, continuous innovation, reducing environmental pollution and protecting raw materials, water and other natural resources by complying with sustainability standards.

Our commitment is to continuously improve Quality and Environmental, Health and Safety (EHS) Management Systems and programmes by strengthening teamwork within the company.

Achieving our commitment is based on:

- The production of high quality products that comply with the relevant Hungarian and European Union legislation, using various quality management systems and standards.
- Continuously reinforcing the company's quality approach by complying with product safety and hygiene requirements.
- Monitor and meet quality, production and EHS targets set by top management.
- Integrate environment, health, safety and sustainability into business strategy and supply chain management.
- Continuous monitoring of the supply chain to ensure the direction of expressed and unspoken customer needs and to meet customer requirements at the highest possible level.
- Strive to prevent pollution, workplace accidents and occupational diseases by maintaining the protection of the environment, occupational health and safety as core values.
- Develop, implement, commission, maintain safe technology and production methods and strive to produce quality products.
- Develop and use environmentally acceptable, safe, sustainable, and efficient production methods and processes, conserve energy and other natural resources in production, and support initiatives to reduce the effects of climate change.
- Employee involvement and continuous training in the development of Quality and Environmental, Health and Safety Management Systems.
- Collaborate with our employees, customers, suppliers, the community and other stakeholders on our policies and expectations.
- Support the communities in our area of operation, helping local farmers with opportunities for local buy-in and create sustainable, stable jobs.

20th January 2025
v10.



Pavel Kudriavtcev
Chief Executive Officer