ENVIRONMENT AND CLIMATE POLICY

Chemnovatic is committed to conducting its business in a sustainable manner, minimizing negative environmental impact and supporting global initiatives related to environmental protection, sustainable development, and climate change mitigation.

This Environmental and Climate Policy reflects our values and provides a framework for all environmental activities, including the achievement of objectives. Climate change is clearly identified as a significant external factor within the organizational context, affecting operations, stakeholder requirements, and risk and opportunity management processes. This impact includes potential operational risks such as supply disruptions, extreme weather conditions, and resource availability, which are taken into account in risk assessments and business continuity planning.

Environmental and Climate Policy Objectives

Chemnovatic's Environmental and Climate Policy focuses on key areas of our operations that impact the environment. We support sustainable development through qualitative and quantitative actions aimed at:

- complying with legal and other environmental requirements,
- reducing greenhouse gas (GHG) emissions and other air pollutants,
- minimizing water consumption and ensuring efficient water resource management,
- reducing the use of hazardous materials, minimizing waste generation, and promoting reuse,
- improving the health and safety of product users,
- reducing the environmental impact of our products throughout their lifecycle, including during direct use,
- achieving climate neutrality,
- integrating climate-related criteria into risk and opportunity management processes, including recognizing climate change as part of the organizational context affecting operational risks, business continuity, and stakeholder requirements,
- regularly measuring and reporting our carbon footprint, including indicators indirectly related to climate change, such as resource consumption during extreme weather conditions or supply chain disruptions.

Management and Responsibilities

- The Chemnovatic Management Board is responsible for implementing the Policy, conducting annual reviews, and approving environmental and climate objectives.
- The Health, Safety and Environment Department is responsible for operational activities related to achieving objectives, monitoring progress, and preparing annual reports, including monitoring climate-related indicators.
- The Audit and Management Systems Department is responsible for supervising and continuously improving the environmental management system in accordance with ISO 14001:2015 and for CDP (Carbon Disclosure Project) reporting.
- Department Heads are responsible for implementing environmental measures within their areas, including integrating climate-related criteria into operational risk and business continuity assessments.

Policy Scope

This Environmental and Climate Policy applies to all Chemnovatic operations across Poland and all locations where the company operates. It covers:

- production processes, including raw material, energy and water management,
- product design, manufacturing, and distribution,
- waste management,
- cooperation with suppliers and contractors, who are required to meet our environmental standards, including those related to climate change risks.

Policy Review and Update

The Policy is subject to annual review, during which the following are analyzed:

- results achieved in environmental objectives,
- changes in legal and regulatory requirements,
- new technologies and environmental innovations,
- the impact of climate change on the organizational context, including updates to risk and opportunity assessments related to supply disruptions, extreme weather conditions, and resource availability.

The Policy will also be updated in response to significant operational changes or new environmental challenges.

Key Sustainability Areas

Chemnovatic focuses on the following key areas:

- Energy and emissions – optimizing energy use and striving for carbon neutrality through investments in renewable technologies,
- Water management – ensuring efficient use of water resources,
- Materials, chemicals, and waste – reducing hazardous materials and promoting recycling, minimization, and reuse,
- Customer health and safety – ensuring products are safe and environmentally responsible throughout their lifecycle,
  Climate change – actively reducing greenhouse gas emissions across the value chain and treating climate change as a key element of the organizational context affecting stakeholder expectations and risk management.

Community Engagement and Environmental Education

Chemnovatic is committed to environmental education both internally and externally. Employees participate in regular training, and partners and customers are informed about the benefits of sustainable products and services. We also support national initiatives related to environmental protection and climate change mitigation.

Progress reporting

At least once a year, or more frequently if required, we publish a report on the implementation of this Policy. The report includes progress toward objectives, regulatory compliance, and environmental initiatives. It also covers indicators related to climate change, including operational risk and business continuity monitoring.

Reporting violations

Any violations of this Policy may be reported by stakeholders, including employees, suppliers, customers, and the wider community, via email at: ethics@chemnovatic.com or through the anonymous reporting system available at Chemnovatic's headquarters.

Accepted by:

Marcin Ławecki
President

Bartłomiej Gęca
Vice President

Rafał Łobejko
Vice President

Dominik Sakowski
Board Member