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Scope of validity:

ORLEN Unipetrol a.s.
ORLEN Unipetrol Doprava s.r.o.
ORLEN Unipetrol RPA s.r.o. (incl. branches BENZINA and POLYMER INSTITUTE BRNO)
PARAMO, a.s.
SPOLANA s.r.o.
PETROTRANS, s.r.o.
ORLEN Unipetrol Slovakia s.r.o.
ORLEN UniCRE a.s.
ORLEN Unipetrol Deutschland GmbH
ORLEN Unipetrol Hungary Kft.
ORLEN HUNGARY Kft.
REMAQ, s.r.o.
HC VERVA Litvínov, a.s.
Nadace ORLEN Unipetrol
Butadien Kralupy a.s.
ORLEN Projekt Česká republika s.r.o.



INTEGRATED MANAGEMENT SYSTEM POLICY

Approved by: CEO / Executive directors
Valid from: 19. 8. 2024
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1 Purpose

Integrated Management System Policy defines commitments of ORLEN Unipetrol Group's companies towards their employees, customers and other interested parties in the areas of products' and provided services' quality management, Health and Safety, environmental protection and energy management.

2 Scope of Validity

The Document is valid in the following marked companies/branches:

- ☒ ORLEN Unipetrol a.s. ☒ ORLEN Unipetrol RPA s.r.o. ☒ BENZINA, odštěpný závod
- ☒ POLYMER INSTITUTE BRNO, odštěpný závod ☒ ORLEN Unipetrol Doprava s.r.o.
- ☒ PARAMO, a.s. ☒ SPOLANA s.r.o.

The Policy is also valid for PETROTRANS, s.r.o., ORLEN Unipetrol Slovakia s.r.o., ORLEN UniCRE a.s., ORLEN Unipetrol Deutschland GmbH, ORLEN Unipetrol Hungary Kft., ORLEN HUNGARY Kft., REMAQ, s.r.o., HC VERVA Litvínov, a.s., Nadace ORLEN Unipetrol, Butadien Kralupy a.s., ORLEN Projekt Česká republika s.r.o. and its validity is subject to approval in these legal entities / companies.

This issue of the Policy replaces the Integrated Management System Policy, 4th issue valid from 15 July 2022, ORLEN UniCRE a.s. Quality Policy valid from 15 June 2020, Quality Management System Policy of REMAQ, s.r.o. valid from 12 February 2024.

3 Terms, Definitions and Abbreviations

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|-----------------------|--|
| Health and Safety | - in the sense of this Policy the term includes areas of occupational health and safety, fire protection, major hazard accidents prevention, transport of dangerous goods and process safety |
| ORLEN Unipetrol Group | - for purposes of the Policy the companies stated in the chapter 2 "Scope of Validity" |

4 Integrated Management System Policy

ORLEN Unipetrol Group belonging to ORLEN Group is an important part of the Czech industry and a significant organization in the Central and Eastern Europe. The companies of ORLEN Unipetrol Group are engaged in refining, petrochemical and agrochemical production, production of asphalt products and process oils, production of plastics and chemicals, sale of refinery, chemical, agrochemical and petrochemical products, polymers and special chemicals. Furthermore, they are engaged in research, development and testing of polymers, applied and basic research in the area of industrial chemistry and in areas of real use of renewable raw materials, innovations of chemical technologies, trading and processing recyclable materials, and execution of end-to-end design and engineering activities in the refining, petrochemical, and energy segments. ORLEN Unipetrol Group provides transport and delivery of chemical and oil products on road and rails, also ensures services of cleaning railway tank wagons and road tank vehicles and other technical services, provides services to motorists.

The companies of ORLEN Unipetrol Group follow the principles of Corporate Social Responsibility, implement the Group business strategy taking account the conditions of surroundings and strive for sustainable and responsible use of resources.. They have implemented and maintain the Integrated Management System, components of which are Quality Management System, Environmental Management System, Health and Safety and Energy Management System.

The Integrated Management System Policy supports the strategic orientation of ORLEN Unipetrol Group and is based on these values: **Responsibility – Development – People – Energy – Reliability**.

In compliance with the subject of business activities and the implemented management systems the ORLEN Unipetrol Group's companies have committed to the below stated commitments.

Responsibility

- Apply the system of prevention and risk management in quality system and its processes, in Health and Safety and environment in order to prevent extraordinary events and major hazard accidents, and to minimize the adverse impacts of risks. Identify hazards and environmental aspects. Assess risks resulting from production processes and working activities. Minimize the negative impact on human health, safety and environment. Maintain and test safety and emergency systems and verify efficiency of emergency plans.
- Ensure the compliance with legal and other requirements contribute to meeting the goals in the area of greenhouse gases emissions and improving the energy performance.
- Fulfill requirements of voluntary activities to which Group's companies committed, in order to support continuous improvement of the performance.
- Develop and produce products and ensure services with view to a high standard of the quality, health and safety (including safety of product and service), environmental and energy performance.
- Protect assets and values of ORLEN Unipetrol Group. Take care of entrusted assets and maintain them in an operable condition, observe their proper use and protect them from misuse.
- When changing and introducing new production technologies, products and services, and when other circumstances and conditions (both internal and external) change, assess the potential effects and impacts on processes in ORLEN Unipetrol Group companies.
- Implement the long term program of a remediation of old environmental burdens.
- Communicate with the use of all forms of internal and external communication with all concerned parties and promote an open attitude towards the public, particularly in the neighboring towns and villages. Cooperate with adjacent regions and contribute to their development.
- Develop and apply business culture in accordance with the ethical principles of ORLEN Unipetrol Group.

Development

- Monitor, measure and evaluate processes and define measures to improve their operation in order to continuously improve effectiveness of the management systems.
- Develop safety culture, improve performance in the areas of Health and Safety, environmental protection and products' and services' quality management.
- Monitor information related to customers and interested parties, accept measures with view to their expectations and requirements. Following the information and measures, increase ORLEN Unipetrol customers' satisfaction continuously.
- Monitor development directions in the technological, performance and pro-environmental characteristic of manufactured products with a view to ensuring a closed-loop economy and the expectations of customers and other stakeholders.
- Support and develop innovations towards sustainability in all ORLEN Unipetrol Group segments with the aim to be a more sustainable company with a wider scope of business activities.

People

- Educate, motivate, increase employees' as well as suppliers' and customers' awareness regarding Health and Safety, environmental protection, energy management and products' and services' quality assurance, increase employees' qualifications.
- Engage employees and suppliers' workers in matters of Health and Safety, environmental protection, energy management and products' and services' quality, and in the process of continuous improvement.
- Operate the facilities in a way which is safe and protects the health of employees, suppliers and customers, other companies as well as inhabitants of the region, and has minimal negative impact on the environment, energy performance and quality of products and services.
- Regularly check the state of health of employees during working activities, improve working environment.

- Improve professional training, development and satisfaction of employees. Create conditions for safe, energetic and enthusiastic performance of duties by employees and suppliers' employees.

Energy

- On an ongoing basis and in a systematic way, improve energy performance and support purchase of energy saving products and services.
- Assure availability of information and resources needed to achieve goals and target values.
- Maintain a high quality of products and services while using effectively resources, materials, energy and utilities.
- Cooperate with academic and professional experts at meeting the goals of the implemented management systems.
- Search for new opportunities strengthening the ORLEN Unipetrol Group's competitiveness and sustainability.
- Implement innovations and digital solutions to optimize technological processes including the reduction of greenhouse emissions.

Reliability

- Supply products and ensure services in agreed quality, parameters and conditions.
- Monitor changes and ensure the business continuity.
- Select and cooperate with suppliers having competences required by ORLEN Unipetrol Group and complying with applicable quality, environmental protection, energy management, Health and Safety. Regularly check performance of suppliers.