

POLICY ON QUALITY, THE ENVIRONMENT, OCCUPATIONAL HEALTH AND SAFETY AND SOCIAL RESPONSIBILITY

AquafilCRO is aware of the importance of offering quality products and services that respect:

- the territory in which it operates and, in general, the environment;
- the health and safety of workers;
- the rational use of energy and resources;
- workers' rights and human rights;
- children, by implementing all necessary controls to prevent all forms of exploitation;
- applicable mandatory legal obligations;
- adopted regulations;
- obligations undertaken towards stakeholders.

To this end, AquafilCRO commits to providing the resources necessary to guarantee compliance with the standards of quality, environmental protection, energy efficiency, health and safety, and social responsibility, and to operate in accordance with the following standards: UNI EN ISO 9001, UNI EN ISO 14001, UNI EN ISO 50001, and UNI EN ISO 45001, while following the guidelines of the SA8000 standard, promoting all initiatives necessary to guarantee their continuous improvement.

AquafilCRO specifically agrees to:

- analyze the context in which the Company operates and update documentation in cooperation with internal and external stakeholders;
- recognize and satisfy requirements for products and services determined by customers and stakeholders;
- recognize all significant impacts on safety and the environment;
- assess in advance, from the early stages of developing new products and processes, their possible impact on quality, the environment, energy efficiency, occupational health and safety, and social responsibility;
- make qualitative improvements to products that respect the environment, safety, and social responsibility;
- identify and assess risks to the environment, health and safety, and social responsibility (threats and opportunities), aware that products and services must always be aligned with or anticipate market needs;

- prevent pollution and activate continuous improvement processes;
- adhere to applicable legal requirements and other accepted voluntary requirements;
- manage all organizational activities in accordance with social responsibility principles (based on the guidelines of the SA8000 standard) and applicable national and international regulations governing the right to work and occupational safety, as well as applicable collective agreements and union agreements;
- use processes and technologies to reduce and prevent risks to the environment and health and safety affecting workers, customers, suppliers, third parties, and the community in which the Company operates;
- facilitate a procurement policy aimed at sustainable sourcing, for example, by using recycled raw materials and considering energy efficiency when procuring energy and equipment;
- distribute ethical standards through the supply chain by requesting suppliers to commit, as necessary, to respecting the principles of social responsibility;
- develop and promote a culture of quality, environmental protection, energy efficiency, health and safety, and social responsibility at all levels of the organization and through constant action raise awareness and acceptance of responsibility by employees, as well as provide information and training related to: injuries, occupational diseases, and the proximity of persons who can negatively affect safety and the environment;
- require employees of external companies working in the Company's factories to adhere to applicable procedures and regulations governing the environment and occupational health and safety;
- maintain an adequate, efficient, and effective integrated management system to be able to quickly adapt to changing circumstances and/or external constraints.

AquafilCRO strives to ensure awareness, understanding, dissemination, and acceptance of the corporate Policy on quality, environment, occupational safety, and social responsibility at all levels of the organization, as well as by all suppliers, parties working for the organization, and the public, in the belief that this aids the growth of the corporate culture and represents a competitive advantage in achieving customer and stakeholder satisfaction.

AquafilCRO also guarantees the verification of objective achievement and ensures the continued suitability of the Policy through the management review process.

Oroslavje, December 22, 2025

Chairman of the Board

Saša Muminović, Ph.D.

A handwritten signature in blue ink, consisting of several loops and a long vertical stroke, positioned to the right of the name Saša Muminović.