

## INTEGRATED MANAGEMENT SYSTEM POLICY IN THE FIELD OF QUALITY, OCCUPATIONAL SAFETY, AND ENVIRONMENT

ES Group Europe s.r.o. declares its commitment to the principles of sustainable development and safety. This Policy forms the basis of our Integrated Management System (IMS), which complies with the requirements of international standards ISO 9001, ISO 19443, ISO 14001, and ISO 45001.

### Our Context and Mission

ES Group Europe s.r.o. is a leading expert in the field of nuclear energy. We ensure the safety and efficiency of nuclear power plants through scientific and technical support, project documentation development, and the supply of high-tech equipment.

Our strategy is to strengthen our leadership in the Ukrainian and EU markets through digital transformation, innovation, and the implementation of sustainable development principles (ESG).

### Our Commitments

The company's management is committed to implementing the following principles:

- **Unconditional priority of safety:** We recognize the absolute priority of nuclear and radiation safety over any other considerations, including economic and commercial ones. Safety is our goal at all stages of the product life cycle.
- **Culture of openness and accountability:** We foster a strong safety culture where every employee has the right and responsibility to report risks or errors without fear of negative consequences.
- **Quality and customer satisfaction:** We guarantee the accuracy of calculations, the reliability of equipment, and the compliance of products with customer and legal requirements.
- **Environmental responsibility:** We are committed to preventing environmental pollution, minimizing waste, and taking climate change risks into account in our projects.
- **Care for our people:** We create safe and healthy working conditions, striving for "zero injuries," and involve our people in risk management through ongoing consultation and dialogue.

### Implementation and improvement principles

- **Risk-oriented thinking:** We make decisions based on fact analysis, strategic risk management, and lessons learned from experience (including analysis of incidents in the industry).
- **Competency development:** We continuously invest in training and certification of personnel to maintain the highest level of expertise.
- **Continuous improvement:** We are committed to continuously improving the effectiveness of the ISM by providing it with the necessary resources and adhering to the PDCA cycle.

This Policy forms the basis for setting annual targets, is binding on every employee, and is available to all interested parties.

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