INTEGRATED MANAGEMENT POLICY

Our company, as a member of the Solus Advanced Materials group recognizes the importance of environment protection, workplace safety, and the energy management. We are fully committed to

- creating a safe working environment, with environmental protection in mind
- preventing injuries originating from workplace accidents
- removing and reducing risks
- use of energy efficient methods and equipment
- continous energy performance improvement
- continuous monitoring of activities related to energy consumption,
- sustainable use of resources.
- diversity in the workplace and have zero tolerance for all forms of discrimination (gender, age, religion, origin)
- support our employees professional development and career development
- support local communities and good neighborly relations and seeking opportunities for cooperation with surrounding communities.
- ensure that our suppliers also respect fundamental human rights, with particular regard to the prohibition of child labor and fair working conditions.
- reject all forms of corruption, bribery and unfair market conduct in all our business activities
- ensure that employees have the opportunity to raise ethical concerns with management without reprisals
- ensure the highest level of protection of corporate data and employee personal data.
- achieve ESG goals, which are therefore regularly assessed by senior management and those responsible for management are directly accountable for the results

Occupational and fire safety, emergency preparedness

We operate effective accident and fire prevention programs to keep the workplace hazards to the minimum with the involvement and assistance of our employees.

We control our fire and emergency preparedness through regulations.

Workplace ergonomics, personal protective equipment, machine safety

In order to preserve the health and physical integrity of our employees, we implement and operate measures based on our risk assessments to keep the level of risk low. The human – machine - environment system is one of our main principle.

Chemical safety

We control the risks associated with the storage and use of hazardous materials, we create work processes that do not mean danger to the health of our employees or to the environment.

Energy efficiency, circular economy

We focus on improving energy performance and energy efficient operation. We consider and support the procurement of energy efficient products and services. Energy performance improvements will be considered in the design.

We are controlling the environmental and social effects of our activity, and with the help of continuous improvements we seek minimalizing our ecological footprint

We manage our natural and human resources responsibly. We seek a balance between ecological integrity, economic development and meeting social needs. We use our resources in a way that does not compromise the ability of future generations to meet their own needs. We strive to increase the proportion of energy from renewable sources, to apply the circular model, and we aim to apply the circular economy principle throughout the entire material flow. We strive

for efficient water management, integrated waste management, and we pay special attention to the education and awareness of our employees.

In order to fulfill our social obligations we are continuously improving our environmental protection and workplace safety, while also creating a workplace in which the good mental and physical health of our employees are ensured.

By creating our Integrated Management Policy (KIR: ISO 14001:2015, MEB: ISO 45001:2018) and our newly implemented Energy Management System (EgIR: ISO 50001:2018) we pledged ourselves to adhering to all regulations, requirements, and compliance obligations.

Both management and employees are committed to operating and continuous improvement of the Integrated Management System and the EgIR. In order to make this possible, management provides the necessary resources and conditions, while continuously monitoring and controlling the effectiveness of the Integrated Management System and the EgIR.

We are creating communication channels for our employees internally. Their representatives are granted access to special consultation opportunities. We make our employees aware of their individual responsibility in making management decisions, in particular EHS decisions, and in the development of environmental, health and safety, and energy management performance.

Our company takes full responsibility for the environmental and other burdens caused by our operations, and commits itself to repairing these damages in a transparent and measurable manner, while fundamentally transforming its operations in order to prevent future damage.

From our contracted service providers and customers we expect and require adhering to the EHS requirements and an environmentally conscious attitude. These requirements are issued as documented information. We support them by providing incentive solutions and examples, in addition to open and honest communication.

Környe, September 21. 2026

Jongwoo Kim
CEO

Norbert Peli Norbert Peli (norbert.peli) Thursday, 1 October 2026 at 10:18:43 Central European Summer Time