

QUALITY, ENVIRONMENTAL, HEALTH, SAFETY AND SUSTAINABILITY POLICY

As a producer of food, feed, and biochemical products and Europe's largest biorefinery, Pannonia Bio Zrt. operates with a customer-centric approach and is committed to manufacturing high-quality products that pose no safety risk to consumers and comply with all legal regulations, standards, and certification requirements, as well as mutually agreed customer specifications.

We are dedicated to product, food, and feed safety, quality, environmental responsibility, occupational safety, the preservation of employee health, ethical and fair operations, and the full compliance with all applicable legal, regulatory, standard, certification, and customer requirements.

Management's commitment to increasing production efficiency and fostering continuous innovation—while adhering to sustainability standards—serves to reduce environmental pollution and protect raw materials, water, and other natural resources.

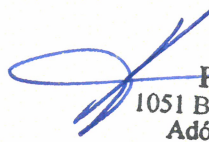
Our commitment extends to the operation and continuous improvement of Quality, Food Safety, Feed Safety, and Environment, Health, and Safety (EHS) management systems, as well as the strengthening of a positive food safety and quality culture through communication, training, employee feedback and involvement, and regular performance monitoring.

Our Commitment Is Based on the Following Principles

- Manufacturing high-quality, safe products that comply with applicable Hungarian and European Union legislation, regulatory and standard requirements, approved product specifications, and mutually agreed customer requirements. Embedding customer focus by regularly evaluating expressed and unexpressed customer needs, feedback and complaints, increasing customer satisfaction, and consistently meeting product safety, hygiene and quality requirements.
- Implementing a customer-centric approach through the regular evaluation of expressed and unexpressed customer needs and feedback, increasing customer satisfaction, and consistently meeting product safety, hygiene, and quality requirements.
- Defining, monitoring, evaluating, and achieving measurable objectives—including those related to quality, food and feed safety, food safety and quality culture, production, and EHS—while ensuring the necessary resources.
- Integrating food and feed safety, as well as environmental protection, health and safety, occupational health and safety and sustainability into business strategy and supply chain management.
- Continuous monitoring of the supply chain and effective communication with stakeholders to ensure that product safety, quality, legal and customer requirements are properly implemented throughout the value chain.
- As part of our environmental responsibility, we prevent pollution, reduce environmental burden and resource use, protect water, energy and other natural resources, consider the risks and opportunities associated with climate change, and prevent work-related accidents and occupational diseases.
- Development, commissioning, operation, and maintenance of safe technologies and production methods, as well as the application of controls ensuring the safety, conformity, and consistently high quality of products.
- Development and use of environmentally acceptable, safe, sustainable, and efficient production methods and processes; conservation of energy and other natural resources in manufacturing; and support for initiatives aimed at mitigating the effects of climate change.
- Involving, adequately training, and developing the competencies of all employees. Every individual bears personal responsibility and accountability for their own activities, for compliance with requirements regarding product, food, and feed safety, quality, environmental protection, and occupational health and safety, as well as for reporting hazards, deviations, and opportunities for improvement.
- Maintaining operations based on ethics, fairness, legal compliance, and mutual respect; cooperating with our employees, customers, suppliers, the community, and other stakeholders by clearly communicating our expectations and welcoming feedback provided in good faith.
- Supporting communities in our areas of operation, assisting local farmers by providing opportunities for local procurement, and creating long-term, stable jobs.

15th August 2026
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Pavel Kudriavtcev
Chief Executive Officer


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