

INTEGRATED MANAGEMENT SYSTEM POLICY

The top management of the Group's member companies is committed to strengthening the market position of its members while meeting the highest expectations of stakeholders, ensuring continuous improvement in environmental and workplace safety so that the roads, motorways, railways, engineering structures, systems of public utilities and other construction projects made by the Group of companies can offer the highest possible safety and reliability to their users during their entire lifecycle, while minimizing operating costs and environmental burden as much as possible.

The management of the Group's affiliates participate in the observation of the requirements of the integrated management system: ISO 9001:2015, ISO 14001:2015, ISO 45001:2018 standards, AQAP 2110:2016, respectively standard ISO 19443, and the Nuclear Safety Code 2nd and 9th volume in nuclear domain, their implementation according to the regulations of the MVM Paks Nuclear Power Plant PLC, their efficient operation and further improvement.

A sharp focus is put by the management of the Group of companies on the formation of a strong safety culture, on the straightforward definition of its processes, on conduction of a receptive communication.

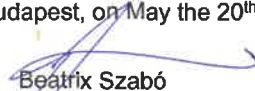
The management of the Group of companies has defined the following goals for their integrated management system:

- We are committed to maintaining and continuously improving such an integrated management system in the centre of interest of which there are the contracts concluded with our counterparties, the complete meeting of their requirements, achieving complete customer satisfaction, ensuring safety and healthy working conditions, environmental protection, and sustainable development.
- We strive to execute construction in such a way as to meet the expectations and requirements of all stakeholders involved in performance, including those of our employees, by complying with the terms of authorisations, relevant legislation, and in the meantime efficaciously handling the risks that have occurred and preventing problems, environmental pollution, occupational accidents or health damage.
- We support the development of digital construction industry by providing the necessary resources for innovation, the use of such materials, technologies, machines and devices that surpass required quality, are of the least load of environment, and endanger the least our employee's health and work safety. We aim to find such solutions that minimize risks occurring due to the human factor.
- Through regular consultations, we raise awareness among our employees about the importance of their appropriate attitude to work, compliance to the regulations pertaining to them, of such a mentality that is responsible, centred on environment and work safety, ensuring the physical integrity of themselves and others.
- We offer long-term, predictable, and mutually beneficial partnerships to all involved subcontractors, in exchange of which we expect a responsible attitude from them for the sake of the quality of their performance, the protection of the environment and the health and safety of those who perform work on their worksites.

We can achieve the implementation of these policies and goals with the active cooperation of every employee in our Group of companies, therefore awareness raising regarding them is a priority task. The operation of the Integrated Management System, its annual audit and successful certification is the responsibility of every manager of the Group, the performance of which enhances the level of the quality of the projects, facilitates the market recognition of the group of companies and the improvement of the cost-effectiveness of our activities.

After the publication of this statement the management of the Group expects from the part of the employees a law-abiding conduct, observation of the rules of the code of ethics, identifying themselves with these integrated politticy.


Budapest, on May the 20th 2025.



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