

INTEGRATED MANAGEMENT SYSTEM POLICY

OUR MISSION:

IMPROVE THE WELFARE OF SOCIETY THROUGH THE USE OF NEW TECHNOLOGIES AND SOLUTIONS

OUR VISION:

WE AIM TO BECOME ONE OF THE MOST ADVANCED COMPANIES IN EUROPE

OUR VALUES:

QUALITY, EFFICACY AND MODERNITY

OUR STRATEGY:

STEADY, LONG-TERM GROWTH OF THE COMPANY VALUE

PBG IS A SELF-AWARE AND BALANCED BUSINESS

OUR STRATEGIC GOALS:

- reinforce our position in the following areas: crude oil, natural gas, hydraulic engineering, and infrastructure;
- increase our share in the road construction market;
- develop operations on the power market;
- expand into foreign markets;

- ❖ optimise our organisational structure and operating costs;

- invest in long-term infrastructure operation projects

WE DECLARE THAT:

We act in accordance with legal requirements and ethical standards:

- ✓ We comply with the existing laws and regulations;
- ✓ We have implemented the whole body of best practices applicable to companies listed on the Warsaw Stock Exchange;

- We are strongly committed to enhancing quality, environmental care standards, as well as health and safety at work conditions;
- We promote and apply advanced technologies, in compliance with the international standards we have adopted;

- ✓ We enhance our qualifications to meet the challenges of modern times;
- ✓ We demand of ourselves more than others expect of us;

- We offer equal development opportunities for everyone;
- No one is discriminated against on grounds of sex, religion or race;

- ✓ We use appropriate tools to prevent corruption;

- We treat our competitors in a fair and open manner;
- Our suppliers meet high quality requirements in terms of compliance with applicable laws and regulations, timeliness of deliveries, and price competitiveness.

We take responsibility for the contracts we negotiate.

The integrated management system policy has been agreed upon with the employees, it is aligned with the goals we have set, and we have earmarked funds for its implementation.

The Management Board of PBG S.A.