

Corporate Social Responsibility and Sustainable Development Policy

PCC EXOL S.A. (the “Company”) attaches particular importance to corporate responsibility and sustainable development. It pursues a business strategy that takes into account the needs of the wider community and is based on the sustainable use of resources throughout the value chain.

Our course of action is guided by dialogue with our stakeholders. Effective communication enables us to accurately identify impacts, risks and opportunities in the areas of the environment, society and corporate governance, and to respond to them in a responsible and considered manner.

In pursuit of our corporate social responsibility and sustainability objectives, we have identified and highlighted **four key pillars: the market, the organisation, the environment and society**. The aim of this policy is to set out our commitments and the direction of our actions, taking into account our impact on these pillars.

Pillar I – MARKET

We are committed to conducting our business in accordance with the highest ethical standards and in compliance with the law, ensuring high product quality and safety.

We operate a model of cooperation based on transparency, integrity, respect and ethical conduct. Our relationships are founded on trust, respect for human rights, compliance with the law and conducting business in accordance with the principles of sustainable development. European Union directives, national legislation and recognised international standards form the framework for our business activities. They define how we conduct ourselves in various markets and influence the terms of our cooperation with stakeholders.

We are committed to consciously adhering to social, environmental and ethical standards. We combat all forms of abuse and fraud, including dishonest financial practices and corruption. We operate in accordance with the principles of free market competition and the Code of Conduct at PCC EXOL S.A.

In our cooperation with stakeholders, we respect the principles of the adopted “Diversity Charter”. We support the development of pro-social and ethical practices among our suppliers. We require respect for human rights throughout the value chain and adherence to the principles set out in the PCC EXOL S.A. Supplier Code of Ethical Conduct.

We provide our customers with high-quality, safe and innovative products, as well as a reliable supply. We strive to minimise risk throughout the entire product life cycle, including sourcing, production, distribution, sales, use and disposal. We promote sustainable production and consumption across the entire value chain, focusing on the rational use of resources and care for the environment. Our products serve as raw materials for other manufacturers. Working primarily with industrial customers, we provide them with high-quality specialist technical support, with the health and safety of end-users in mind. We manage risk by applying appropriate regulations, tools and methods.

Pillar II – ORGANISATION

We are committed to providing a safe and healthy workplace, minimising the negative impact of our operations on our employees, the environment and the local community, and fostering an open organisational culture based on stability and mutual respect.

Safety, including safe working conditions for employees and subcontractors, is one of top priorities in this industry. We are consistently developing process safety and accident prevention measures. We are committed to continuously monitoring production processes, the technical condition of installations and equipment, as well as modernisation and optimisation, in order to improve safety for employees, the environment and local communities, and to mitigate the negative impact of our operations. In this area, we have set a strategic target to reduce the number of workplace accidents compared to the previous year. We regularly update our risk map, taking into account changing opportunities and threats, including areas such as cybersecurity and information security.

We promote open communication with our employees and stakeholders. We provide stable employment, which translates into financial security for our employees. We facilitate professional development and the development of skills in various areas. We ensure equal opportunities in terms of professional development, access to training and promotion, and we promote a healthy work-life balance. We ensure respect for diversity in the workplace, collaborative relationships, equal treatment, and respect for human rights in the workplace. We combat discrimination, bullying and harassment. Ethical responsibility genuinely shapes our organisational culture. We care about the health and well-being of our employees. We engage in constructive social dialogue, based on many years of experience of cooperation with trade unions.

Pillar III – ENVIRONMENT

We are committed to reducing our environmental impact and combating climate change through decarbonisation and improved energy efficiency, pollution prevention, responsible water and wastewater management, and the development of a circular economy.

We operate in accordance with applicable legal regulations, norms and recognised environmental standards. We minimise our negative impact on the environment by improving the efficiency of our use of raw materials and other materials, implementing sound waste management practices, managing water and wastewater effectively, and improving water saving performance. We invest in improving energy efficiency. We take measures to optimise electricity and heat consumption. We aim to reduce greenhouse gas emissions. We consistently monitor our environmental impact, including pollutants emitted into water, soil and air, report on this, and strive to minimise our impact. We are developing a portfolio of products from sustainable sources and taking steps to advance the circular economy. We provide environmental education and promote environmental protection initiatives. We collaborate with stakeholders who adopt environmentally friendly solutions and comply with all environmental regulations and principles of business ethics. We support the development of environmentally friendly practices among our suppliers. We support organisations working to protect the environment and are active participants in them. Through the global projects in which we participate, we can effectively measure, plan and control our impact on climate change.

Pillar IV – SOCIETY

As a responsible organisation, we support local communities by ensuring safety, minimising risks, promoting education and collaborating with national, European and global initiatives in the field of sustainable development.

We are aware of the role we play in the local community. Chemical production can pose a potential risk of adverse effects on the local community, particularly in the event of an industrial accident. For this reason, residents of the areas neighbouring our plants are among our most important stakeholders. In the area of safety, we have set a strategic goal to minimise the risk of serious industrial accidents that could pose a direct threat to them. We are developing methods of cooperation and communication with local communities, including in the event of emergencies.

We are members of national and international organisations and programmes in the field of corporate social responsibility and sustainable development. We participate in programme councils, committees and working groups dedicated to corporate social responsibility. We take action to promote education, including vocational education, and plan to implement innovative educational projects.

The Management Board of PCC EXOL S.A. hereby communicates this Policy to all Employees, Customers and Business Partners and requires them to comply with its provisions.

In relation to the above pillars, the Company sets targets and monitors their achievement. The Company's employees act in accordance with this Policy and strive for continuous improvement.

This Policy complements and consolidates other documents relating to sustainability and should be interpreted in conjunction with them, setting out the Company's general course of action.

Brzeg Dolny, 27 May 2026 r.

Dariusz Ciesielski

President of the Management Board,
Chief Executive Officer
PCC EXOL S.A.

Adam Jarosz

Vice-President of the Management Board
PCC EXOL S.A.