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In the interest of the natural environment and ecology and bearing in mind the awareness and corporate social responsibility, Ventor/Isonor companies undertake to comply with legal and other environmental, social and governance (ESG) requirements related to the functioning of the company in all aspects of business.

Therefore, we undertake to reduce the negative impact on the environment and to constantly improve our activities in the field of integral and basic business strategy and operational methods used.

We implement our policy by:

- Raising employee awareness of environmental issues by organizing appropriate training and encouraging environmentally friendly behaviour to enable employees to play an active role in the implementation of the company's environmental policy.
- Implementation of the policy related to minimalization (reduction) waste recycling and disposal (including circular economy greatest practices).
- Continuous improvement of the effectiveness of activities related to the control and prevention of pollution emissions and the creation of negative environmental impact. We implement these activities through efficient identification and management of environmental threats.
- Rational management of raw materials, materials, water, electricity and heat (in line with energy efficiency principles).
- Reduction of CO₂e emissions in line with GHG Protocol, by participation in carbon capture and storage projects and also by providing qualified personnel, contributing to the development of technologies that reduce greenhouse gas emissions.
- Promoting sustainable practices across all operations in accordance with Norwegian, EU, as well as international standards.
- Environmental impact assessment of any new processes or products, that we intend to introduce, in advance.
- Purchasing as well as the selection of products and services that are beneficial to the environment.

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Dębica, 1st October 2025

President of the Management Board – Janusz Urbanik

President of the Management Board - Piotr Urbanik