

## Declaration of the Management Board of Alterga S.A. on Occupational Safety

*We protect health and life by developing a proactive occupational safety culture based on teamwork and individual commitment, risk control, open communication, and competence development, so that Alterga S.A. employees always return home safely. We know that only together can we achieve this goal, and we are convinced that with you it is possible.*

### OCCUPATIONAL HEALTH&SAFETY, QUALITY AND ENVIRONMENTAL POLICY OF ALTERGA S.A.

By combining professional expertise and an innovative approach, we deliver comprehensive solutions for the power engineering sector in a manner that is safe for employees, the local community, and the natural environment, while meeting market expectations in terms of quality and technical standards. We achieve this through the effective integration of:

- commitment and visible leadership of management at every level of the organization
- provision of the means and resources necessary to perform work safely
- a proactive safety culture, integrating employee safety into all processes and decisions within the organization
- effective, two-way communication open to employees' views and opinions
- training and supporting employees in the development of their competencies and skills
- engagement of every employee in actively preventing accidents and drawing lessons from incidents that have occurred
- reducing the impact of stress and psychosocial hazards on employees' health by creating a supportive work environment and conditions
- minimizing our impact on the natural environment and promoting environmentally responsible attitudes
- continuous improvement and alignment of the quality of our services with customer requirements
- cooperation with suppliers and contractors who meet quality, occupational health and safety, and environmental standards, and promotion of the continuous improvement of these standards
- open communication with customers and the social and economic environment
- compliance with applicable laws, technical standards, the requirements of PN-EN ISO 9001, PN-EN ISO 14001, PN-EN ISO 45001, customer requirements, and other regulations
- ensuring information security and the protection of personal data

We continuously improve our activities and processes to ensure that each delivers the intended outcomes in terms of achieving objectives, employee safety, and environmental protection. We communicate these principles to all employees and persons working under the Company's supervision and expect full compliance with them.

Wojciech Kuraszkiewicz  
Member of the Management Board

Dariusz Krawczyk  
President of the Management Board

Olsztyn March 2, 2026

