

ENVIRONMENTAL AND SAFETY POLICY

VÍTKOVICE STEEL, a.s. is a metallurgical company that is a member of the international Jindal Steel Group. The company's main products include rolled steel products, thick plates, profiles, sheet piles, and shaped cut-outs.

The strategic goal of our company is to use a systematic approach to achieve and maintain a level of management and organization that will minimize the negative impact of our industrial activities on the environment while protecting the health of all persons in the vicinity of or on the company's premises to the maximum extent possible. The adopted principles will also have a positive impact on production quality, occupational safety, and the sustainability of living conditions in the Ostrava region, which is marked by industrial activity. Our vision of a million means that by utilizing our internal potential and gradually developing our production base, we will achieve the intended results within the framework of our established management systems. For this reason, the management systems include all elements of the ČSN EN ISO 14 001 and ČSN ISO 45 001 standards and apply to all premises used for business activities as well as to all persons who are present on the organization's territory with its knowledge.

The senior management of VÍTKOVICE STEEL, a.s. considers environmental protection (EMS) and ensuring occupational health and safety (OHS) to be among the most important priorities of the company's management and, in accordance with its context and strategic objectives, has established the following principles:

- Ensure transparency and exchange of information in the area of EMS and OHS systems, both between management and employees, as well as their representatives, and suppliers and customers, with the aim of raising awareness of responsibilities in the area of environmental management, safety risks, and opportunities.
- Comply with legislative and other requirements applicable to environmental protection, health and safety as the basis for continuous improvement of our company's environmental profile.
- Market and develop products that can be recycled, reused, or safely disposed of, while avoiding the use of raw materials and materials in production that pose an unreasonable risk to human life or health.
- In cooperation with specialized workplaces, develop and operate equipment and carry out activities with regard to the efficient use of energy and materials, an environmentally friendly approach, the minimization of all risks in the workplace, and respect for the principle of sustainable use of secondary resources.
- Provide necessary information on environmental and safety issues to shareholders, employees, customers, stakeholders, and the public.
- Create and maintain a system for preventing accidents and damage to health, or industrial accidents, which by their nature reduce safety risks and occupational accidents to an acceptable level or eliminate accidents altogether. At the same time, develop and implement the necessary emergency procedures.
- Ensure the removal or minimization of the effects of old environmental burdens resulting from discontinued industrial activities.
- Prevent the possibility of emergencies occurring, the consequences of which could have a negative impact on the environment, safety, and health of people in or near workplaces.
- Motivate employees and systematically increase their expertise, competence, and responsibility in protecting the environment and reducing safety risks.
- Address the legitimate views and interests of stakeholders and, where necessary, take their requirements into account in the areas of EMS and OHS, e.g., when selecting suppliers and their subcontractors, determining the scope of the organization's context, setting binding requirements, etc.
- Establish a set of indicators for evaluating the performance of EMS and OHS systems and subsequently implement them in accordance with internal, legislative, and other regulations.

- Continuously improve the environmental and safety management system, management, and environmental profile in accordance with the latest scientific and technical knowledge, customer requirements, stakeholder requirements, and public expectations.

The senior management of VÍTKOVICE STEEL, a.s. is committed to setting and reviewing environmental and safety objectives and target values and providing the necessary resources. We declare our environmental and safety policy with the conviction that it will be understood and accepted by all our employees, business partners, the public, and interested parties.

Date: 5.3.2026

Ing. Radim Pachlopník, v.r.

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COO, Member of the board directors