

## **SUSTAINABILITY POLICY OF MOBIAK S.A.**

MOBIAK S.A., with many years of experience in the field of fire safety, medical equipment, and industrial applications, recognizes that environmental and social responsibility is a cornerstone for ensuring its long-term success and the trust of its clients, partners, and society.

MOBIAK S.A.'s Sustainability Policy is a commitment by the Management to continuously improve environmental performance, social responsibility, and corporate governance (ESG). This policy is based on International Standards and optimal practices, such as ISO 14064-1:2018, ISO 14001:2015, ESG criteria, and the European CSRD framework.

### **Carbon Footprint Reduction and Climate Protection**

- Annual greenhouse gas emissions inventory (GHG Inventory).
- Emissions reduction targets with a focus on electricity (Scope 2) and fleet (Scope 1).
- Gradual transition towards green energy, with a target of 50% of consumption by 2030.
- Promotion of alternative fuels and more efficient fleet technologies.
- Enhancement of energy efficiency through equipment modernization.

### **Responsible Resource Management and Circular Economy**

- Reduction of energy, water, and raw material consumption.
- Increase in recycling rates and responsible waste management.
- Adoption of circular economy practices in procurement and production processes.
- Collaboration with suppliers for eco-friendly packaging and recyclable materials.

### **Compliance, Transparency, and Reporting**

- Full compliance with the applicable legal and regulatory framework at national and European level.
- Integration of CSRD requirements into sustainability reports.
- Public communication of performance through annual reports (Sustainability / ESG Report).
- Transparency regarding risks, objectives, and progress in reducing emissions.



## Employees, Health & Safety, Human Rights

- Ensuring a safe and healthy working environment.
- Continuous training of employees on environmental, safety, and sustainability issues.
- Promotion of equality, diversity, and equal opportunities.
- Respect for human rights across the entire spectrum of activities and collaborations.

## Innovation and Sustainable Products

- Development of innovative products and solutions that incorporate sustainable technologies.
- Enhancement of research and technological capacity for a lower environmental footprint.
- Linking new products to the needs of the green transition and customers.

## Collaborations and Stakeholders

- Collaborating with suppliers and partners to strengthen sustainable practices.
- Active dialogue with customers, local communities, and authorities to promote sustainable development.
- Support for social and environmental actions at the local and national levels.

## Continuous Improvement and Corporate Governance

- Integration of sustainability into the company's strategy and management systems.
- Regular review of sustainability policy and objectives by management.
- Implementation of measurable indicators (KPIs) and performance analysis.
- Promotion of a culture of continuous improvement and innovation.

## Management Commitment

The Management of MOBIAK S.A. is committed to provide the necessary resources (human, technical, financial) to implement the Sustainability Policy and to promote continuous progress towards a resilient, responsible, and climate-neutral company.

This Policy is communicated to all employees, suppliers, partners, and other stakeholders and is available to the public.