N&J Investment Sp. z o.o. - Environmental Policy

I. Purpose and Scope

This Environmental Policy defines the commitments of N&J Investment Sp. z o.o. (hereinafter referred to as the "Company") regarding the protection of the natural environment, the rational use of resources, and the mitigation of climate change.The purpose of this Policy is to minimise the environmental impact of the Company's operations and to promote sustainable development throughout the value chain. The Policy applies to all employees, suppliers, subcontractors, business partners and organisational units of the Company.

This document is based on the following international standards:

- Global Automotive Sustainability Guiding Principles (ASGP)
- United Nations Global Compact
- Conventions of the International Labour Organization (ILO)
- OECD Guidelines for Responsible Business Conduct
- European Union Green Deal Strategy

II. General Principles

1. **Compliance with regulations** – The Company complies with all applicable national and international environmental laws and regulations.
2. **Prevention and responsibility** – All actions are planned and implemented with due consideration of potential environmental impacts and with the aim of preventing pollution.
3. **Efficient use of resources** – The Company strives to reduce the consumption of energy, water and raw materials, as well as to lower greenhouse gas emissions.
4. **Waste management** – Waste generated in production processes is minimised, segregated, and, where possible, reused or recycled.
5. **Environmental awareness** – Employees receive training in environmental protection, ecological safety and sustainable development.
6. **Management responsibility** – The Management Board is responsible for implementing this Policy, setting environmental objectives and monitoring their achievement.

III. Environmental Objectives

1. Reduce emissions of pollutants into the air and water.
2. Increase the energy efficiency of production processes.
3. Use and promote energy from renewable sources.
4. Manage water and natural resources responsibly.
5. Reduce the amount of waste generated and increase the proportion of materials sent for recycling.

6. Prevent soil contamination and environmental noise.
7. Support initiatives for the protection of biodiversity and the prevention of deforestation.
8. Ensure compliance with environmental requirements throughout the supply chain.

IV. Glossary of Environmental Terms

1. Greenhouse Gases (GHG)

Substances that trap heat in the atmosphere and contribute to global warming. These include carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O) and fluorinated greenhouse gases.

2. Energy Efficiency

Refers to the amount of energy productively used with the same level of energy input. The aim is to achieve maximum results while consuming minimal energy.

3. Renewable Energy

Energy derived from natural resources that are not depleted when used, such as wind, solar, hydro, geothermal energy and biomass.

4. Decarbonisation

The process of eliminating greenhouse gas emissions from a company's operations and value chain through energy efficiency, renewable energy, carbon offsetting, or technological transformation.

5. Water Quality and Consumption

Concerns ensuring access to clean water and its preservation for future generations. The Company monitors water use, applies technologies to reduce losses, and prevents contamination.

6. Air Quality

Defines the level of atmospheric cleanliness measured by the concentration of pollutants such as particulate matter, nitrogen oxides, sulphur oxides and volatile organic compounds.

7. Responsible Chemical Management

Takes into account the entire life cycle of chemicals – from acquisition and storage to use and disposal. The goal is to prevent contamination and ensure the safety of employees and the environment.

8. Sustainable Resource Management

The practice of using fewer materials, energy and raw resources in a way that preserves them for future generations.

9. Waste Reduction

Actions aimed at reducing waste generation at the source, for example by optimising processes, reusing materials, and recycling.

10. Reuse and Recycling

- **Reuse** – The use of existing products or materials in their current form to reduce waste.
- **Recycling** – The processing of waste materials into raw materials that can be reused, often to create new products.

11. Animal Welfare

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A state in which an animal is healthy, well-nourished, safe, able to express natural behaviours, and free from pain, fear or stress.

12. Biodiversity, Land Use and Deforestation

Refers to the protection of ecosystems and the prevention of the loss of plant and animal species. The Company supports initiatives aimed at reducing deforestation and forest degradation.

13. Soil Quality

A measure of the soil's ability to perform its functions – enabling plant growth, filtering water, and supporting ecosystem and human health.

14. Noise Emissions

Refers to the release of noise into the environment from various sources, including transport, industrial activity and everyday operations.

V. Monitoring and improvement

The Company conducts regular reviews of the environmental impact of its operations, establishes measurable objectives, and reports on progress. This Policy is reviewed at least once a year, or more frequently if changes in legislation or strategic goals occur.

Prezes Zarządu

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