

***Management Policy and Commitment
in the field of quality, health and safety at work,
environmental, information security and anti-bribery***

We, **IMSAT S.A.**, a company that operates nationally and internationally as an **integrator of multitechnical solutions** of the highest quality, in the sectors of industry, energy, building infrastructure and transport, are committed to continuously improving the business performance and the performance of the integrated system, as well as to providing our customers and partners with safe solutions, services and products that respect:

- The health of our employees, working conditions and the environment
- Principles of sustainable development
- Preventing and eliminating any form of deviation from honest principles
- Requirements of all parties involved in IMSAT activity
- Developing employees' professional skills, making them aware of their role and importance in creating safe products and services

To this end, we are committed to:

- We comply with the requirements of our clients and other stakeholders, to comply with the regulatory provisions in force and applicable, the implemented standards as well as the internal requirements of the group
- We are constantly working to prevent accidents at work and occupational diseases, by promoting the "Zero Accidents" objective and transparency in reporting, by consulting and involving employees
- We eliminate hazards and reduce OSH risks to ensure safe and healthy working conditions
- We set clear objectives aligned with the requirements regarding quality, health and safety at work, environment, information security and prevention of corruption and bribery
- We have a "0" tolerance for breaches of corruption commitments
- We demonstrate openness to relevant compliance communications and ensure that all stakeholders who help identify deviations are kept confidential and not retaliated against by the organisation or its members
- We build a conducive work environment, designed to encourage the professional development and motivation of our own employees that leads to an increase in their level of satisfaction
- We use resources efficiently in all activities carried out within the organization
- We protect the environment
- We improve the way of managing waste by increasing the degree of waste recovery / recovery
- We protect your information from unauthorized access

The entire staff of IMSAT S.A., regardless of their position in the company, is effectively involved in achieving the objectives of the management systems policy in the field of quality, health and safety at work, environment, information security and anti-bribery.

The compliance functions have the authority and independence established to ensure an efficient functioning of the integrated management system.

As General Manager, together with the management team, we assume full responsibility for the definition and application of this policy as well as its periodic analysis, in order to continuously adapt it to the objectives and strategic development of the company.

Date: 15.01.2026
Managing Director,
Ligia Ionescu