

**MANAGEMENT POLICY
ON QUALITY, ENVIRONMENT AND SAFE AND HEALTHY WORK CONDITIONS
FOR THE PERIOD 2025 - 2027**

Patstroy-92 AD Sofia has implemented an Integrated Management System for Quality, Environment and Safe and Healthy Work Conditions (IMS). According to the auditor's assessment, the IMS has been verified as flexible and effective.

Over the period 2025-2027, the Management Team is striving to maintain the sustainable positive trends of high quality work performance and commitment to providing safe and healthy work conditions and environment protection. Another priority is to ensure more efficient process management and interaction within the organization.

The Management Policy is geared to the key processes and activities relating to quality, environmental impact and safe and healthy work conditions. It has incorporated risk-based thinking and actions, namely:

- * execution of construction and repair works for various categories of structures from the transport, public and energy infrastructure, high-rise and industrial construction, hydrotechnical construction and environmental protection projects
- * operation and maintenance of construction machines, equipment, and transport fleet
- * production of building materials, asphalt-concrete mixes, polymer modified, thinned and plasticised bitumens, bitumen emulsion, concretes and concrete products

In order to ensure better functioning and further development of the IMS, the Management Team of Patstroy-92 AD Sofia has set out the following long-term priorities in the Policy for the forthcoming period:

- * continuous improvement of the IMS and compliance with the requirements of the quality, environment and occupational health and safety management systems
- * compliance of the Company's activities with the current legal and regulatory requirements set by a legislative or other competent authority
- * enhancing personal responsibility of the managerial staff at all corporate levels and business units and their commitment to take an active part in the implementation of the IMS
- * encouraging our employees to actively participate in solving work-related health and safety problems, so as to ensure their physical and mental health and safety in the workplace
- * commitment to fully meet the requirements of clients and interested parties for high quality of performed construction works and manufactured products and services, for environment protection and maintaining safe and healthy work conditions
- * identifying, analyzing and taking action against risks which may have a negative impact (opportunities which may have a positive impact) on the IMS, expected activity results and satisfaction of our employees and interested parties

- * continuous improvement of all production and management processes and elements within the organization, adapting to new market realities
- * improving the quality of workplace environment and staff motivation
- * continuous staff training to increase staff competence and awareness about the quality of products and services, environment protection, and ensuring safe and healthy work conditions
- * maintaining mutually beneficial and sustainable relations with business partners (suppliers, etc.) and communicating with all parties in the construction process.

The Management Policy of Patstroy-92 AD for the period 2025-2027 underlies the objectives in quality management, environment protection and safe working conditions which the Management Team has set to the Company. Some of the key strategic objectives of Patstroy-92 AD are:

- * continuous improvement of the IMS in accordance with the standards of quality, environment, occupational health and safety
- * meeting the needs of the Company's employees and the requirements of interested parties
- * keeping our market positions and implementing new market opportunities to expand our business
- * optimising production and management processes, improving work organization, equipment update and adopting environmentally friendly technologies
- * managing environmental aspects and respective risks that may impact quality, environment, occupational health and safety
- * compliance with applicable laws and other normative regulations relating to quality, environment, occupational health and safety
- * improving staff qualifications according to performance requirements.

The specific objectives for each road construction subdivision of the Company are set apart in additional documents which are publicly available.

The Management Team of Patstroy-92 AD conducts systematic risk analysis of the economic environment where the Company operates. Furthermore, it makes evaluation of the current trends and adjusts to changes in the construction sector as well as in the transport and public utility infrastructure. It also prepares marketing and target analyses on the economic potential, market opportunities and risks, and timely plans respective actions in order to preserve the achieved competitiveness.

The Management Team of Patstroy-92 AD will continue to assess the efficiency of the adopted Management Policy not only in terms of our clients and interested parties' satisfaction, but also in terms of our employees' satisfaction, and by evaluating the achieved results and set objectives. This assessment will be periodically performed within the Management Review on the effective functioning of the Integrated Management System.

6 November 2024

ASPARUH LEPICHEV
EXECUTIVE DIRECTOR