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Corporate Social Responsibility and Sustainable Development Policy

At Green Innovation AD, the principles of corporate social responsibility (CSR) are embedded in our work because we recognise that long-term development and prosperity can be achieved only through sustainable development. Concern for the health and safety of our employees, the protection of the environment, the satisfaction of our customers and harmonious coexistence with local communities are the main CSR issues on which the company focuses. The CSR and Sustainable Development Policy, aligned with our company values— responsibility, dedication, transparency, efficiency and innovation—includes the following commitments:

- 1. Implementation across all levels.** CSR principles are applied at every level of the company.
- 2. Strict compliance with legislation.** We observe all laws and apply relevant standards, policies, internal rules and procedures, as well as commitments arising from voluntary agreements signed and adopted by Green Innovation AD.
- 3. Two-way, ongoing communication.** We communicate continually with all stakeholders to identify and record their needs and expectations; building mutual trust helps to achieve sustainable development goals.
- 4. Safe and healthy environment.** We provide a safe and healthy environment for employees, collaborators and third parties.
- 5. Respect for human rights and equal opportunities.** We ensure a working environment free from discrimination and based on equal opportunities.
- 6. Transparent communication.** We communicate openly with all stakeholders within the company.
- 7. Reducing environmental impact.** We continuously strive to reduce our environmental footprint using the best available technologies.
- 8. Mutually beneficial relationships.** We maintain beneficial relationships with stakeholders on an ongoing basis. To fulfil these commitments—beyond mere legal compliance—the company has voluntarily planned to implement programmes and has set strategic priorities focusing on the following CSR areas:

1. Economic growth and corporate governance

We strive to achieve positive financial results and implement good corporate governance, assessing and managing business risks to protect shareholders' interests. We develop procedures and measures to improve transparency and combat corruption.

2. Market focus

The company focuses on achieving the best possible customer satisfaction. It invests in research and development to provide new, high-quality products and services, thereby improving its position in a rapidly evolving business environment. Responsible business behaviour is required from suppliers and collaborators.

3. Human resources – Safe and healthy working conditions

The company respects and supports internationally recognised human rights and implements equal-opportunity policies for all employees, free from any discrimination. We also provide opportunities for continuous training and development of human resources, respecting personal differences. Providing safe and healthy working conditions is a top priority. We continuously take measures and implement plans to improve occupational health and safety.

4. Environment

In environmental management, we apply the principle of prevention and take systematic steps to minimise the impact of our activities on the environment. To protect the environment, we implement programmes for optimal resource management, encourage recycling, reduce carbon emissions and manage waste.

5. Local communities

The company develops and implements actions to address the fundamental needs of society about employment, development, education, health care, social care and culture. We encourage volunteering and support initiatives that promote the development of the local communities in which we operate. For all of these key issues, Green Innovation AD sets CSR and sustainable development objectives that are evaluated annually for their effectiveness and revised as necessary. The results of the policy's implementation and of programmes aimed at achieving the goals are assessed annually, so that all stakeholders are informed. Under the annual management review, all comments and opinions from stakeholders are taken into account.