

Institut IGH, d.d. (hereinafter referred to as "the Company") is a leading provider of consultancy services, design, construction, expert supervision, certification of construction products, geotechnical and laboratory services in Central and Southeastern Europe. For over half a century, through top-quality services and a comprehensive, state-of-the-art approach, we have ensured the satisfaction of our clients, employees, and partners in both domestic and international markets, with our primary goal being to maintain this leading position.

The Company is managed by a Management Board comprised of members from diverse professional backgrounds, ensuring a broad spectrum of knowledge and experience. We promote diversity and inclusion within our governance structure and ensure the independence of Board members in accordance with best practices in corporate governance.

The Company has established management systems in accordance with the standards ISO 9001, ISO 14001, HRN EN ISO/IEC 17025, HRN EN ISO/IEC 17065, ISO/IEC 27001, ISO 45001, ISO 50001, as well as the requirements of ASME NQA-1, 10CFR Part 11, 10CFR Part 50, HRN EN ISO 19443 for nuclear facility safety, and European Sustainability Reporting Standards (ESRS).

The Company is committed to meeting these requirements and to continual improvement through:

- **Customer Focus:** Based on our experience and expertise, we identify client needs, offer solutions through a consulting approach and personalized service, and build long-term relationships for mutual benefit and satisfaction. Clients can expect high professionalism, reliability, impartiality, confidentiality, objectivity, and independence in our work.
- **Proactivity:** We continuously seek better solutions than existing ones and give our best effort in every opportunity and project. We embrace and create new opportunities, learn and develop from them, and maintain and enhance our management systems.
- **Impartiality, Independence and Confidentiality:** The Management Board commits to impartiality towards employees and will prevent any business, financial, or other pressures that could affect operational tasks. Employees must report any relationships that could compromise their independent and impartial work; potential risks will be reviewed and mitigated by the Management Board. All information produced and used within the Company, as well as client data, is considered confidential, and all employees, contractors, and external personnel are bound by confidentiality obligations.
- **Excellence:** We insist on expertise and quality in everything we do, set high standards, and continuously invest in improving employee competencies and raising awareness of all management systems and core principles.
- **Teamwork:** We encourage collaboration and knowledge sharing, foster positive interpersonal relationships, and create a pleasant and motivating work environment.
The Company respects the right of all employees to unionize, express their opinions, and file complaints without fear of sanctions.
- **Environmental Management:** We recognize our responsibility to reduce the negative environmental impacts of our activities and implement programs in accordance with ISO 14001. All our activities comply with applicable national environmental regulations. We raise employee awareness and foster responsible behaviour through this policy, the responsibilities arising from it, our significant environmental aspects, and personal contributions to the effectiveness of our environmental management system. We aim to improve our energy efficiency by reducing our carbon and water footprint, turning to renewable energy sources, and enhancing waste management systems in line with our objectives.
- **Sustainable Development:** Our sustainability strategy focuses on sustainable and energy-efficient building design, worker health protection, safety, social responsibility, and responsible behavior toward the environment and the local community. We promote the procurement and development of environmentally friendly and energy-efficient materials, products, and equipment in line with sustainable development and environmental protection principles.
- **Climate Risk Management:** Aware of the impact of climate change on the construction sector, we consider potential climate risks—such as extreme weather events, floods, or droughts—in our design and planning processes. In this way, we aim to ensure the durability, resilience, and safety of our solutions under changing conditions.
- **Laboratory Testing and Calibration:** We continuously comply with laws, regulations, standards, and client requirements, ensuring prescribed measurement/calibration accuracy. All activities are carried out according to HRN EN ISO/IEC 17025, and through consistent work in accordance with established methods, we earn client trust in the quality of our work.
- **Construction Product Certification:** We consistently fulfill the provisions of EU regulations, laws, standards, and client requirements related to the assessment and verification of constancy of performance (AVCP) of construction products. Within IGH Cert, we continuously improve our management system and meet the requirements of HRN EN ISO/IEC 17065. We focus on permanent training, maintenance, and development of assessor competence, raising awareness of responsibilities and authorities, and encouraging motivation. AVCP services are provided equally to all clients without discrimination, regardless of their size, importance, or number of certificates, with uniform service prices. We protect their interests and uphold professional ethics, maintain proper relations with the relevant Ministry, and preserve our status as a designated body at the national level and a notified body at the EU level.
- **Information Security Management System:** We are committed to protecting the confidentiality, integrity, and availability of all tangible and intangible information assets to safeguard our reputation, maintain competitive advantage, ensure compliance with legal regulations, and fulfill contractual obligations. Through business continuity assurance, protection and sharing of organizational knowledge, legal compliance, continuous employee awareness raising, and strengthening IT capacity, we strive for ongoing system improvement. We continuously monitor risks and protect information assets from all threats—internal and external, intentional and accidental.
- **Occupational Health and Safety Management:** We continuously develop and implement occupational health and safety principles in line with the risks present in our business processes, applying ISO 45001 while complying with all legal requirements. All employees actively apply preventive measures to prevent injuries and occupational diseases, and must report any workplace occurrence that could endanger health. We ensure a healthy and safe work environment, aiming to reduce risks for employees, contractors, visitors, and other stakeholders.
- **Nuclear Facility Safety:** All employees working for and within nuclear facilities are aware that safety is the top priority, with no other priorities outweighing it, and that no compromises reducing safety may be made.
- **Energy Efficiency Management:** We promote responsibility for energy efficiency in accordance with ISO 50001, committing to keeping energy losses under control through preventive maintenance and investments in the overall process. We continuously improve methods for analysing our energy consumption data, identify opportunities, and implement actions to enhance efficiency. We procure energy-efficient

machinery, equipment, and vehicles, and strive to increase the share of energy from renewable sources.

- **Corporate Social Responsibility:** We support only lawful and ethical conduct, aware that our work in all areas and relationships can positively influence the local community, environment, and society as a whole. We comply with legal and other requirements in all areas of our operations and activities.
- **Community Engagement:** We actively participate in projects that contribute to community development, with particular emphasis on promoting science, technology, engineering, and mathematics (STEM) through partnerships with educational institutions and support for various educational and volunteer activities.
- **Human Rights:** The Company has zero tolerance for all forms of modern slavery and discrimination and actively works to prevent them in all operations. We consider modern slavery a crime against the human rights of any individual and reject any form of forced labour, child labour, and human trafficking. The Company does not employ minors or individuals who could be victims of human trafficking or forced labour. Recruitment is free from discrimination, and all individuals who meet job requirements may apply, regardless of gender, race, or religion. We are open to employing persons with disabilities.
- **Workplace Harassment:** Harassment based on gender, race, or religion is not tolerated. All reports of such incidents are taken seriously and resolved as quickly as possible, involving the Ministry of the Interior if necessary.

All employees contribute to the continuous improvement of the management system and the quality of work, achieving set objectives while being aware of their contribution to the Company's success.

The Company complies with all laws and regulations of the Republic of Croatia, the European Union, and the countries in which it operates. We support fair market competition for all competitors, cooperate with other companies for the purpose of obtaining contracts except with those under sanctions, and recognize the right to cooperate with competitors to secure business. We do not engage in corrupt practices, have zero tolerance for any form of bribery or corruption, and conduct all business activities transparently.

We expect the same from all our business partners and associates.

Zagreb, 14.08.2025.

President of the Management Board:

Robert Petrosian

