

Environmental Policy NP-02E

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At Nematech Ltd., we have recognized that protecting our environment and our employees is an essential element of our Company. We have introduced the ISO 14001 environmental management system for effective environmental protection, which is regularly certified by an independent party.

Nematech Ltd. is committed to the effective maintenance, maintenance and development of the ISO 14001 environmental management system.

Our environmental policy is as follows:

- 1. Define environmental aspects and environmental impacts
- 2. Our goal is to reduce and eliminate the negative environmental impacts of our work
- 3. Compliance with legal, environmental regulations
- 4. Improve environmental awareness among employees
- 5. Selective waste collection
- 6. Reduce waste in all areas of the company
- 7. Fully committed to preventing pollution
- 8. Replacement of environmentally harmful substances with less harmful substances
- 9. Effective management of hazardous waste in cooperation with host organizations
- 10. Continuous improvement of our system

With this Environmental Statement, the management of the Company commits itself to ensuring that all its employees and subcontractors carry out their tasks as efficiently as possible, taking into account the guidelines for environmental protection and environmental management.

The commitment of all employees and subcontractors is needed to ensure successful daily environmental management.

Budapest, 24.09.2025

Sebastian Mathes Managing Director