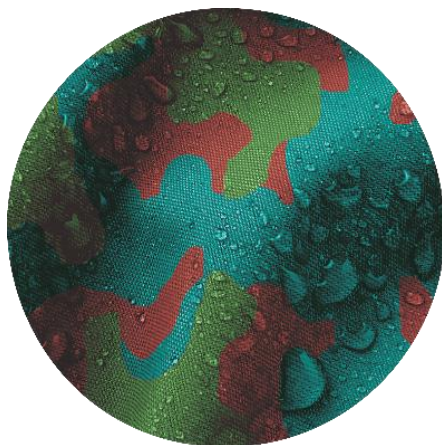




Sustainable Development and Corporate Social Responsibility (CSR) Policy of Arlen S.A.



Mission of ARLEN S.A.

Arlen S.A., as a responsible organization, strives to conduct business in a sustainable, ethical and transparent manner. This Policy is an expression of our commitment to building value for stakeholders, protecting the environment, respecting human rights and ensuring high standards of corporate governance.

Arlen S.A. is a public company listed on the Warsaw Stock Exchange, operating in the strategic sector of defence and national security. As an entity of particular importance for the public interest, Arlen S.A. conducts its business with full awareness of its responsibility towards society, the environment and future generations.

Our mission combines a commitment to Polish security with a responsible approach to sustainable development, innovation and business ethics.

On behalf of the Management Board of ARLEN S.A., I declare my commitment to the implementation of this Sustainable Development and Corporate Social Responsibility (CSR) Policy of ARLEN S.A. and to provide the necessary resources to achieve the goals and tasks resulting from it.

Warsaw, 1 October 2025

Andrzej Tabaczyński

President of the Management Board of ARLEN S.A.

Liabilities of ARLEN S.A.

Environment

Liabilities:

- Arlen S.A. treats environmental protection as a strategic priority.
- We minimize the impact on the environment through the use of modern and effective technologies, take care of the rational management of natural resources and reduce greenhouse gas emissions, striving for climate neutrality.
- We base our processes on the principles of the circular economy and fully comply with environmental regulations, conducting transparent reporting.
- We actively promote environmental awareness among employees and business partners, building a culture of co-responsibility for the future of the planet.

Certificates:

- **ISO 14001** - *an international standard for **environmental management** in organizations. The certificate confirms that Arlen S.A. has an effective environmental management system that allows for the identification and minimization of the negative impact of the company's operations on the environment. The system includes rational management of resources, control of greenhouse gas emissions, waste reduction and implementation of circular economy principles. The certificate is issued by independent, accredited certification bodies and is a confirmation of the company's processes compliance with international environmental standards and commitment to sustainable development.*
- **EcoVadis** - *one of the world's most recognized rating systems in the field of sustainability and corporate social responsibility. This certificate confirms that Arlen S.A. meets stringent requirements in four key areas: environment, human rights and employee practices, ethics and sustainable purchasing. The obtained certificate is proof of the transparency and credibility of Arlen S.A., as well as our commitment to continuous improvement of ESG activities.*

Specific policies:

Arlen S.A.'s activities in the area of the environment are regulated under the following specific policies:

- Environmental Policy (E1),
- Climate Policy (E2).

Liabilities of ARLEN S.A.

Society

Liabilities:

- The foundation of Arlen S.A.'s social responsibility is respect for human rights and the dignity of employees.
- We oppose all forms of discrimination, mobbing, child labour or forced labour.
- We ensure safe and hygienic working conditions and care about equal opportunities and inclusiveness.
- We are involved in the life of local communities, supporting educational, ecological and social initiatives.
- We guarantee decent employment conditions, fair remuneration and compliance with working time standards.
- An important element of our approach is social dialogue based on mutual respect and partnership.

Certificates:

- **AMFORI BSCI (Business Social Compliance Initiative)** - *an international standard for corporate social responsibility. The certificate confirms that Arlen S.A. has implemented an effective social responsibility management system throughout the supply chain. The standard includes respect for human rights, prohibition of child labour and forced labour, counteracting discrimination and mobbing, and ensuring safe and fair working conditions. The system is verified as part of regular audits, in which Arlen S.A. has been rated A, the highest possible score, for years, which confirms the effectiveness of our compliance processes and business ethics.*
- **EcoVadis** - *one of the world's most recognized rating systems in the field of sustainability and corporate social responsibility. This certificate confirms that Arlen S.A. meets stringent requirements in four key areas: environment, human rights and employee practices, ethics and sustainable purchasing. The obtained certificate is proof of the transparency and credibility of Arlen S.A., as well as our commitment to continuous improvement of ESG activities.*

Specific policies:

Arlen S.A.'s activities in the social area are regulated under the following specific policies:

- Occupational Health and Safety Policy (S1),
- Anti-Mobbing and Anti-Discrimination Policy (S2),
- Diversity and Inclusion Policy (S3),
- Respect for human rights policy (S4).

Liabilities of ARLEN S.A.

Corporate Governance

Liabilities:

- Arlen S.A. bases its activities on the principles of honesty, ethics and transparency.
- We consistently counteract corruption, conflicts of interest and monopolistic practices.
- Our processes and regulations ensure full compliance with applicable laws and internal standards. We have created secure whistleblowing mechanisms that build a culture of trust and accountability.
- We manage ESG, legal, operational, and reputational risks to make informed business decisions.
- We regularly train employees on ethics, compliance and sustainability, strengthening an organizational culture based on accountability and transparency.

Certificates:

In the area of corporate governance, our activities are confirmed by the following certificates:

- **AMFORI BSCI (Business Social Compliance Initiative)** - *an international standard for corporate social responsibility. The certificate confirms that Arlen S.A. has implemented an effective social responsibility management system throughout the supply chain. The standard includes respect for human rights, prohibition of child labour and forced labour, counteracting discrimination and mobbing, and ensuring safe and fair working conditions. The system is verified as part of regular audits, in which Arlen S.A. has been rated **A**, the highest possible score, for years, which confirms the effectiveness of our compliance processes and business ethics.*
- **EcoVadis** - *one of the world's most recognized rating systems in the field of sustainability and corporate social responsibility. This certificate confirms that Arlen S.A. meets stringent requirements in four key areas: environment, human rights and employee practices, ethics and sustainable purchasing. The obtained certificate is proof of the transparency and credibility of Arlen S.A., as well as our commitment to continuous improvement of ESG activities.*
- **ISO 9001** – *an international standard defining the requirements for **a quality management system (QMS)** in an organization. The certificate confirms that Arlen S.A. has an effective quality management system, ensuring process consistency, high quality of products and services, and continuous improvement of operations.*
- **AQUAP** – *confirms that the production processes and products of Arlen S.A. meet the stringent quality requirements of the defence sector, in accordance with **NATO (Allied Quality Assurance Publications)** standards. It provides full control over the quality,*

documentation and traceability of materials and products, guaranteeing compliance with applicable regulations and the highest industry safety standards required for supplies to the armed forces of the Allies.

- **WSK (Internal Control System)** – *The WSK system is implemented in accordance with the Act of 29 November 2000 on foreign trade in goods, technologies and services of strategic importance for the security of the state, as well as for maintaining international peace and security. The WSK certificate confirms that Arlen S.A. has an effective system of supervision and internal control over the trade and export of goods of strategic importance for national security.*

Specific policies:

Arlen S.A.'s corporate governance activities are regulated under the following specific policies:

- Code of Ethics (G1),
- Anti-Corruption Policy (G2),
- Antitrust Policy (G3),
- Supplier Code of Conduct (G4),
- Conflict of Interest Policy (G5);
- Risk Management Procedure (G6),
- Whistleblowing Policy (G7).

Implementation and supervision of the Policy

This Sustainable Development and Corporate Social Responsibility Policy of ARLEN S.A. is an integral element of Arlen S.A.'s strategy and a document superior to specific policies in the areas of environment (E), society (S) and governance (G). Its implementation and adherence is crucial for building sustainable value for stakeholders and implementing the company's mission in a responsible and sustainable manner.

The Policy applies to all employees, members of management bodies, suppliers, subcontractors and business partners of Arlen S.A. and applies to all locations of the company.

The Management Board is responsible for the implementation and supervision of the implementation of the Policy, and the Compliance Department monitors compliance and conducts regular reviews and updates. Heads of organizational units implement the principles of the Policy in their daily work, and each employee is obliged to comply with them and report potential violations.

The policy is publicly available and communicated to all stakeholders. Arlen S.A. conducts a regular dialogue with stakeholders, identifies their expectations and takes them into account in the ESG strategy, and cooperation with suppliers and business partners is based on common values and principles of responsibility.

The implementation of the Policy is monitored through ESG indicators and internal audits. The policy is reviewed at least annually or in the event of significant regulatory, organisational or market changes.

In matters related to this Sustainable Development and Corporate Social Responsibility Policy of ARLEN S.A., please contact the Ethics Officer of ARLEN S.A. at the e-mail address: etyka@arlen.com.pl or the Legal Department of ARLEN S.A. at the e-mail address: prawny@arlen.com.pl or by letter or in person at the address of the Management Board Office of ARLEN S.A., 17 Adama Branickiego Street, 02-972 Warsaw.

