



## ESG POLICY (Environmental, Social and Governance)

Geofizyka Toruń recognises that responsible business consistent with rules of sustainable development contributes to well-being of communities as well as to Companies development and their success. That is why, we provide geophysical and geological services and care for the value of the Company, at the same time putting into practise rules of corporate social responsibility and treating them as inseparable element of integrated management system and strategy of the Company.

Taking into consideration character of business activities of the Company, our commitments from the sphere of responsible business are expressed in HSE, Environmental and Quality Policies. At the same time we aim at effective cooperation basing on partnership rules and dialogue with social and business partners, especially local communities among whom we perform our business activities.

Geofizyka Toruń provides geophysical and geological services in a responsible manner with respect for the environment as we are convinced that healthy environment and natural balance are essential for normal functioning of communities and sustainable development. Company's strategic objectives include special care for the environment in all its aspects related to influence of the conducted work, particularly concerning the surface of the earth, consumption of resources, relations with local communities.

Geofizyka Toruń meets applicable legal and other requirements, in particular Clients' expectations and recommendations included in the environmental impact assessments prepared for projects. Further, Geofizyka Toruń identifies environmental aspects of the Company's operations and introduce environmentally friendly technologies and operating procedures minimising impact on the environment, especially regarding field works on all stages from mobilisation to demobilisation in the all operating area.

Geofizyka Toruń recognises that responsible business consistent with ethical rules contributes to well-being of its employees as well as to its clients' and subcontractors' development and their success. That is why, we provide geophysical services at the same time putting into practise ethical rules of corporate responsibility and treating them as inseparable element of integrated management system and strategy of the Company. We will neither tolerate nor profit from, contribute to nor assist the commission of human rights violations and abuses. Geofizyka Toruń recognises that responsible business consistent with rules of sustainable development contributes to well-being of communities as well as to Companies development and their success. That is why, we provide geophysical and geological services and care for the value of the Company, at the same time putting into practise rules of corporate social responsibility and treating them as inseparable element of integrated management system and strategy of the Company. We aim at effective cooperation basing on partnership rules and dialogue with local communities among whom we perform our business activities.

Geofizyka Torun employs operates Community Relations Plan that is a communication flow between the organization and the authorities as well as the governance, political, opinion forming and legislative institutions. The CSR and public relations between the local authorities, media and social organisations during carrying out the seismic operations may influence significantly on the success of the provided services. CSR and Community Relations Plan defines purposes of GT operations related to interaction with the stakeholders of local authorities and opinion forming centres, instruments using and the proceeding manner.

Geofizyka Toruń policy is to conduct all of its business in an honest and ethical manner. We take a zero-tolerance approach to bribery and corruption and are committed to acting professionally, fairly and with integrity in all our dealings wherever we operate. We will implement this policy through a comprehensive management system. This system will carry forward the general standards of business conduct set forth above and will direct our compliance procedures both internally and in our relations with customers and business partners.



Piotr Antonik  
President, CEO

Toruń, 29.04.2025

Issue: 8, dated 29.04.2025  
Review on: 29.04.2025