



ETHICS POLICY

Geofizyka Toruń S.A. recognizes that conducting business responsibly and in accordance with ethical principles contributes to the well-being of its employees, as well as to the development and success of its clients and subcontractors. Therefore, we provide geophysical services while adhering to the principles of corporate responsibility, treating them as an integral part of our Integrated Management System and the Company's strategy.

Furthermore, the ethical principles set out in the Company's Code of Ethics represent the values that guide everything we do as employees of Geofizyka Toruń S.A. As we strive to achieve responsible commercial success, we may face situations that require us to balance these principles against one another. We believe that achieving the Company's long-term objectives requires us to uphold the following ethical principles and values:

Responsibility – We seek to inspire confidence among all those who work with us by keeping our promises, acting transparently, and caring for the economic, social, and natural environment. Responsibility also means ensuring the safety and well-being of our employees, suppliers, and customers.

Cooperation and Mutual Trust – We believe that the best results are achieved through teamwork and close collaboration with our employees and customers. We foster a working environment in which mutual trust and partnership are given high priority, while respecting diversity of opinion and promoting tolerance.

Respect – We respect our employees, customers, local communities, and the environment in which we operate. We consider it our responsibility to contribute to improving quality of life and supporting social progress.

Professionalism – We are committed to providing effective and flexible solutions that meet our customers' needs and help build long-term business partnerships in the field of oil and gas exploration. We strive to be recognized as pioneers in our industry. We are open to market challenges and evolving needs in both conventional and unconventional hydrocarbon exploration.

Striving for Excellence – We devote significant effort to the continuous improvement of our services. We aspire to be a leader in delivering effective geophysical solutions.

Speed – We aim to anticipate market needs and respond to them quickly, efficiently, and flexibly.

Diversity and Inclusion – We value diverse perspectives, backgrounds, and experiences. We are committed to providing an inclusive workplace where all employees are treated with dignity and respect and have equal opportunities to develop and succeed.

A handwritten signature in black ink, appearing to read 'T. Wilk'.

Tomasz Wilk
President, CEO

Toruń, 23.06.2026