# INTEGRATED MANAGEMENT POLICY

The Integrated Management System of RotaPack Zrt. is based on the requirements of ISO 9001 for quality management, ISO 14001 for environmental management, ISO 45001:2018 for occupational health and safety, ISO 37001:2025 for anti-bribery management, ISO 50001 for energy management, and ISO/IEC 27001 for information security management. In its operations, the Company also takes into account the sustainable procurement guidelines of ISO 20400, the social responsibility recommendations of ISO 26000, and the relevant sustainability considerations defined in the ESRS and GRI frameworks.

The purpose of the Integrated Management System is to understand the organizational context, identify the expectations of interested parties, and systematically manage risks and opportunities. Through this approach, the Company ensures the consistent quality of its services, compliance with applicable legal requirements, and sustainable operations.

Within the framework of quality management, RotaPack Zrt. ensures the fulfilment of customer requirements, the controlled operation of processes, the prevention and management of nonconformities, the measurement of performance, and continual improvement in accordance with the principles of ISO 9001.

The environmental management system is based on the identification of environmental aspects and impacts, ensuring compliance with applicable legal requirements, preventing pollution, improving resource efficiency, and continually improving environmental performance in accordance with the requirements of ISO 14001, including the management of climate change-related risks and opportunities.

The objective of occupational health and safety management is to identify hazards, reduce risks, prevent occupational accidents and work-related ill health, and ensure worker participation and consultation in accordance with the requirements of ISO 45001.

The energy management system ensures the measurement and analysis of energy use, the continual improvement of energy performance, increased energy efficiency, and reduced energy consumption within the framework of ISO 50001, including support for energy-efficient design and procurement.

The information security management system adopts a risk-based approach to safeguarding the confidentiality, integrity, and availability of information. This includes the regular assessment of information security risks, the operation of an incident management process, and compliance with data protection and other applicable requirements in accordance with ISO 27001.

In accordance with the requirements of ISO 37001, RotaPack Zrt. operates a risk-based anti-bribery management system. Our objectives are to prevent bribery, fraud, and conflicts of interest, and to ensure ethical and transparent business conduct. To this end, we regularly assess corruption risks, conduct proportionate due diligence on our business partners, ensure the independence of the compliance function, and operate a confidential reporting mechanism that protects reporting persons against retaliation.

In the area of sustainable procurement, RotaPack Zrt. follows the guidelines of ISO 20400. We expect our suppliers to comply with applicable laws and regulations, respect human rights, ensure occupational health and safety, conduct their business ethically, and demonstrate environmental responsibility.

As part of its commitment to social responsibility, the Company acts in accordance with the principles of ISO 26000, ensuring respect for human rights, equal treatment, fair working conditions, employee development, and responsibility towards local communities.

The operation of the Integrated Management System is regularly evaluated through internal audits, management reviews, and performance indicators to ensure conformity, effectiveness, and continual improvement.

This policy applies to all activities of RotaPack Zrt. Top management is committed to ensuring compliance with applicable legal requirements, providing the necessary resources, and continually improving the system. The policy is reviewed regularly to maintain its alignment with the Company's strategic direction and operating context.

Dated: Szeged, 1 June 2026

Ferenc Kajtár
Chief Executive Officer