

Based on Act 67 of the Statute of Prilepska Pivarnica AD Prilep, the Board of Directors, at the meeting held on 18th October 2021, adopted the following:

ENVIRONMENTAL AND PUBLIC ISSUES POLICY

Prilepska Pivarnica AD Prilep is committed to fostering a corporate culture that promotes responsibility towards the environment and society. The Supervisory Board and the Board of Directors of the company diligently oversee the promotion of sustainability, as well as the business model and risk management systems, ensuring consideration of potential impacts on the environment and the broader social community.

Aligned with the Code of Professional and Ethical Conduct and other general acts, this policy underscores Prilepska Pivarnica AD Prilep's commitment to ethical and responsible conduct in all business activities, offering a clear framework that:

- **Will minimize the negative impact on the environment, strive to maintain a healthy environment, and prevent adverse effects on both the environment and people's health.**
- **Will explain the fundamental principles to follow regarding matters of social interest.**

Prilepska Pivarnica AD Prilep is committed to sustainable development, grounded in the efficient and reliable conduct of business activities, while fully respecting environmental protection objectives and the rights of affected parties. The company implements values aimed at fostering improved and more successful business management, while concurrently building relationships based on trust and consideration for the interests of shareholders, affected parties, and the broader community.

The realization of the defined fundamental objectives will be achieved through:

- 1) Continuously fulfilling obligations under the B-integrated environmental permit and all other relevant permits.
- 2) Rationally utilizing input raw materials and resources.
- 3) Reducing greenhouse gas emissions.
- 4) Rationally utilizing water as a resource and reducing the water consumption per unit of product.
- 5) Commitment to wastewater treatment by discharging water at a level sustainable for wildlife, utilizing the services of the Prilep Municipality treatment plant.
- 6) Improving the energy efficiency of the company and reducing energy consumption in operational activities through the implementation of energy-efficient technologies, equipment, and materials to ensure energy savings. The company is also committed to utilizing energy from renewable sources.
- 7) Continuous education of employees on good environmental practices. Moreover, the Supervisory Board considers the necessity for one or more members of the Board of Directors or the broader operational team to possess adequate knowledge of environmental and social issues.
- 8) Continuous monitoring and improvement of packaging and packaging waste management while striving:
 - To avoid and, to the greatest possible extent, reduce the amount of generated waste.
 - To utilize recyclable waste materials.
 - For sustainable development through the conservation and efficient use of natural resources.

- To prevent adverse environmental, ecological, and health impacts. This is in accordance with the principles of the circular economy, emphasizing environmentally friendly waste disposal and a high degree of protection for the environment, life, and public health.
- 9) Appointment of a waste manager as a qualified professional for packaging waste management with responsibilities:
 - To prepare and implement the waste management program.
 - To monitor the current waste management activities.
 - To implement actions and measures aimed at reducing the generation of waste.
 - To implement and enforce waste management procedures in accordance with the legal framework.
 - To maintain records and prepare reports in compliance with waste management regulations.
 - To prepare reports on accidents or breakdowns that may occur during waste management.
 - To control the generation of waste in technological processes.
 - To promptly inform the authorities or responsible individuals within the legal entity about potential threats to the environment, life, and public health resulting from the production, treatment, processing, and disposal of waste. Additionally, to propose specific solutions and
 - monitor the type and quantity of waste generated, processed, and disposed of, including secondary raw materials.
 - 10) Active participation as a founder in the first collective handler of packaging waste, Pakomak DOO Skopje. Moreover, the company works towards fulfilling national goals and actively participates in public awareness campaigns for the efficient management of waste and packaging waste.
 - 11) In the interest of the long-term sustainability of the company and considering its environmental and social impact, the company will maintain regular communication with affected parties, including employees, shareholders, potential investors, customers, suppliers, state authorities, and local communities. If necessary, affected parties will be promptly involved in decisions regarding investments and their impact on employees and the environment.
 - 12) Transparent communication with affected parties that will occur through various channels, including meetings, forums, website posts, and annual reports. The company will ensure that employees and other affected parties are informed and aware of their obligations regarding safety, environmental security, and protection.
 - 13) When necessary, the company will ensure that decisions are made with a rationale, considering how the proposed activity aligns with the company's environmental policies and social issues.
 - 14) The communication outcomes are summarized and published within the company's annual report.
 - 15) The corporate secretary ensures that the Supervisory Board and the Board of Directors are informed of any relevant changes in the applicable legal framework and by-laws concerning the rights of affected parties and environmental issues.

The environmental and public issues policy will be published mandatorily on the company's website at www.prilepskapivarnica.com.mk.

18.10.2021

Prilepska Pivarnica AD Prilep
CEO and President of the Board of Directors
Sashko Samardzioski