

KAJIMA POLAND'S POLICY ON ENVIRONMENTAL PROTECTION AND BIODIVERSITY

Vision and Responsibility

As a general contractor managing the investment process in the field of design and construction, Kajima Poland Sp. z o.o. is responsible for the impact of its activities on the natural environment. Our ambition is to implement investment projects in a climate-responsible, environmentally safe manner that supports the development of sustainable construction in Poland by reducing the environmental footprint of our projects, supporting the transformation towards low-emission construction, and implementing solutions that create long-term value for clients, business partners, and local communities.

As part of the international Kajima Group, we operate in a manner consistent with its global sustainable development strategy; at the same time, we strictly adhere to Polish law and take into account local environmental conditions.

Scope of the Policy and the Management System

The Environmental Protection and Biodiversity Policy provides a framework for the Environmental Management System document, which complies with the ISO 14001:2015 standard and contains all activities, projects and locations covered by this system.

This document is an integral part of the document entitled *Kajima Poland Management System (KPMS)* and provides the basis for setting environmental objectives and planning improvement actions.

Our Commitments

(described in detail in the document entitled *Environmental Management Programme*)

1. Legal Compliance and Liability

We ensure compliance with applicable environmental protection laws, administrative decisions, contractual requirements and other commitments we make to our stakeholders, including business partners, local communities and non-governmental organizations in which we are present as a member/participant. We constantly monitor legislative changes and adapt our activities to the current legal requirements. Implementation based on the document *Assessment of Compliance with Legal Requirements*.

2. Environmental Protection and Pollution Prevention

We identify, analyse, and evaluate environmental aspects related to the implementation of construction projects, taking into account their scale, nature, and local environmental conditions. On this basis, we plan and implement actions to prevent pollution and limit the negative impact of our activities on:

- climate and air quality,
- water resources,
- soil and land surfaces,
- landscape and biodiversity,
- social environment of the project.

We monitor and adapt all our activities undertaken on construction sites and affecting the environment to the specific nature of the project, as well as to applicable legal and administrative requirements. We use technical and organizational solutions that limit, in particular:

- air emissions,
- fuel, energy and water consumption,
- waste generation and improper waste management,
- noise and disturbance to the environment,
- risk of environmental accidents.

Implementation based on, among others, the following documents:

- *Register of Environmental Aspects and Preventive Measures,*
- *Air Pollution Reduction Plan,*
- *Hazardous Substances Management Plan,*
- *Environmental Emergency Response Plan,*
- *Waste Management Plan,*
- *Sewage and Stormwater Management Plan.*

3. Responsible Resource Management

We use energy, water and construction materials efficiently, always keeping in mind the life cycle of the projects we carry out. We support solutions that align with the principles of a circular economy, including those that reduce waste and increase recovery and recycling rates. Implementation based on, among others, the following documents:

- *Waste Management Plan,*
- *Sewage and Stormwater Management Plan.*

4. Climate Action

We recognize the impact of our business activities on the climate and therefore take actions to reduce energy and fuel consumption, as well as emissions related to the implementation of projects to the extent that is within our control and influence. As part of its long-term environmental goals, Kajima Poland is implementing a decarbonization plan consistent with the Kajima Group's global strategy.

Kajima Poland's greenhouse gas (GHG) emissions, as well as our ambitions to reduce them within specific timeframes, are aligned with the *Science Based Targets Initiative (SBTI)*. They are also aligned with the commitments of our parent company, Kajima Corporation, while adjusting the implementation timeline accordingly.

Kajima Poland's GHG emission reduction goals include:

- a 42% reduction of emissions in Scopes 1 and 2 by 2034 (compared to the 2024 base year),

- a 25% reduction of emissions in Scope 3 (categories 1 and 11) by 2034,
- achieve carbon neutrality by 2050.

Furthermore, environmental objectives resulting from the implementation of the *Environmental Management Programme* are established and updated during annual reviews of the company's management board.

5. Protection of Biodiversity

We incorporate biodiversity protection into our activities during the planning, design and implementation stages of projects, in particular by identifying potential environmental impacts and mitigating or preventing them. In doing this, we comply with applicable administrative decisions, legal regulations and Kajima Poland standards. Implementation, among others, based on the document: *Biodiversity Conservation Management Plan*.

6. Responsible Supply Chain

We require the suppliers and subcontractors we work with to comply with applicable environmental protection laws and to carry out the entrusted works in accordance with contractual requirements and Company standards. Compliance with the above rules on construction sites is continuously supervised.

We supervise compliance with the above rules on construction sites. Environmental aspects related to project implementation remain under control at every stage of the construction works. Environmental aspects related to the implementation of the project remain under control at every stage of construction works.

Implementation, among others, based on the document: *Training and Supervision of Subcontractors in the Field of Environmental Protection*.

7. Organizational Culture in the Field of Environmental Protection

Among the employees of Kajima Poland, we shape attitudes that are characterized by responsibility for the environment in their daily work. We develop an organizational culture based on compliance with legal requirements and good construction practices. We build environmental awareness among employees by organizing thematic training and sharing information about the impact of ongoing projects on the environment.

Implementation through:

- Introductory training for subcontractors – environmental protection on construction sites,
- *Kajima Onboarding* introductory training,
- Thematic training courses organized for Kajima employees.

8. Continuous Improvement

We establish measurable environmental goals related to the implementation of the *Environmental Management Programme*, monitor their implementation, and regularly evaluate the effectiveness of the entire *Environmental Management System*. We are committed to the continuous improvement of our processes and to raising environmental standards. The implementation is ensured through the annual management review and the relevant review report.

9. Transparency and Reporting

We monitor our environmental impact and strive to communicate it transparently. We present the Company's environmental performance in *Sustainability Reports*, which are made available to stakeholders as appropriate. Implementation through:

- Audit reports,
- ESG reports,
- Publications.

Kajima Poland's policy on environmental protection and biodiversity is published on the Company's website, communicated to employees and persons acting on behalf of the Company, and made available to interested parties. It is also subject to periodic review by the management of Kajima Poland within the framework established in the *Environmental Management System* document.

The following persons are responsible for implementing the activities described in this Policy:

- **Kajima Poland Sp. z o.o. management board** – by ensuring the implementation of the document and, relevant resources required, and its periodic review and update;
- **Kajima Poland employees** and persons acting on behalf of the Company – by applying the policy principles in their daily work.

***Kajima Poland's Policy on Environmental Protection and Biodiversity* is linked to the following documents:**

- 1) *Kajima Poland Management System (KPMS)*,
- 2) *Environmental Management System Book*,
- 3) *Environmental Management Programme at Kajima Poland*.

Maciej Runkiewicz
President, Member of the Management Board of Kajima Poland Sp. z o.o.
Warsaw, on 14 April 2026