

VISION AND STRATEGY OF INSTYTUT BADAŃ I ROZWOJU MOTORYZACJI BOSMAL SP. Z O.O.

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1. INTRODUCTION

In response to the requirements and expectations of its customers, as well as the ever-changing legal environment, taking into account the ongoing transformation of the automotive industry, and given the variety of projects undertaken by the Institute, the Management Board of the Institute has decided

- to implement an integrated management system and to have it certified for conformity with the following standards: PN-EN ISO 9001/AQAP 2110, PN-EN ISO 45001 and PN-EN ISO 14001;
- to implement information security and confidentiality procedures based on the PN-EN ISO/IEC 27001 standard with AL2 TISAX certification;
- to maintain and to extend the scope of its AB 128 accreditation for BOSMAL's Testing Laboratory and Type Approval Testing Unit;
- to pursue a strategy based on a policy of sustainability with regard to environmental protection, business operations and digitalisation.

The mission of the Institute:

- to strengthen the Institute's market position and reputation internationally and to expand the Institute's business profile to include new industries;
- to continue to expand the Institute's range of products and services and to improve the quality of the Institute's products and services on a continuous basis,
- to expand the Institute's technology park by investing in modern equipment, machines and infrastructure upgrades;
- to promote sustainable development while respecting labour law, employment regulations and human rights, and protecting the environment and the health and safety of our personnel, and to ensure the security of information;

is pursued based on the Institute's vision and strategy, and by

- doing business in a way that protects the natural environment,
- providing our personnel with proper working conditions and respecting the human rights of our people,
- following the fair trade principle and doing business in a way that is ethical and transparent.

The mission, vision and strategy of Instytut Badań i Rozwoju Motoryzacji BOSMAL Sp. z o.o. are the signposts on the Institute's path to becoming a socially responsible business.

2. VISION

The Institute's management demonstrate leadership and commitment, and take an active part in our continuous efforts to improve our management systems, and they declare as follows:

2.1 compliance with the requirements of interested parties:

- The Institute operates in accordance with the law, our management system documents and other applicable requirements, and these requirements are integrated with the Institute's business processes;
- In order to encourage a culture of mutual trust among our employees, business partners and customers, and to keep our activities transparent, the Institute has described, implemented and maintains high ethical standards (the Code of Ethics);

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- The present and future needs of customers are monitored and set the direction for the Institute's development;
- Customer satisfaction and customers' perception of the Institute are monitored and analysed, and this analysis serves as the basis for business improvement.

2.2 Corporate culture and business ethics

- to provide the means, resources, organisation, work processes, as well as organisational and technical measures that we need to achieve the objectives of our management systems and to do our work in a safe manner, while protecting the environment and maintaining the confidential nature of information;
- to promote the process approach;
- to include risk and opportunity assessment in the Institute's activities;
- to assign responsibilities and powers to and defined work duties for all our employees;
- in order to ensure that the Institute continues as a going concern and achieves its goals, to designate its representatives, including authorised representatives for management systems, liaison with the Government Quality Assurance Representative (GQAR), occupational health and safety, fire safety, environmental protection, compliance, IT system administration, and personal data protection (a DPO);
- to support management in demonstrating leadership in their areas of responsibility and to make the Institute's personnel aware of their roles and importance in the functioning of the management systems and activities of the Institute;
- to follow and support an open door policy;
- to support internal and external initiatives regarding the operation of the Institute and its matters related to the environment, working conditions, human rights and business ethics, and compliance with the Institute's anti-corruption policy;
- to monitor the results of the Institute's activities and to motivate its personnel to continuous development and improvement;
- to support all measures and activities aimed at securing the information obtained, generated and processed against its loss, including loss of integrity or unauthorised access;
- to ensure that the Institute's personnel respect the principles of impartiality, independence, integrity, ethical conduct and confidentiality when carrying out work for our customers and do not surrender to any external or internal pressure;
- to ensure that the services and products offered by the Institute meet the requirements of our customers in terms of quality, environmental protection and occupational health and safety standards;
- to provide the Institute's personnel with opportunities to participate, including through consultations, in the improvement of management systems, in particular the Institute's occupational health and safety measures;
- to condemn and prevent corruption and corruptive activities, including bribery, extortion and inducement, venality, influence peddling and legalisation of income from corruptive activities (the Code of Ethics, the Anti-Corruption Policy), to provide in-house training for employees and to promote the principles of business ethics among employees on a continuous basis;
- to prevent the use of counterfeit parts, equipment etc. and the misappropriation of ideas.

*NOTE: This document is BOSMAL's translation. In the event of discrepancies, only the original document is binding.
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- to comply with labour law, the Institute's work rules, and the provisions of the Institute's collective agreement;
- to ensure that the Institute has easy-to-follow and transparent pay and working time rules in place;
- to ensure that basic pay / salary is not affected by the sales performance of a particular product or service;
- to refrain from hiring underage people (including children and young people aged 15 to 18 years) and supporting modern slavery, forced labour, human trafficking or other forms of human exploitation;
- to maintain appropriate personnel and training policies to ensure that our personnel are highly qualified;
- to provide all members of the Institute's personnel with access to knowledge, information and resources to the extent necessary for them;
- to refrain from discrimination when hiring people and to make hiring decisions by looking at the applicant's skills, knowledge and formal qualifications confirmed by independent and objective evidence;
- to protect the Institute's personnel against discrimination, repression, workplace harassment in connection with their work duties, reporting incidents (whistle-blowing), threats, risks, and opportunities, including potential improvement options, and against discrimination on the grounds of sex, age, ethnic origin, denomination and/or sexual orientation;
- to promote all activities aimed at increasing personnel's awareness of health or life hazards, threats to the natural environment, information security hazards, including awareness of information protection, ICT security and cybersecurity standards;
- to take care to protect the personal rights of employees, customers, suppliers and other business partners;
- to conduct activities aimed at eliminating or minimising threats to personnel at work, to identify occupational risks and to provide all the necessary personal protective equipment;
- to report all hazards in workspaces (work areas);
- to maintain social dialogue with representatives of the Institute's personnel;
- to respect the right to land, forests and water, and to condemn and prevent forced evictions;
- to refrain from contracting with or using the services of private or public security forces;
- to refrain from coercive measures and all forms of violence.

2.4 The natural environment

- to promote all activities aimed at using less natural resources, reducing emissions of CO₂ and other greenhouse gases into the atmosphere and cutting down on environment pollution. These objectives are pursued through measures such as optimising the Institute's processes, investing in renewable energy sources and heat and energy recovery, cutting down on harmful substances, monitoring and reducing resource usage and the amount of sewage and waste produced, pre-treating industrial wastewater and rainwater collected from paved areas, and using the services of waste recycling companies to reuse our waste;

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- to refrain from animal testing (animal research) and activities leading to biodiversity loss, deforestation, land degradation and soil quality degradation. To make a positive impact on the natural environment, low and high vegetation areas are maintained within the grounds of the Institute;
- to respect the right to land, forests, water and other resources;
- to make measures that reduce significant environmental aspects part of the Institute's planned activities for the environment;
- to take climate change into account in the Institute's business operations.

2.5 Sustainable purchasing (procurement)

- to use qualified suppliers on the basis of professional business relationships (these suppliers are expected to meet the Institute's requirements and are periodically evaluated);
- to communicate the Institute's requirements (the Supplier Code of Conduct) to suppliers in order to ensure the highest quality of supplies;
- to promote adherence to established rules throughout the supply chain;
- to reserve for the Institute the right to conduct audits of the Institute's suppliers and sub-suppliers to ensure that established standards are followed throughout the supply chain;
- to foster the Institute's relationships with suppliers and customers, encouraging fair competition and preventing corruption and price fixing;
- to ensure adherence to export restrictions and economic sanctions.

3. STRATEGY

In view of the Institute's goals, mission and vision, the Management Board of the Institute has defined the following strategy:

3.1 Interested parties

We continue to monitor the legal environment to ensure full legal compliance throughout the organisation, and we take the requirements of interested parties into account in all our activities.

The Institute continues to improve its products and services. To improve our understanding of what our customers expect and how they perceive the Institute, we plan to increase our customer satisfaction questionnaire response rate by 45% in 2027 (as compared to 2023).

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By the end of 2025, we will have provided training in the Institute's Anti-Corruption Policy, Workplace Harassment Prevention Policy and Code of Ethics to least 70% of our employees, including 100% of our managers.

Regular compliance audits are conducted at the Institute (our first annual report will be drafted in January 2026).

3.3 Working conditions and human rights

We are planning to conduct an internal audit covering workplace harassment and discrimination (our first annual report will be drafted in January 2026).

While promoting our personnel's social skills, which they need for quality interactions with their subordinates and colleagues, our plan of training for managers includes soft skills training. This will account for 5% of the Institute's training budget in 2025.

In response to the needs of our people, which includes a work-life balance, we continue to develop our flexible working arrangements and it is our intention to increase the amount of remote work in total working time to 7% by the end of 2025.

3.4 The natural environment

As we care for the environment and respect natural resources, we plan to increase the acquisition of electricity from renewable sources to 4% by the end of 2024. To this end, we will supplement the existing 50 kWp photovoltaic system with an additional 440 kWp system.

In order to protect the environment, we plan to reduce heat emissions by the end of 2025. We plan to do it by recovering the heat we produce and using it to heat our indoor premises. For this purpose, a system will be installed to recover the heat produced in the compressor room. The heat will then be used to heat Hall 4. This will allow us to reduce our CO₂ emissions by approx. 156.5 tonnes per year.

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We maintain the transparency of the purchasing process by looking for suppliers based not far from the Institute. This is to ensure that the Institute makes purchases at the best prices available and that delivery times are relatively short. This also helps us to reduce the risks related to purchasing.

We expect approx. 25% of our regular suppliers to sign for acceptance of the Supplier Code of Conduct by the end of 2025, with another 40% of such suppliers expected to do so by the end of 2026.

We pursue a policy of intensive negotiations for cost optimisation in order to achieve the target of more than 40% of purchases at a discount in relation to all our purchases.

Vice-President of the Management Board / General Manager

dr inż. Arkadiusz Stojecki

President of the Management Board / Research Director

dr inż. Piotr Świątek