



RISK MANAGEMENT POLICY

Glass System Technologies S.A.

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Risk management constitutes an essential element of a responsible and mature approach to conducting business activities. In a dynamic market, legal, and technological environment, the ability to identify, assess, and mitigate risks is crucial for the stability and sustainability of the organization.

At Glass System Technologies S.A., we view risk not only as a potential threat but also as a natural part of development—provided it is consciously identified and controlled. Responsible risk management enables us to make better decisions, protect stakeholders, avoid unforeseen losses, and respond effectively in crisis situations.

This Policy establishes principles that enable each of us to participate in the process of risk identification, foster a culture of caution, and support the organization in building a secure, resilient, and sustainable business model.



§1. General Principles

1. Glass System recognizes effective risk management as an integral part of responsible and sustainable business operations.
2. The objectives of risk management are to:
 - a) prevent crisis situations and damage to the company,
 - b) protect the reputation and interests of the organization, its employees, clients, and partners,
 - c) support informed decision-making based on the analysis of potential risks and opportunities,
 - d) ensure compliance of the Company's activities with applicable laws, ethical standards, and the ESG strategy.

§2. Types of Risks Covered by the Risk Management System

1. The Company identifies and assesses risks in key areas of its operations, including:
 - a) operational risks – arising from processes, technical and organizational activities,
 - b) legal and regulatory risks – related to non-compliance with legal provisions, contracts, or industry regulations,
 - c) environmental risks – resulting from the company's impact on the natural environment,
 - d) reputational risks – related to potential damage to the company's image, trust, or relationships with stakeholders,
 - e) financial risks – concerning financial stability, profitability, and investments,
 - f) ethical risks – related to potential breaches of the Code of Conduct or the company's values.

§3. Risk Management System

1. The Company implements a risk management system that includes:
 - a) identification of potential threats and their sources,
 - b) analysis of the impact and likelihood of risk occurrence,
 - c) assignment of responsibility for monitoring and mitigation,
 - d) planning of preventive actions and response scenarios,
 - e) systematic reporting and review of the effectiveness of implemented measures.
2. Every employee is obliged to:
 - a) report observed risks, irregularities, and threats,
 - b) cooperate in assessing and mitigating risks within their area of responsibility,
 - c) adhere to internal procedures for handling risky situations.

§4. Response and Business Continuity

1. The Company has contingency plans and procedures for responding to extraordinary situations (e.g., IT incidents, disasters, data breaches, operational failures).
2. The objectives of these actions are to:
 - a) ensure the safety of people, information, and resources,
 - b) restore business continuity as quickly as possible,
 - c) minimize negative impacts on stakeholders.
3. Risk management is a continuous process that applies at all levels of the organization—from operational to strategic.

