

Appendix No. 1 to the Integrated
Management System Manual

MANAGEMENT POLICY

NOMAD ENERGY COMPANY LTD is a licensed and active electricity and natural gas trader on the Bulgarian and European electricity markets, specializing in negotiating and selling electricity/natural gas to producers, traders and end customers.

In the conditions of rapidly changing economic environment, increasing competition and growing customers' needs and requirements, the prosperity and further strengthening of the Company depend exclusively on the professionalism and continuous improvement of the quality of our work with ensured health and safety at work and environmental protection.

The team of the company consists of experts with extensive professional experience and high qualification which guarantees the quality of the offered products with ensured health and safety at work and management of the impact on the environment.

Convinced of the need for this, the management undertakes the relevant commitments for the implementation of an Integrated Management System (quality, OHS and environment), through which to achieve the main goal:

HIGH PRODUCT QUALITY, INCREASING PERFORMANCE IN RELATION TO HEALTH AND SAFETY AT WORK AND THE ENVIRONMENT IN ORDER TO MEET THE REQUIREMENTS OF CUSTOMERS AND STAKEHOLDERS AND CONTINUOUSLY IMPROVING THE EFFICIENCY OF THE INTEGRATED MANAGEMENT SYSTEM

With the implementation of the Integrated Management System, we set the following goals, which we define as an obligation of paramount importance for the management:

1. Strictly adhering to the rules regulated by laws and regulations, compliance obligations applicable to the processes performed by NOMAD ENERGY COMPANY LTD, in terms of quality, OHS and environmental protection.
2. Ensuring continuous satisfaction of the requirements of the customers, the stakeholders and the assignors of NOMAD ENERGY COMPANY LTD.
3. Providing immediate response in case of deviations, omissions and shortcomings affecting the business activity, OHS, adverse effects on the environment, as well as the Integrated Management System of the Company as a whole.
4. Creating an environment with increased commitment to the quality of the products and services offered, ensuring occupational health and safety and environmental protection, including prevention of injuries, diseases and accidents, and pollution related to the Company's context.

5. Carrying out systematic consultation and ensuring the participation of the employees in the management and the assessment of the performance in relation to occupational health and safety.
6. Ensuring a functioning and effective organization in all areas of our business activity.
7. Improving the profitability of the performed activity, planning and implementing organizational improvements.
8. Expanding and strengthening the market presence of the Company.
9. Periodically reviewing and continuously improving the efficiency of the implemented Integrated Management System and of the corporate activities.
10. Communicating our Management Policy to our customers, suppliers, partners, public and governmental organizations, state and local administration, and other stakeholders.

DECLARE:

My personal involvement and responsibility for the implementation of the announced Management Policy, guaranteeing the rights and expectations of customers and stakeholders for the quality of the products and services offered, the provision of safe and healthy conditions at work and environmental protection, for their continuous improvement and the associated lasting authority of NOMAD ENERGY COMPANY LTD.

The management is committed to maintaining an efficient Integrated Management System consistent with the requirements of **BDS EN ISO 9001:2015, BDS EN ISO 14001:2015 and BDS EN ISO 45001:2023** through periodic assessment, updating if necessary and taking measures for its continuous improvement.

This Management Policy is appropriate for achieving the Company's objectives and is constantly reviewed to ensure its adequacy.

Date: 14 May 2025

Manager:

Mariya Sevdalinova