PFS, a.s. Brezová pod Bradlom is a manufacturing industrial company operating in the engineering sector, focused on:

- production of cold-wound coil springs (compression, tension and torsion) formed from wire and strip steel
- surface treatment of springs and steel products using the Delta-MKS System technology

Taking into account environmental requirements and minimizing the impact of PFS, a.s. on the environment is an essential part of the company's business and management philosophy.

**In view of the above, the management of PFS, a.s. has adopted the following Environmental policy,**
**in which it declares itself to adhere to the following principles:**

- **In all** activities of the company, **apply the principles of environmental protection** and continuous improvement of environmental performance and environmental management system **in order to prevent pollution and comply with any specific obligations** arising from the identified context of the company and the requirements of stakeholders.
  - These principles are based on a thorough knowledge of all identified contexts of the company, including the identification of their nature and scope, as well as the identified environmental impacts of the company's activities, products and services.
- **Reduce environmental burdens** in the field of waste production, water and air pollution, energy consumption and the burden on the working environment.
- **Comply with obligations** arising **from legal and other binding requirements, as well as from voluntary agreements** in the field of creation and protection of the environment, **and obligations to the relevant identified context of society.**
- **Continuously identify, evaluate all risks** and determine measures to eliminate them **in order to ensure their management.**
- **Plan and provide the necessary resources** for the provision of activities in the field of environmental management system.
- **To raise the environmental awareness of** all employees in a targeted manner **and to lead** them **to environmental responsibility.**
- **To have a positive impact on contractual partners in the field of prevention** of undesirable situations related to environmental pollution.
- **To constantly communicate** with the public, state administration bodies and other stakeholders **on environmental issues.**

**The responsibility for enforcing these principles lies with the management of the company, and each employee is responsible for adhering to these principles in their work.**

**This environmental policy is elaborated into goals and plans with respect to the important environmental aspects of the company.**

Brezová pod Bradlom, 19.12.2025

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Martin Plačko
Management representative for SEM

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Ing. Branislav Škápik
CEO