



HEALTH, SAFETY AND ENVIRONMENTAL POLICY

METKA EGN ITALY, operating in Development, Engineering, Procurement, Construction, Operation and Maintenance of “Power plants based on renewable energy sources & Energy storage installations” is committed to implement all necessary measures for the continuous improvement of its health, safety and environmental performance and workplace conditions, in order to protect the environment in which it operates and the lives and health of employees, as well as suppliers, subcontractors, clients, visitors, surrounding communities to the Company’s facilities and all other interested parties.

METKA EGN ITALY has established and implemented a Health, Safety and Environmental Management System conforming to the requirements of ISO 14001:2015 and ISO45001:2023.

The Company’s health, safety and environmental policy and management’s commitment, driven by the principles of Sustainable Development integrated into Company’s decision-making processes, are based upon the following pillars:

Leadership, Commitment and resources

- Management involvement in driving a proactive Health, Safety and Environmental culture through suitable and effective tools.

Engagement and participation

- Employees, suppliers and subcontractors are encouraged and empowered to report unsafe conditions, hazards and near misses without fear of retaliation and to actively contribute to decision-making processes related to health, safety and environmental protection.
- Identification and recognition of Stakeholders’ needs and expectations, demonstrating sensitivity towards them and promoting a climate of cooperation.

- Open and transparent communication together with continuous provision of training on health, safety and environmental issues to its employees as well as to its partners/associates, aimed at enhancing their environmental and safety awareness and promotion of an environmentally and safety-responsible culture.

Regulatory compliance

- Strict compliance with applicable national and European legal requirements, as well as with other laws and mandatory requirements
- Systematic planning and execution of audits of processes, organization and procedures to ensure compliance with regulations and achievement of goals.

Continuous improvement

- Continual improvement of health, safety and environmental performance based on definition of measurable health, safety and environmental objectives and targets, which are periodically reviewed

Risk and environmental impact prevention

- Thorough assessment of hazards and implementation of appropriate control measures
- Preparation of plans aimed at eliminating hazards and reducing OH&S and environmental risks derived from its activities through the application of the hierarchy of controls, prioritizing elimination, substitution, engineering and administrative controls
- Maintenance and monitoring to ensure the safe operation of protective equipment and facilities

Sustainability and social responsibility

- Definition of all the environmental parameters related to its activities and develops procedures and programs in order to reduce its Environmental Footprint
- Responsible use of energy, water and other natural resources
- Protection of biodiversity
- Addressing the impacts of Greenhouse Effect and therefore Climate Change, through the management of greenhouse gas emissions derived from its activities by using appropriate measures and techniques.

- Proper waste management, giving priority to waste reduction, source segregation and recycling in order to conserve and preserve natural resources
- Mitigation of noise, vibrations and other nuisances through integrated planning of project implementation

The ultimate goal of METKA EGN ITALY is to perform all activities through a coherent and integrated management approach, ensuring high quality standards while safeguarding health, safety and environmental protection. Health and safety and environmental protection is the responsibility of all those who are involved in the Company's activities, and depends foremost upon ourselves.

The strategy of METKA EGN ITALY for the reduction of health and safety risks in its activities is based on the prevention of hazardous situations, the detection and immediate elimination of dangerous conditions when they occur, the prevention of undesirable incidents whilst a dangerous condition exists, and the limitation of losses caused by undesirable incidents.

The policy and objectives of METKA EGN ITALY for the health and safety of workers and protection of the Environment shall be applied by all employees at all levels of the Company and by all suppliers and subcontractors involved.

Recognizing the various risks which exist in our places of work, we shall all contribute to the improvement of the performance of the Management System for Health and Safety at work and environmental protection.

This HSE Policy will be communicated to all personnel of METKA EGN ITALY and to other Interested Parties and its effectiveness will be yearly verified at the time of Management Review.

This HSE Policy applies to all facilities METKA EGN ITALY operates.

METKA EGN ITALY

16/07/2026



CHRYSOSTOMOS SPYROPOULOS

Regional Managing Director