

Health & Safety Policy

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1 Introduction

EuroEnergy recognizes that safeguarding Health and Safety (H&S) in the workplace is a core legal obligation and a fundamental responsibility. The Group is committed to meeting, and wherever possible exceeding, these requirements by allocating the necessary resources and maintaining effective systems for managing, monitoring, and improving H&S performance.

Employees at all levels are expected to contribute to a safe working environment by cooperating on H&S matters and taking reasonable care of their own wellbeing and that of colleagues, contractors, and any other people who may be affected by their actions.

EuroEnergy provides the information, training, and supervision required to ensure that all employees can perform their duties safely. For Health and Safety matters, employees should contact the Human Resources Department.

1.1 Purpose

The purpose of this Policy is to establish EuroEnergy's commitment to providing a safe and healthy working environment for all employees, contractors, and visitors. It defines the principles, responsibilities, and expectations that guide the Group's approach to managing H&S risks across its operations.

The Policy aims to ensure compliance with applicable legal requirements while promoting a proactive culture of safety and continuous improvement throughout the Group.

1.2 Scope

This policy applies to all entities within the EuroEnergy Group, including:

- The parent company and all subsidiaries;
- All employees, including full-time, part-time, fixed-term, and temporary personnel
- Interns, apprentices, trainees, and consultants;
- Suppliers, contractors, and other external partners working on behalf of EuroEnergy.

Local legal and regulatory requirements always take precedence. Where applicable laws impose more restrictive rules or additional obligations relating to H&S, those local requirements shall prevail and must be followed in addition to this Policy.

1.3 Internal Review and Approval

This policy is reviewed by the Human Resources, Operations, Sustainability & Regulatory Affairs and Legal Departments on a periodic, as-needed basis to ensure it remains accurate, compliant, and aligned with the Group's operational and regulatory requirements.



Following each review, updates are submitted to the EuroEnergy Group Leadership Team, which provides final approval. Once approved, revisions are communicated to all employees across all EuroEnergy entities.

1.4 Acronyms

Acronym	Description
EE or Group	EuroEnergy Group
ESAP	Environmental & Social Action Plan
H&S	Health & Safety
PPE	Personal Protective Equipment
RES	Renewable Energy Sources

2 Health & Safety Commitments and Objectives

EuroEnergy is committed to continuously improving its H&S performance by identifying and managing workplace risks, fostering safe behaviours, and ensuring that all employees and contractors understand their responsibilities. Our objectives are to maintain safe working environments, encourage proactive reporting of hazards and incidents, and ensure that all employees receive the training and resources needed to work safely. Through collaboration and open communication, EE aims to integrate H&S considerations into everyday operations across the Group.

3 Responsibilities

Maintaining a safe and healthy working environment is a shared responsibility across the Group. Every individual has a role to play in preventing accidents, identifying hazards, and promoting safe behaviours. The following responsibilities apply to all locations, subsidiaries, and operations of EuroEnergy.

3.1 Company Responsibilities

EuroEnergy is responsible for providing safe workplaces, safe equipment, and appropriate conditions for all employees, contractors, and visitors. This includes:

- Selecting, maintaining, and inspecting facilities, offices, and work environments to ensure compliance with applicable legislation and internal standards.
- Providing appropriate technical, ergonomic, and safety equipment and ensuring it is fit for purpose.
- Implementing processes to monitor and improve health and safety performance across the Group.



- Ensuring that all emergency procedures, safety signage, and essential equipment (e.g., extinguishers, first aid kits) are accessible and maintained.

EuroEnergy will allocate the necessary resources to fulfil these obligations and to continually improve its H&S practices.

3.2 Country Manager Responsibilities

Country Managers are responsible for ensuring that H&S standards are implemented within their teams and facilities. Their duties include:

- Ensuring employees follow safe work practices and comply with internal procedures.
- Responding promptly to reported defects, hazards, or unsafe behaviours.
- Ensuring team members receive the training, information, and equipment necessary to work safely.
- Evaluating and escalating significant incidents, including major equipment failures or damage to a production unit. In such cases, the Country Manager must be notified immediately and determine the appropriate corrective actions.
- Supporting investigations of accidents or near-misses and implementing preventive measures.

3.3 Emergency Coordinators / H&S Focal Points

Each EuroEnergy facility must designate employees responsible for overseeing H&S compliance within that location. For the Group's headquarters in Athens, the designated H&S team consists of:

- Primary H&S Coordinator
- Deputy H&S Coordinator
- Support H&S Coordinator

A list of current H&S Coordinators is maintained internally by HR. The H&S focal points are responsible for:

- Monitoring workplace conditions and ensuring compliance with H&S requirements.
- Overseeing emergency preparedness and leading evacuation procedures when necessary.
- Ensuring that emergency exits, fire extinguishers, and safety equipment are visible, accessible, and properly maintained.
- Acting as communication points during drills or incidents.

Respective focal points will be appointed for other EuroEnergy operational locations as needed.



3.4 Human Resources Responsibilities

The Human Resources Department plays a central role in supporting health and safety by:

- Organizing and scheduling mandatory seminars on fire safety, earthquake response, first aid, and other H&S topics.
- Maintaining records of training attendance and incident reports.
- Managing the Incident Register and ensuring accidents or near-misses are documented.
- Supporting the review of this Policy and coordinating communication of any updates.

3.5 Employee Responsibilities

All employees share responsibility for maintaining a safe workplace. Employees are expected to:

- Use facilities, equipment, and tools correctly and safely.
- Request additional technical or safety equipment when needed for their role or department.
- Maintain the facilities and equipment in the best condition.
- Report any damage, malfunction, or unsafe condition immediately to the appropriate personnel.
- Participate in mandatory fire safety, first aid, and emergency response seminars.
- Cooperate with managers, H&S focal points, and HR on all safety matters.
- Take reasonable care of their own wellbeing and that of colleagues, contractors, and others who may be affected by their actions.

3.6 Contractor and Supplier Responsibilities

Contractors and suppliers working on behalf of EuroEnergy must comply with all applicable H&S laws and EuroEnergy requirements. Their responsibilities differ depending on whether they work in the Group's office facilities or operational sites.

3.6.1 Office facilities

Contractors working within EuroEnergy office facilities, must:

- Follow EuroEnergy's office H&S rules and instructions.
- Ensure their staff are trained and work safely.
- Report any accidents or unsafe conditions to their EuroEnergy contact and the H&S focal point.

EuroEnergy retains overall H&S responsibility for office premises.



3.6.2 Operational sites (Construction & Operating Assets)

Contractors working at EE's project sites or operating RES assets must:

- Comply with all applicable H&S laws, EE's site-specific H&S rules and all lender H&S requirements (e.g., ESAP obligations, lender-mandated standards).
- Complete EE's mandatory site induction before accessing any operational or construction site.
- Ensure their teams and subcontractors are properly trained, competent, and equipped.
- Take full responsibility and liability for the Health & Safety of their personnel while performing activities at operational sites.
- Report all incidents, near-misses, and hazardous conditions immediately to the Group's Country Manager and Operations Department, in addition to their own internal reporting.

Personal Protective Equipment (PPE)

- PPE must be worn at all times when required by site rules, signage, or EuroEnergy personnel.
- Contractors are responsible for providing, maintaining, and replacing all PPE required for their personnel, subcontractors, and visitors.
- All PPE must be certified, in good condition, and used correctly.
- Failure to comply with PPE requirements may result in suspension of work, removal from the site, or further corrective actions.

EuroEnergy may suspend any contractor activity deemed unsafe.

4 Risk Management & Safe Work Practices

EuroEnergy is committed to identifying, assessing, and managing health and safety risks across its operations. Employees must remain alert to potential hazards in their working environment and report any unsafe condition, behaviour, or "near miss" immediately to their Country Manager and H&S focal point. Early reporting ensures that risks are addressed before they result in incidents.

Country Managers and H&S focal points are responsible for ensuring that work activities, including office-based tasks, travel, and visits to project sites or technical facilities, are assessed for potential risks. Appropriate measures must be implemented to eliminate or reduce these risks, and employees must follow the safe working practices communicated to them.



EuroEnergy provides guidance, information, and training to support safe behaviour and the correct use of equipment, tools, and workstations.

When visiting project sites or operational facilities, employees and contractors must comply with all safety instructions and site-specific requirements. PPE may be mandatory, and all individuals must wear and maintain the required equipment as instructed. EuroEnergy reserves the right to restrict site access to anyone who does not follow safety rules.

Within office facilities, employees are encouraged to maintain good ergonomic practices and ensure their workstations support their wellbeing. Any faulty equipment, hazards, or maintenance concerns must be reported without delay to the H&S focal point so that corrective actions can be taken.

By applying these safe work practices and fostering open communication about potential risks, EuroEnergy aims to prevent accidents and maintain safe working conditions across all Group operations.

In addition to internal incident-reporting procedures, employees, contractors, and external stakeholders may raise H&S concerns through EE's online Grievance and Whistleblowing platform. All submissions are handled confidentially and without retaliation, in accordance with the Group's policies.

5 Emergency Preparedness and Response

5.1 Fire Precautions, Earthquakes & Emergency Procedures

EuroEnergy places the highest priority on the safety and wellbeing of all employees. To ensure preparedness for emergencies, mandatory seminars on fire precautions, earthquake response, and general emergency procedures are conducted within our premises. These sessions cover essential topics such as fire prevention, evacuation protocols, and emergency actions tailored to the workplace environment.

The HR Department is responsible for scheduling and coordinating these seminars to ensure comprehensive training for all employees.

Each EE premise must designate H&S focal points responsible for ensuring that Health & Safety requirements are followed and that the workplace remains safe. In an emergency, these focal points monitor the situation, lead evacuation procedures, and ensure that all actions align with safety protocols, company policies, and legal requirements. Emergency exits, fire extinguishers, signage, and essential safety equipment must be clearly marked and easily accessible at all times.

In all circumstances, employees should remain calm and follow the instructions given by the H&S focal points, who are responsible for guiding staff safely during emergency situations.



5.2 First Aid

First Aid training is provided to strengthen preparedness for medical emergencies. These seminars cover key topics such as basic first aid techniques, CPR, and emergency response actions relevant to the Group's work environment. Attendance is mandatory to ensure that all employees possess the basic knowledge needed to respond until professional assistance becomes available. HR is responsible for coordinating and organizing these seminars, ensuring that all staff members receive thorough training.

All EuroEnergy premises must have accessible, clearly labelled first aid kits. Regular inspections must take place to ensure that supplies remain complete and within expiry dates.

5.3 Accident Reporting

All accidents must be reported immediately to the HR Department and recorded in the Incident Register. This ensures proper follow-up, documentation, and corrective action.

6 Monitoring, Review & Record Keeping

EuroEnergy reviews and documents all incidents, near-misses, and situations that require action under this Policy. Each case is evaluated to assess whether the response taken was appropriate and effective, and whether additional measures are needed to prevent recurrence. This review process helps identify trends, recurring risks, and opportunities for improvement in the Company's overall safety performance.

The Human Resources Department in liaison with the Operations Department is responsible for maintaining the Incident Register and coordinating the documentation of each case. Incident reviews are carried out jointly by Human Resources, Operations, the respective Country Manager and designated H&S focal points, for the affected location. This process ensures that the response taken was appropriate, that root causes are understood, and that any required corrective or preventive measures are identified and implemented.

By reviewing, recording, and evaluating incidents and near-misses, EuroEnergy strengthens its safety performance and ensures ongoing compliance with applicable legal, regulatory, and internal requirements.

7 Training & Competence

EuroEnergy ensures that all employees receive the information, instruction, and training necessary to perform their duties safely and in compliance with this Policy. Mandatory training includes fire safety, earthquake response, first aid, and other emergency procedures relevant to the workplace. Additional role-specific training is provided when required, particularly for employees visiting project sites or working with specialized equipment.



The Human Resources Department is responsible for coordinating and tracking all health and safety training activities across the Group. Attendance records are maintained to ensure that employees remain up to date with required courses, and refresher training is scheduled as needed. Employees are expected to participate fully in all assigned training and to apply the knowledge gained in their daily work.

EuroEnergy promotes continuous learning and encourages employees to raise any concerns, request additional training, or seek clarification on safe work practices at any time. By ensuring that personnel remain informed and competent, the Company strengthens its overall ability to prevent incidents and maintain a safe working environment.

