



HEALTH AND SAFETY POLICY

METKA EGN operating in Development, Engineering, Procurement, Construction, Operation and Maintenance of "Power plants based on renewable energy sources, Energy storage installations & Telecommunications infrastructure", is committed to implement all measures necessary for the continuous improvement of its health and safety performance and work place conditions, in order to protect the lives and health of employees, as well as suppliers, subcontractors, clients and visitors to the Company's facilities and worksites, as defined in the appropriate provisions of Greek and European legislation and in accordance with the international standard ISO 45001:2018 provisions.

The Company's health and safety policy and management's commitment is based upon the following:

- Management involvement in driving a proactive Health and Safety culture.
- Consultation with and participation of employees in Health and Safety.
- The assessment of hazards and implementation of appropriate control measures.
- The preparation of plans for preventive actions and improvement of working conditions.
- Maintenance and monitoring to ensure the safe operation of protective equipment and facilities.
- Compliance with legal requirements, standards and internal regulations.
- Open and transparent communication together with continuous and appropriate training on all health and safety issues.
- Systematic audit of processes, organization and procedures to ensure compliance with regulations and achievement of goals.

The ultimate goal of METKA EGN is to perform all works on time and in accordance with the highest quality standards without any accident or event which could be harmful to human health. Health and safety is the responsibility of all those who are involved in the Company's activities, and depends foremost upon ourselves.

The strategy of METKA EGN 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 for the health and safety of workers shall be applied by all employees at all levels of the Company.

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.

This Health and Safety Policy applies to all facilities METKA EGN operates.

For METKA EGN

NIKOLAOS PAPAPETROU
CEO