

INTEGRATED MANAGEMENT SYSTEM POLICY: HEALTH, SAFETY, ENVIRONMENT & QUALITY



Principia Energy S.A. develops, builds, and operates plants, including decommissioning stage and supports the Energy Transition strategy and our commitment to decarbonization and the Generation of the Future.

With this policy, which will be distributed to all the organization and our stakeholders, I commit myself to assuring that the actions of Principia Energy S.A., will always focus on protecting the health and safety of our workers and the environment, including biodiversity. This will be a commitment to building a workspace focused on people, with the objective of safeguarding and improving psychological and physical well-being.

Zero safety and environmental accidents is our main goal. With the implementation of an Integrated Management System, compliant with the international standards ISO 9001, ISO 14001 and ISO 45001, Principia Energy S.A. operates managing risk in a systemic vision, in regard to its clients, stakeholders and those who work in its locations. Compliance with the standards and the laws is a prerequisite for successful implementation of the Integrated Management System.

In alignment with the above principles, Principia Energy S.A. is committed to conducting activities along the following standards:

- Developing through information, training and coaching activities, the staff's capacity to adopt safe behavior, improve awareness and sense of responsibility of their own role and potential.
- Implementing, managing, and maintaining plants according to the best available practices and technologies. This is done in compliance with established times and costs, by integrating issues of health and safety at work and environmental protection within normal decision-making and management activities taking into consideration a life cycle analysis approach and the circular economy concept and pursuing a perspective of harmonious and sustainable development.
- Implementing all that is necessary for the mitigation or elimination of occupational health and safety risks and to avoid or reduce environmental impacts, through continuous risk assessment and compliance with the established operating procedures.
- Ensuring the viability of information and resources to achieve IMS objectives and targets.
- Selecting suppliers and contractors carefully, promoting their involvement in the objectives of Quality, Safety and Environment in a shared and harmonious manner. This includes information related to the design, that considers the purchasing of energy efficient products and services that impact energy performance through feedback and collaboration.
- Increasing involvement and competence of its employees, through participation and consultation, promoting the ability of continuous improvement.
- Obtaining the satisfaction of all stakeholders through the achievement of Company goals.
- Promoting and advocating an open and supportive dialogue with citizens, institutions and communities on the effects that the Principia Energy S.A. activities have on the community, environment, health and safety.

Specific and measurable objectives for the Integrated Management System are defined annually and their actual achievement is ensured through continuous monitoring. These results and analysis then form the basis for the periodic management review.

In accordance with the Code of Ethics, which guides behaviors towards the principles of social responsibility and sustainable progress development, all people who work within Principia Energy S.A. are aware of the commitments made and will support the principles of the Integrated Management System.

Athens, April 24th, 2026

Georgios Koukoumelis

Legal Representative of Principia Energy S.A.