



Sustainability Policy

March 2024

Sustainability Policy

HELLENiQ ENERGY and its subsidiaries, align their business activities towards the achievement of the **United Nations' Sustainable Development Goals** and the **European Green Deal**. The core of our strategy addresses the major issues of sustainable energy for all and climate neutrality, as well as the adoption of corporate governance principles that ensure, as a priority, the safe and without accidents, financially sustainable operation, while respecting the Environment and Society.

HELLENiQ ENERGY and its subsidiaries are committed to:

- **Comply with legal requirements** and internal or other regulations to which the Group subscribes.
- **Implement and continuously improve the Management Systems for Health and Safety, Environment and Energy** by developing audit, control and certification procedures.
- **Limit incidents** that may compromise Health, Safety, Environment and Society, while ensuring readiness for any emergency situation.
- **Reduce their carbon footprint targeting climate neutrality by 2050.**
- **Implement prevention and reduction methods for emissions and waste**, throughout the value chain, as well as efficient use of energy and natural resources, while reinforcing the circular economy.
- **Protect ecosystems and biodiversity**, while implementing sustainable land and water resources use practices.
- **Analyze and assess the risks and opportunities associated with Climate Change** aiming for its mitigation and adaptation to its impacts.
- **Consult with all stakeholders**, aiming to create long-term value for the Group and Society.
- **Set specific and measurable targets** in relation to sustainability, the performance of which is benchmarked and reported based on internationally accepted standards, aiming at continuous improvement.
- **Raise awareness and educate** their stakeholders and suppliers/partners on **ethical and responsible behavior throughout the value chain**, eliminating all forms of corruption.
- **Promote human rights and respect diversity and equality of individuals**, eliminating all forms of discrimination, throughout the value chain, including local communities, consumers and partners.
- **Define specific roles and responsibilities** for implementing the commitments of the present policy, ensuring the availability of the necessary resources.
- **Maintain auditing and management systems for financial and non-financial risks**, ensuring the sustainability of the Group, the Society and the Environment.
- **Adopt sustainability best practices** in their procurement and marketing procedures and throughout the value chain for the provision of safe, sustainable and accessible energy products.

All HELLENiQ ENERGY and its subsidiaries' employees and contractors have the responsibility to comply with the present policy.

This policy was approved by the HELLENiQ ENERGY CEO and Sustainability Committee on March 29, 2024