HEALTH AND SAFETY POLICY

Concern for Health and Safety of the entire workforce, constitutes a fundamental part of AKTOR's general corporate policy and philosophy, as employees are a valuable asset for the company's development path.

AKTOR's business activities include infrastructure works, road construction, tunnel construction, hydraulic works, buildings, port works, electrical/mechanical works, industrial works, energy projects (natural gas), construction and interconnection of substation, operation and maintenance of wastewater treatment plants, projects of collection, transportation, treatment and disposal of hazardous and non-hazardous solid waste, etc.

In that framework and in line with company's general philosophy, AKTOR's Top Management is committed to:

- **Continuous preservation and improvement of Health and Safety at the workplace.**
- **Consultation and participation of employees and their representatives in planning and revising the Health and Safety Management System.**
- **Compliance with current National and European legislation and other regulatory requirements.**

The Health and Safety Policy aims to:

Prevent and minimize accidents as well as occupational diseases through the prevention and evaluation of occupational hazards and the introduction of appropriate measures.

Reflect Top Management's commitment to develop, guide and promote the Health and Safety Policy and Health and Safety Management System's results to be achieved, at all hierarchical levels of AKTOR S.A., as well as the commitment to ensure that System's goals are understood by all employees.

Protect the direct and wider environment, as well as protect third parties where AKTOR is active.

Motivate and encourage participation of employees, in order to ensure that Health and Safety procedures and work instructions established by AKTOR S.A. is implemented in practice.

Continual training and awareness of AKTOR's employees on issues concerning Health and Safety at the workplace.

NOVEMBER 2023

Alexandros Exarchou
Chairman & CEO