

Quality, Health, Safety and Environment Policy

European Energy A/S and its subsidiaries (hereafter referred to as “European Energy”) is a developer, constructor and operator of onshore wind, nearshore/offshore wind, solar PV, Power-to-X and battery energy storage technologies and is exploring other products and services.

A key objective of our business is to ensure the highest possible standards of Quality, Health, Safety and Environment (QHSE) in all our activities and as a result we aim to create a more sustainable world through excellence in QHSE performance.

In order to achieve this, our mission focuses on:

General QHSE Principles:

- Promoting a positive QHSE culture at work.
- Committing to continuously improving our work processes and management systems in a sustainable manner.
- Fostering active and empowered employee engagement.

Quality Principles:

- Delivering on customer and stakeholder expectations.
- Responsibly enhancing the quality of our work.
- Minimizing the costs of poor quality.
- Providing information, instruction, training and supervision.

Health and Safety Principles:

- Providing and maintaining a safe place of work, and safe access.
- Making arrangements for the safe use, handling and storage of substances.
- Consulting with the workforce.
- Providing and maintaining approved systems of work.
- Responsibly reporting any actions on unsafe working conditions.

Environmental Principles:

- Preventing and minimising our negative impact on the environment.
- Striving to protect and improve the environment in which we live.
- Improving our business towards reducing our environmental footprint.
- Enhancing our coexistence with the environment.

Our QHSE principles are the backbone of our business and help determine national QHSE Policies, implemented in the countries where we construct and operate renewable energy parks. These are complemented by a group and national QHSE Management Systems.

European Energy is subject to the national regulations of the countries where it constructs and operates as well as international law and best practice standards such as those relevant for the company and driven by the International Organization for Standardization (ISO).

Our QHSE Management System demonstrates that we understand QHSE is an integral part of our organisation at all levels. The company will undertake all necessary measures to ensure that QHSE measures at work are implemented in an effective and appropriately resourced manner.

At European Energy responsibility for QHSE in each workplace lies with the Management Group. In practice some duties are delegated to Heads of Departments and Line Managers/QHSE Ambassadors. These responsibilities are clearly defined in our QHSE Management System and in our QHSE Guidelines.

Søborg, September 14th, 2021

Executive Board

Knud Erik Andersen

Board of Directors

Jens-Peter Zink

Knud Erik Andersen

Mikael Dystrup Pedersen

Jesper Helmuth Larsen

Claus Dyhr

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Mikael Dystrup Pedersen

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