EUROPEAN ENERGY

Health, Safety and Environment Policy

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Our commitment

At European Energy we are committed to protecting the health, safety, and wellbeing of our people, partners, and communities, while protecting the environment.

As a developer and operator of solar PV, wind, BESS and Power-to-X (PtX) facilities, we recognize that success depends on understanding how work is actually performed, supporting people to succeed under varying conditions, and continuously strengthening our systems and occupational health and safety management practices.

We are committed to providing safe and healthy working conditions, preventing work-related injury and ill health, and fulfilling applicable legal and other requirements. This includes creating an engrained safety culture at site and office level.

We believe that excellent Health, Safety and Environment (HSE) performance is created every day through successful work, not only by preventing failure.

Scope

This policy applies to the entire organization of European Energy. This is including, but not limited to: all employees throughout the entire Group, consultants, direct and indirect contractors, and activities across:

- Developing, building, operating, and decommissioning assets, including office-based activities
- All markets and all technologies adopted by European Energy

Compliance and enforcement of the policy

This policy has been approved by European Energy's CEO and Board of Directors. All employees, consultants and direct and indirect contractors are responsible for adhering to this policy and for following supporting guidelines, procedures, standards and processes. This policy is supplemented by country-specific applicable legislation. In case of non-compliance with the policy, people and contractor managers are responsible for contacting the People & Culture and Quality, Health, Safety and Environment (QHSE) departments for guidance on how to address policy breaches.

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Our principles

Safety through capacity & learning

- We focus on how work succeeds under real conditions by involving and consulting frontline personnel
- We strengthen the ability of our organization to anticipate, adapt, and perform safely
- We learn from both incidents and everyday successful performance
- We promote participation, openness, trust, and speaking up

Safety first – always

- No task is so urgent that it cannot be done safely
- Everyone has the authority and responsibility to stop unsafe work
- We foster a just and psychologically safe environment where people feel empowered to speak up

Risk- and opportunity-informed decision making

- We systematically identify hazards and assess risks and opportunities
- We are committed to control hazards and manage risks
- We focus on critical risks, including working with electricity; construction activities; handling of flammable gases, liquids and toxic chemicals

Environmental responsibility

- We are committed to protecting the environment across the lifecycle of our activities, products, and services
- We protect biodiversity and ecosystems, preserve natural resources, and apply mitigation and conservation hierarchy principles towards limiting negative impacts on biodiversity and ecosystems
- We prevent pollution. This includes reducing emissions, waste, and resource consumption

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Our commitments

Leadership & accountability

- Leaders actively demonstrate commitment to HSE, consultation, and continual improvement
- We integrate HSE into business processes and decision-making
- Top management retains overall accountability for HSE and supports its implementation at all levels
- Top management supports other relevant management roles to demonstrate their leadership as it applies to their areas of responsibility

Consultation, competence & empowerment

- We ensure consultation and participation of employees and contractors in HSE matters
- Personnel are trained, competent, and supported in their work
- We value operational expertise and practical knowledge
- We empower individuals to make safe decisions in dynamic situations

Partnerships with external providers

- We collaborate with contractors as partners in HSE
- We align expectations, ensure compliance, and share learning across all parties
- We ensure that external providers conform to our requirements regarding Health & Safety as well as Environmental aspects

Learning & improvement

- We report, analyse, and learn from incidents, near misses, and everyday work
- We focus on understanding why things go right, not only why they go wrong
- We implement actions to improve performance and strengthen systems and resilience
- We continuously improve our HSE management system to enhance HSE performance

Emergency preparedness

- We identify potential emergency situations and prepare for credible scenarios

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- We ensure capability to respond effectively and recover safely

Legal and other requirements within HSE

- We meet our compliance obligations related to HSE

Health & Wellbeing

We promote a healthy and inclusive workplace, supporting both physical and mental wellbeing, preventing work-related ill health, and managing workloads and working conditions.

Continuous improvement

We continuously improve our Health, Safety and Environment management system by:

- Monitoring performance and operational realities
- Ensuring employee and contractor participation in improvement efforts
- Conducting reviews, audits, and learning activities
- Setting HSE objectives and following up on results to be achieved
- Learning from incidents as well as successful operations

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