



CERTIFICATE



Management System as per ISO 45001 : 2018

In accordance with TÜV AUSTRIA procedures, it is hereby certified that



POWER FACTORS SINGLE MEMBER S.A.

H/q: 48, Ethn. Antistaseos Str & serron., GR-152 31 CHALANDRI, GREECE
Branch: 12 Kerkiras Str., GR-144 52 METAMORFOSI, GREECE

Applies an Occupational health and safety management system in line with the above Standard for the following Scope

DESIGN DEVELOPMENT AND MANUFACTURING OF INTEGRATED SYSTEMS FOR NETWORKING, TELECOMMUNICATION & ENERGY APPLICATIONS

Certificate Registration No.: 20152210004637

Valid until: 2027-02-22
Initial certification: 2018-02-23

Maria Agapitou
Head of Management Systems & Products Certification Division

Certification Body
at TÜV AUSTRIA

Athens, 2025-03-11

This certification was conducted in accordance with TÜV AUSTRIA auditing and certification procedures and is subject to regular surveillance audits.

TÜV AUSTRIA HELLAS
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GR-153 43 Athens, Greece
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GEMI No: 1650201000



HEALTH AND SAFETY POLICY

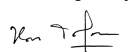
We at Power Factors Single Member S.A. recognize that excellence in health and safety performance is an essential part of our goal to become the leading global renewable energy management company. Our vision is zero incidents, and we work actively to ensure the safety, health and welfare of those that are likely to be affected by the operation of our business. To accomplish this, we are committed to:

- Identify, assess, manage and reduce all the occupational health and safety hazards, risks and impacts of our existing and planned operations.
- Follow a concept of continuous improvement and make best use of our management resources in all matters of health & safety.
- Set and communicate objectives and targets that result in continuous improvement of our health and safety performance.
- Provide the leadership and resources required to make this policy and our health and safety arrangements effective.
- Encourage active participation and consultation with our employees on matters affecting Health and Safety policies and procedures.
- Require every employee to take personal responsibility towards meeting health and safety objectives.
- Provide information, instruction and training to enable all employees to work safely.
- Take due care to ensure that activities are safe for employees, associates and subcontractors and others who come into contact with our work, including the general public.
- Provide appropriate personal protective equipment.
- Include health and safety performance when evaluating managers, employees and contractors for compensation, rewards, and recognition.
- Comply with applicable health and safety laws and regulations.
- Recognize that not asking can be a significant risk of health and safety.
- Promote equal and fair treatment of our employees, respect diversity, offer equal opportunities for development, participation and training and not tolerate any kind of discrimination and exclusion.
- Explicitly prohibit the use of physical, psychological or verbal violence and any form of punishment.
- Be against to Child labour, forced or compulsory labour.
- Routinely monitor, assess, evaluate and report on the company's health and safety performance and on our conformity with this policy.

We also recognize our duty to co-operate and work with other employers when we work at premises or sites under their control to ensure the continued health and safety of all those at work.

For Power Factors Single Member S.A.

DocuSigned by:



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Chairman

26 February 2025