

2025

Business Ethics

**GREEN ENERGY AGGREGATOR
SERVICES S.A.**

Business Ethics

GREEN ENERGY AGGREGATOR SERVICES S.A. implements a coherent business ethics system founded on the values of integrity, transparency, meritocracy and accountability, going beyond the minimum requirements of the legal and regulatory framework. Business ethics are a core element of the Company's corporate identity and guide all its activities, promoting fair and honest conduct towards employees, customers, business partners and society, with a view to sustainable development and sound corporate governance.

At the same time, the Company ensures full compliance with the laws of all countries in which it operates, taking appropriate measures to avoid conflicts of interest and protect its tangible and intangible assets. Particular importance is placed on the accuracy and reliability of financial and other corporate reporting, as well as on safeguarding confidential information, personal data and the security of information systems, with the aim of preventing corruption, money laundering and breaches of regulatory obligations.

Furthermore, GREEN ENERGY AGGREGATOR SERVICES S.A. encourages fair competition and fosters transparent and responsible relationships with its supply chain, customers, shareholders and other stakeholders. Through responsible management of its public image and corporate communications, together with the active participation of its workforce, the business ethics framework strengthens trust, reduces business risks and supports the Company's long-term sustainable development in accordance with ESG principles.

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Anti-Corruption and Anti-Bribery Policy

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Anti-Corruption and Anti-Bribery Policy

GREEN ENERGY AGGREGATOR SERVICES S.A. is fully committed to strict compliance with the applicable anti-corruption and anti-bribery legislation in every country in which it operates. Management ensures transparency at every level of business operations and financial disclosures, while all employees and business partners are required to comply with the institutional framework, internal policies and established Company procedures. The offering or acceptance of any benefit or advantage that could create an unfair advantage or influence business decision-making is expressly prohibited. The sole exception concerns benefits that clearly fall within customary and legitimate business practice, serve exclusively professional purposes and have been approved in accordance with the established procedures.

Particular emphasis is placed on cooperation with third parties, which may take place only following a thorough assessment of their integrity, solvency and professional reliability, and is governed by contractual terms that expressly prohibit every form of corruption and bribery. The Company ensures the continuous awareness, training and monitoring of employees' and business partners' compliance with the relevant policies. Each individual bears personal responsibility for the lawful, transparent and proper performance of their duties. Any misconduct, in addition to the penalties provided by law, is subject to disciplinary measures that may include termination of the relationship with the Company.

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Occupational Health & Safety Policy

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Occupational Health & Safety Policy

Protecting Health and Safety across all areas of GREEN ENERGY AGGREGATOR SERVICES S.A.'s activities is an absolute priority. To safeguard the health and safety of its employees, the Company implements a comprehensive prevention and protection system based on formal procedures and everyday support practices. Responsibility for workplace health and safety is a universal line of accountability that begins with Management and Department Heads and extends across all production areas of the Company's Business Activity Sectors.

Acting responsibly and complying with applicable legislation, regulatory requirements, corporate standards and international best practices in Health and Safety, GREEN ENERGY AGGREGATOR SERVICES S.A. recognises its obligation to ensure the continuous improvement of Health and Safety conditions. At the same time, it safeguards the right of every employee performing work at its premises to work without exposure to hazards that may cause an accident, injury or occupational illness. Achieving a zero workplace accident rate is the collective responsibility of all employees.

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Environmental Protection Policy

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Environmental Protection Policy

GREEN ENERGY AGGREGATOR SERVICES S.A. shapes its business strategy with full respect for the principles of sustainable development, sustainable management of natural resources and the circular economy. The Company emphasises pollution prevention, responsible management of natural resources and the continuous improvement of its environmental performance, in full compliance with applicable Greek and European environmental legislation.

To fulfil these commitments, GREEN ENERGY AGGREGATOR SERVICES S.A. applies practices that cover all business processes and ensure improved energy efficiency, reduced CO₂ emissions and environmental footprint, as well as a stronger corporate image and enhanced competitiveness. At the same time, the Company promotes the rational use of natural and energy resources, recycling, reuse and the application of modern technologies to minimise environmental impacts at every stage of the life cycle of its services.

Environmental responsibility is an element of the corporate culture and an integral part of the Company's operational identity, with active participation by both Management and the workforce. The Company works with organisations and suppliers that share the principles of sustainable development, while Management reviews this Policy annually to adapt it to changes in legislation, business needs and environmental requirements. GREEN ENERGY AGGREGATOR SERVICES S.A. aims to operate responsibly by reducing environmental impacts, promoting clean technologies and accelerating the energy transition.