The **COMPANY MANAGEMENT FORCE** operates in the fields of Health & Safety, providing specialized consulting, technical and training services in Greece and internationally. The **COMPANY** is committed to integrating Environmental, Social and Governance (ESG) principles into its business activities, decision-making processes and stakeholder relationships, in alignment with its corporate values, applicable legislation, internationally recognized standards and the United Nations Sustainable Development Goals (UN SDGs).

1. ESG PRINCIPLES AND COMMITMENTS

- **Environmental Responsibility:** Minimize the environmental footprint of operations through efficient resource use, monitoring energy and fuel consumption, improving fleet environmental performance, promoting energy efficiency, reducing waste and encouraging recycling and environmental awareness

- **Social Responsibility:** Protect health, safety, dignity and well-being; provide a safe, inclusive and respectful working environment; promote equal opportunities, non-discrimination, professional development and human rights; and support social inclusion and vulnerable groups

- **Governance and Business Ethics:** Uphold integrity, accountability, transparency and legal compliance; prevent corruption and bribery; protect personal data and information security; and maintain responsible relationships with clients, suppliers, contractors and other stakeholders

2. INTEGRATION INTO BUSINESS OPERATIONS

ESG principles are integrated into the **COMPANY's** operational practices and continuous improvement processes through its Integrated Management System, supported by ISO 9001 (Quality Management), ISO 14001 (Environmental Management), ISO 45001 (Occupational Health and Safety) and ISO/IEC 27001 (Information Security). The **COMPANY** promotes responsible practices throughout its value chain, encouraging suppliers, contractors and business partners to uphold ethical conduct, legal compliance, human rights, Occupational Health and Safety, and environmental responsibility.

3. STRATEGIC PRIORITIES AND CONTINUOUS IMPROVEMENT

The **COMPANY's** priorities include regulatory compliance, environmental performance and resource efficiency, employee health and safety, human rights and equal opportunities, business ethics, information security, service quality, client satisfaction, responsible supply chain practices, stakeholder engagement and support for the UN SDGs. **MANAGEMENT FORCE** is committed to systematically monitoring relevant ESG information and indicators, identifying improvement opportunities and progressively enhancing its sustainability performance and related disclosures, taking into account its material priorities, available information and applicable requirements.

4. IMPLEMENTATION AND REVIEW

The effective implementation of this Policy requires the commitment of all executives, employees, partners and contractors within their respective responsibilities. The Policy shall be communicated to relevant stakeholders, applied alongside the **COMPANY's** other policies and management systems, and reviewed periodically to ensure its continued relevance, effectiveness and alignment with business needs, stakeholder expectations and sustainability developments.

Maroussi, 26 October 2026
For MANAGEMENT FORCE



Dr. Georgios D. Panopoulos
Chief Executive Officer