

DECLARATION OF POLICY IN THE FIELDS QUALITY – ENVIRONMENT - OCCUPATIONAL HEALTH AND SAFETY FOR ENERGOBIT GROUP

Energobit group of companies offers the complete solution in electricity: energy audit, consultancy in energy efficiency and renewable energy programs, design and specialized engineering services, entrepreneurship in complex electrical installations, production of medium and low voltage equipment, lighting equipment, power plant operation .

The quality - environment – occupational health and safety policy at group level aims to strengthen the image of Energobit Group by meeting all applicable requirements, including the contractual requirements of our clients and the agreed deadlines and offering the most attractive prices, all these attributes being obtained on the basis of respect and honesty towards clients, in safe conditions for both human factor and environment. The Top management is committed to achieve the following **main objectives**:

- increasing customer satisfaction through the quality, complexity and accuracy of the solutions offered and by the quality of the products and services provided;
- maintaining the prestige of the Energobit Group and the image of excellence through seriousness and competence in the execution and supply of products and services;
- compliance with the applicable legal and regulatory requirements, concerning the quality of products and services, environmental protection, occupational health and safety, as well as the operational standards applicable in the field of activity of each group organization;
- controlling the activities and processes that take place within the organizations through the direct and responsible involvement of management at all levels;
- continuous improvement of the integrated management system and environmental performance and OHS, through environmental protection, pollution prevention, sustainable use of natural resources, prevention of injuries and professional illness, preventing hazards and reducing OSH risks;
- developing professional skills of employees, stimulating their involvement in identifying and reporting issues relevant to the quality of products and services, environmental protection and occupational health and safety;
- discussing and involving workers or workers` representatives (if any) for a solid development and improvement of the management system;
- making long-term partnerships with the main suppliers of quality-oriented products and services to reduce environmental impact;
- communication and cooperation, among organizations within the group, as well as between organizations and their clients.

Top management assumes responsibility for establishing and assigning the necessary resources to maintain and continuously improve the integrated management system at the level of each organization in the group in full compliance with the stated policy.

This statement is communicated to all employees of the Energobit group of companies and will be reviewed periodically for continued suitability.

01.04.2024

CEO Energobit

Florin POP

A handwritten signature in blue ink, appearing to read "Florin POP", written over a light blue horizontal line.