

QUALITY - ENVIROMENT – OCCUPATIONAL HEALTH AND SAFETY

POLICY DECLARATION

EnergoBit, a member of the VINCI Energies group, offers a complete solution in the field of energy:

- Design, manufacturing and commercialization of systems, equipment, switchgears and devices for the energy sector;
- Design, execution, maintenance and operation services for indoor and outdoor electrical installations including: design of transformer substations, electrical substations and installations belonging to power plants at any standardized nominal voltage level; testing of electrical equipment and installations for the certification of technical specifications conformity of the power plants in accordance with applicable technical regulations ; construction of transformer substations, electrical substations and other electrical works involved in power plants with any tensions ratings standardized;
- Design, engineering and technical consultancy services in the field of electricity.

The quality - environment - occupational health and safety policy contributes to strengthening EnergoBit's image/ visibility by meeting all requirements applicable, including contractual terms for our customers, compliance with agreed terms as well as proposing best price options, all these being achieved based on respect towards customers, in highest safety standards for both people and the environment .

Top management is committed to achieving the following **general objectives**:

- increasing customer satisfaction through quality, complexity and accuracy of the provided solutions and also through the quality of the products and services provided;
- maintaining EnergoBit's reputation through professionalism and expertise in the development and delivery of products and services. developing professional skills , stimulating employee involvement in identifying and reporting relevant aspects related to products and services quality , environmental protection and occupational health and safety issues;
- having control of the activities and processes that take place within the organization through the direct and responsible involvement of management at all levels;
- establishing long-term partnerships with the main suppliers of products and services oriented towards quality and reduced impact on the environment;
- continuous improvement of the integrated management system and environmental and OHS performance, by protecting the environment, preventing pollution, using responsible natural resources preventing profesional injuries and/ or illnesses , eliminating hazards and reducing OHS risks ;
- compliance with applicable legal and regulatory requirements regarding the quality of products and services, environmental protection, occupational health and safety, as well as with the operational standards applicable to the field of activity;
- communication and cooperation, both between organizations within the group and between organizations and their clients;
- consultation and involvement of workers and workers' representatives for the development and improvement of the management system;
- Policy access for interested parties on website: www.energobit.com

Top Management takes responsibility for establishing and allocates the necessary resources in order to maintain and improve continuously the integrated management system in full accordance with the policy.

This statement is communicated to all employees and will be reviewed periodically for its continued adequacy.

10.06.2026

CEO
Florin POP

