



Policy for Prevention of Major Accidents

EUREKA HELLAS S.A. believes that good performance in the areas of Health, Safety and Environmental Protection constitutes an essential element of the Company's proper and efficient operation.

Within this framework, the Company implements a **Major Accident Prevention Policy**, which is implemented through its established Quality and Environmental Management Systems.

Specifically, the Company is committed to:

- Full compliance with all applicable legislation concerning occupational health and safety, environmental protection and the prevention of major accidents, while implementing the relevant European Union Directives in cooperation with all competent authorities.
- Monitoring international developments in occupational safety and fire protection and adopting any measures considered necessary to continuously improve performance in these areas.
- Identifying hazards associated with dangerous substances handled within the facility by maintaining a fully updated database of Safety Data Sheets (SDSs) for all raw materials used, products manufactured and goods handled.
- Identifying and assessing major accident hazards arising from the operating conditions of the facility, whether originating from internal or external causes.
- Establishing and implementing the necessary procedures for the systematic identification of major hazards arising from both normal and abnormal operating conditions, including, where applicable, outsourced activities, and assessing their likelihood and potential consequences.
- Establishing and implementing procedures and work instructions for the safe operation, including:
 - ✓ maintenance of the facility
 - ✓ production processes and equipment
 - ✓ management of alarms and temporary shutdowns
 - ✓ utilization of available information on monitoring and control best practices to minimize the risk of system failure
 - ✓ management and control of risks associated with ageing equipment and corrosion.
- Implementing a system of changes management (covering changes in raw materials, production processes, installation and use of new production equipment or environmental protection equipment, modifications of storage areas), in order to identify, assess and control any new hazards.
- Identifying potential major accident scenarios and evaluating their consequences in order to establish the necessary prevention, notification and response measures to minimize their impact.
- Investigating incidents and near misses that could potentially escalate into major accidents, recognizing that the findings are essential for evaluating and continuously improving safety performance.
- Implementing an internal emergency plan, including:



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- ✓ Organization and personnel - defined roles and responsibilities for personnel involved in major hazard management at all organizational levels and measures to promote a culture of continuous improvement;
- ✓ Identification of training and continuous awareness programmes through health and safety training for all Company personnel (permanent employees, temporary employees and regular contractor personnel)
- ✓ Encouraging employee participation in achieving safe operation objectives and promoting a strong sense of individual responsibility for health, safety and environmental protection;
- ✓ Conducting emergency drills in cooperation with the competent authorities to ensure personnel readiness for effective incident response.

Senior officers of the Fire Service participate in selected emergency drills, particularly fire safety exercises.

Personnel from regular external contractors also participate in emergency drills.

- Implementing an early warning and notification system for personnel responsible for the facility, the competent authorities and surrounding establishments in the event of an emergency.
- Providing employees with certified personal protective equipment that complies with applicable legal requirements and International Standards, ensuring adequate protection, particularly in areas where dust or volatile vapours may be present.

The same PPE is also provided to contractor personnel.

- Evaluating external contractors based on the competence of their technical personnel, their level of cooperation and their compliance with all Company safety rules, particularly regarding hot work and confined space operations.
- Providing all necessary information to the Regional Unit of Magnesia for the preparation of the External Emergency Plans (SATAME) and for public information purposes.
- Identifying emergency situations through systematic analysis and developing specific internal emergency response plans, which are regularly tested, reviewed and updated.
- Continuously monitoring the system and evaluating the Company's performance.
- Investigating deviations and implementing immediate corrective actions.
- Recording and investigating accidents and near-miss incidents.
- Periodically reviewing and evaluating of the procedures by the Company's Management.

Within this framework, the Company's Management has established "**Zero Accidents**" as its primary measurable safety objective.

The Company further commits to:

- ✓ providing the necessary resources for the effective management of crisis-related issues
- ✓ ensuring transparency and effective communication with interested parties



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- ✓ cooperating with competent national and local authorities in the development and implementation of external emergency plans
- ✓ providing timely and accurate information in the event of an accident.

The Major Accident Prevention Policy is implemented through documented procedures within the Company's Safety Management System and is based on the systematic identification and assessment of major accident hazards arising from:

- ✓ the handling and use of flammable and hazardous substances
- ✓ the operation of aerosol production lines and filling processes
- ✓ the storage and transportation of hazardous substances
- ✓ potential fire, explosion and hazardous release scenarios.

These scenarios are systematically evaluated and taken into consideration when planning preventive measures and emergency response arrangements.

This Policy is binding on all Company personnel, is integrated into every aspect of the Company's activities, and is publicly available.

For EUREKA HELLAS S.A

Date 14/7/2026

A handwritten signature in blue ink, appearing to read "Nikos X. Sarris".

Nikos X. Sarris

Chairman and Chief Executive Officer