

COMPANY POLICY STATEMENT

PEG's Top Management, through the Company Policy Statement, is committed to operating in compliance with the general principles and binding technical standards on quality, worker health, safety and welfare, environmental protection, including pollution prevention, and social responsibility.

These principles apply to all areas of activity of PEG S.p.A. (Italy), PEG Engineering & Contracting FZCO (Dubai-UAE) and PEG Middle East Engineering and Contracting LLC-SPC (Abu Dhabi-UAE), hereinafter "PEG", namely:

Engineering, Procurement, Construction, Operation and Maintenance (O&M) and PMC (Project Management Consultancy) for Plants in the Energy Sector (oil and gas, power plants, photovoltaic plants, etc.).

PEG's Top Management is therefore committed to:

- conduct all service management activities within its operating sector in full compliance with applicable laws and regulations aimed at managing quality and the health, safety and well-being of workers, and protecting the environment, including the prevention of pollution;
- constantly evaluate the impact of its activities on the environment and on the health and safety of workers to ensure all efforts in defining prevention and continuous improvement actions, also through the use of technologies that allow a reduction in risks to the health and safety of workers and of environmental and economic impacts;
- provide safe and healthy working conditions for the prevention of occupational accidents and diseases, appropriate to the purpose, size and context of PEG, carefully assessing OSH risks and determining related mitigation actions;
- emphasize consultation and participation of workers and workers' representatives in OSH purposes;
- analyze the significant environmental aspects within its own activity and evaluate their impacts, determining the actions to be undertaken aimed at supporting and improving its performance in environmental protection, including pollution prevention, energy saving, separate waste collection, etc.;
- consider climate change in the assessment of risks and opportunities and in the reduction of environmental impacts.
- pursue objectives of Quality, Health and Safety of workers, Environmental Protection, consistent with company policy and in line with the actual company capabilities, and define suitable indicators to evaluate the level of achievement of the planned objectives;
- ensure the achievement of the planned objectives, through constant monitoring and verification, the management of any non-conformities and the determination of effective corrective actions;
- develop and maintain the company's know-how through training and education activities aimed at all personnel, to ensure the professional growth of employees, and promote awareness of the importance of technical requirements aimed at protecting the environment, the health and safety of workers and third parties, in particular the safety of end users of the products and services provided by PEG;
- ensure the availability of adequate human resources (skills and qualifications) and technical resources (equipment, technologies, financial support), creating an environment capable of fostering staff involvement and growth;
- operate in compliance with the needs and requirements of its Customers, to ensure their continuous and growing satisfaction;
- monitor and evaluate supplier performance, both in terms of supply quality and compliance with contractual requirements in terms of Health, Safety and the Environment;
- foster social and economic development through its operation in local communities;
- ensures that Human rights and workers welfare are respected throughout all phases of operation, along with adherence to ethical practices,
- use transparent communication channels in reporting its environmental and social performance to stakeholders, and regularly review and improve its targets;
- implement and ensure continuous improvement of the Integrated HSEQ Management System compliant with the requirements established by the three reference standards (ISO 9001:2015, ISO 14001:2015, ISO 45001:2018).

The contents of this document are to be understood as prescriptions for all those who work and/or collaborate with PEG; therefore, the Top Management hopes for and supports the maximum participation and involvement of all, to ensure its effectiveness.

Rome, 29th May 2026

Ing. Paolo Trocca

(Chairman)