

POLICY

ON QUALITY AND ENVIRONMENTAL MANAGEMENT, AND HEALTH AND SAFETY AT WORK

OF Hitachi Energy Bulgaria EOOD¹

The policy of **Hitachi Energy Bulgaria EOOD**, part of Hitachi Group, is to produce and provide high-quality products, solutions for industrial digitalization, services and systems that meet and comply with the clients' requirements, ensuring the set standards for safety, reliability, high operational efficiency and minimal negative environmental impact.

With this Management Policy, the Company Management commits to:

- protect the environment, including prevention of pollution and undertake other specific commitments relevant to the context of the organization;
- provide safe and healthy working conditions for the prevention of work-related injury and ill health by taking into consideration the purpose, size and context of the organization and also the specific nature of the OH&S risks and opportunities;
- eliminate hazards and reduce OH&S risks;
- ensure consultation and participation of workers and workers' representatives in regards to the OH&S Policy;
- satisfy applicable quality requirements;
- fulfil and comply with the applicable obligations, with the legal and corporate (*other*) requirements in the field of quality management, environmental protection, occupational health and safety and in any other business field of the Company;
- continually improve and enhance the performance of the quality, environmental and OH&S management systems.

The Management Policy is a framework for defining the general and specific objectives regarding quality, environment and health and safety at work. Via its internal processes, the organization ensures regular implementation status reviews, analysis and evaluation, and takes corrective and preventive actions that facilitate the continuous improvement of the management systems.

In accordance with the adopted Policy, the Management's strategic objectives include:

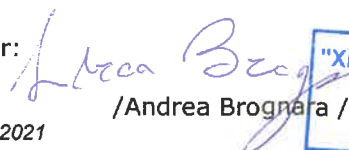
- achieving and maintaining leading positions on the domestic and foreign markets;
- setting reasonable, achievable and financially secure annual objectives on quality, environment and health and safety at work, which are announced and accessible to/by all staff members;
- enhancing the employees' motivation and skills through continual knowledge and skills assessment and through continual provision of opportunities for appropriate training and maintaining and improving qualifications;
- encouraging external and internal communication at all levels, inside and outside the organization, in compliance with the Code of Conduct of Hitachi Group;
- promotion, development and transparency of organizational culture in respect to the environmental protection, to the health and safety at work and to the corporate business ethics policy at all levels, inside and outside the Organization;
- continually improve quality, environmental and health and safety performance of the organization, through all products, services and systems offered to its customers.

In order to implement the Management Policy and objectives, the Company Management

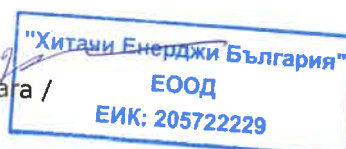
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Their personal commitment to provide the necessary financial and human resources for the implementation, maintenance, review and continual improvement of the integrated management systems, in compliance with the requirements of the international standards ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018, of the legal and corporate requirements and to fulfil its compliance obligations.

General manager:


/Andrea Brognara /

Date: December 01, 2021



¹ Scope: Hitachi Energy Bulgaria EOOD, incl. remote and temporary sites, and the employees thereof.