

Quality Policy

The company **DOMI SA** is active in the field of civil engineering structural design and analysis, construction supervisions, design checking and project management for building and transport projects. Being strong advocates of the belief, that quality is the critical factor in the pursuit of professional success and strengthening the company's competitive position in the market, the company has developed and implements a quality management system for its services, which complies with the requirements of ISO 9001 standards. The corporate goals are:

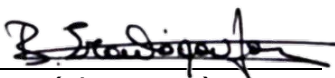
- the continuous improvement of the provided services' quality level, in accordance with the international developments of science, making our company a pioneer in its field,
- the systematic information on the scientific developments in the sector in which our company operates and the adoption of innovative solutions in construction for enhancing quality, safety, lifespan and cost optimization,
- the complete satisfaction of our clients' requirements and wishes and the exceeding of their expectations with regards to our services,
- the continuous improvement of our company's performance in terms of quality and efficiency of the implemented Quality Management System,
- the company's sustainable development and its establishment in our customers' perception as a company of high-quality studies / services.

To achieve these goals, the company's Senior Management is committed to:

- the promotion and dissemination of scientific knowledge and acquired know-how to all scientific staff and their integration into the elaborated studies and provided services,
- the identification, evaluation and review of risks and opportunities in business, which have implications for both the quality of studies and services, the viability of the company and the adoption of appropriate actions to minimize the consequences of risks and maximize the benefits of opportunities,
- the adoption, monitoring, and review of measurable objectives regarding the achieved quality of studies and services,
- the provision of all necessary means and resources to achieve the corporate goals,
- compliance with the legal requirements governing the prepared studies, the provided services, and the company's operation,
- the continuous staff's training and raising awareness to promote quality.

To achieve the above goals, the company applies effective methods of control and monitoring of objectives throughout its activities' range and annually reviews the performance, the current policy, the continuous adequacy and effectiveness of the Quality Management System as well as the opportunities for constant improvement.

Evangelos Stathopoulos
CEO


(signature)

Athens, March 2023

Environmental Policy

The company DOMI SA is active in the field of elaboration of civil engineering structural design and analysis, construction supervisions, design checking and project management for building and transport projects. Being strong advocates of the belief that the environment's respect and protection is of paramount importance for the sustainability of the planet, the company has developed and implements an Environmental Management System, which complies with the requirements of ISO 14001.

The goals and commitment of the company are:

- full compliance with existing environmental legislation,
- the continuous improvement of its environmental footprint,
- the formation of an organizational culture based upon the effective cooperation between employees for the formulation and implementation of measures towards the environment's protection,
- the identification, assessment and review of business risks and opportunities, which could have an impact on the environment,
- the adoption, monitoring, and review of measurable targets with regards to our company's environmental performance,
- the continuous improvement of the company's performance in terms of its environmental impact and the efficiency of the implemented Environmental Management System,
- the provision of all necessary means and resources to achieve the company's environmental goals,
- the continuous staff's training and raising awareness with reference to the environment's respect.

The company's Senior Management invites all staff to participate in the effort to continuously improve the environmental performance of the company, in the direction of understanding, implementing and preserving this policy at all levels, and annually reviews the current environmental policy to ensure its constant validity and enforcement.

Evangelos Stathopoulos
CEO



(signature)

Athens, March 2023

Occupational Health and Safety Policy

Employees' Health and Safety is DOMI SA's top priority in all business activities.

It is a clear commitment of the company's Senior Management to:

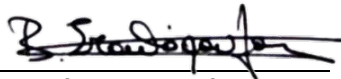
- formulate and provide working conditions that ensure health and safety for both its staff and those who may be affected by its operations,
- take all appropriate safety measures to prevent accidents at work and minimize occupational hazards,
- provide all staff with the necessary means, personal protective equipment, information, and training to carry out their work without accidents' occurrence,
- meet the requirements of existing legislation related to occupational health and safety issues,
- consult its staff on occupational health and safety matters by considering suggestions for continuous improvement of working conditions.

The staff is responsible for enforcing all the prescribed means, measures and precautions for the health and safety of both themselves and any other persons who may be affected by the work performed, as well as using the means of personal protection, as provided.

Finally, the company implements an Occupational Health and Safety Management System, which complies with the requirements of the ISO 45001 standard and provides the necessary resources and support towards the system's constant improvement by adopting goals in terms of health and safety at work and by monitoring their achievement.

This policy is reviewed on a regular basis, as well as in cases of significant changes, to ensure its continuous validity and implementation.

Evangelos Stathopoulos
CEO



(signature)

Athens, March 2023