



ENVIRONMENTAL POLICY

THALES HELLAS mission is to design, produce and support systems and hardware, software products for the Defense, Civilian and Space applications.

THALES HELLAS is committed to the protection of the environment, preventing any conditions and incidents that may lead to pollution or harm, as well as managing environmental resources sensibly and responsibly.

THALES HELLAS has implemented an Environmental Management System according to the EN ISO 14001:2015 standard and has applied appropriate documented procedures for its operations. The activities, which are included within the scope of the Environmental Management System, are the following:

Design, development, program management, production, integration, testing, sales, maintenance and support of electronic systems, equipment, and software for defence and civilian applications.

The Organization's policy on Environmental Management is focused on the following principles:

- **Full compliance** with all the relevant and applicable Greek and European legislation, standards, and other obligations
- **Provision of all necessary resources** for the minimization of the environmental impacts
- Detailed and regularly updated evaluation of the **environmental aspects** and parameters, to **identify** and treat, or effectively minimize any factors that may lead to pollution.
- Efficient and environmental-friendly management of the company's hazardous and non-hazardous waste, focusing on the separate collection and recycling.
- Rational management and **sustainable** use of resources
- Continuous **training** of its personnel and third parties on environmental issues
- **Continuous improvement** of the environmental management system with a view to enhancing environmental performance.

THALES HELLAS is committed to:

- **Communicating** this policy to its employees, subcontractors and related third parties working under the control of the company, and to any other interested party and the public
- **Protecting environment**, including the prevention of pollution and the continuous reduction of the impacts coming from our activities, the production of our products and our services on the environment.
- Providing regular and suitable **training** to its personnel
- Fully **implementing** and **improving** the Environmental Management System according to the requirements of ISO 14001:2015
- Reviewing and updating this policy and the related documentation so that it remains relevant and appropriate to the company's needs and operations.
- **The reduction of Customers and interested parties' complaints related to Environmental aspects.**

This Environmental Policy has been communicated to the personnel of the Company and is supported by all employees.

MEGAIDES Vincent
Chairman and C.E.O.
11th November, 2025