



Environmental Policy

The company "IATRIKO ATHINON E.A.E." (ATHENS MEDICAL CENTER S.A.) was founded in 1984 and its founder's goal was to upgrade the level of healthcare services in the country by providing Greek society with a center for the application of the most modern technology in the field of medicine, comparable to research centers in the United States and European countries.

Today, the Company and the other entities of the IATRIKO ATHINON Group, within the framework of the continuous improvement of the services provided and overall business operations, aiming to improve environmental conditions, optimize resource management, and promote the sustainable development of the Group, adopt this Policy in accordance with the Environmental Management System implemented under **ISO 14001:2015**. Recognizing its responsibilities and obligations toward the environment and humanity, the Group is committed to:

- ☐ continuously enriching the services provided
- ☐ ensuring the safe management of the Healthcare Facility's waste and safeguarding public health and the environment
- ☐ responding to emergency humanitarian needs through the implementation of multidimensional social contribution programs
- ☐ complying with the applicable environmental legislation and the regulatory provisions governing the National Health System of the country
- ☐ continuously improving its environmental performance
- ☐ preventing and avoiding environmental pollution
- ☐ taking all necessary measures to address environmental issues related to its activities
- ☐ ensuring the rational and sustainable management of natural resources.

Through the development of the Environmental Management System in accordance with **ISO 14001:2015**, which applies to the **PROVISION OF HEALTHCARE SERVICES**, the IATRIKO ATHINON Group identifies all environmental aspects related to its activities and develops procedures and programs aimed at the continual improvement of its environmental performance.

Its environmental policy focuses on:

- ☐ allocating the necessary financial resources for the management of hazardous waste
- ☐ managing all solid and liquid waste produced, giving priority to separate collection and recycling/management
- ☐ ensuring efficient energy management through the development of a system for monitoring the consumption of natural resources
- ☐ providing continuous updates to top management and staff on environmental matters
- ☐ training and awareness-raising of employees
- ☐ cooperation with the authorities to provide all necessary information

Through the development of the Energy Management System in accordance with **ISO 50001:2018**, which applies to the **PROVISION OF HEALTHCARE SERVICES**, IATRIKO ATHINON Group identifies all significant energy uses related to its activities and develops procedures and programs aimed at the continual improvement of its energy performance.

Its energy policy focuses on:

- ❑ monitoring and harmonization with energy legislation and the requirements of the green agreement in accordance with the respective National Energy and Climate Plan
- ❑ improving energy efficiency through the proper selection of suitable products and services
- ❑ operational acceptance of systems by specialized partners and technicians, ensuring their optimal energy performance in accordance with scientific and technical standards
- ❑ monitoring the life cycle of equipment in order to reduce both maintenance and operating costs
- ❑ improvement of energy management and monitoring systems
- ❑ continuous training and awareness-raising of staff and executives (maintenance personnel and ODEK)

In addition, **to address CLIMATE CHANGE**, the IATRIKO ATHINON Group:

- ❑ Sets quantified medium- and long-term decarbonization targets, with a minimum goal of –30% CO₂ emissions (Scope 1 & 2) by 2030, compared to a defined base year, including interim milestones and a revision mechanism.
- ❑ Maps and prioritizes categories of indirect (Scope 3) emissions (baseline assessment starting in 2024), defines organizational and operational boundaries, and applies appropriate emission factor methodologies, with a plan for the gradual expansion of coverage.
- ❑ Implements a portfolio of energy efficiency interventions in building and electromechanical systems (both renovations and new projects), evaluating investments based on Life Cycle Cost Analysis (LCCA) and Energy Performance Indicators (EnPI/SEU) in line with ISO 50001.
- ❑ Incorporates low-emission design criteria into new projects and applies commissioning and retro-commissioning procedures to ensure optimal energy performance.
- ❑ Decarbonizes anesthesiology practices: by substituting high-GWP anesthetic gases with clinically equivalent low-carbon techniques (such as TIVA, where appropriate), implementing capture/collection systems, and documenting every exceptional use.
- ❑ Integrates climate-related risks (physical and transition risks) into the enterprise risk management plan, through scenario analysis, stress-testing of critical functions, and the implementation of adaptation and resilience measures.
- ❑ Develops training and targeted communication programs for stakeholders, with measurable learning outcomes and feedback mechanisms.
- ❑ Maintains MRV (Monitoring–Reporting–Verification) and CAPA procedures for environmental incidents and incorporates environmental and ESG criteria into procurement and contractual processes (e.g. ESG clauses, supplier Scope 3 data requirements).
- ❑ Publishes annual progress and performance indicators in accordance with recognized standards (e.g. ISO 14064-1, GHG Protocol) and, where applicable, subjects them to independent verification.

This Policy was approved by BoD Decision No. 904 dated 29/09/2025 and shall be revised whenever deemed necessary.