



Stop Work Policy

It is the policy of Energean (“Company”) to maintain a safe and secure environment against risk or exposure to personal harm, property damage or adverse effects to the environment.

As such, it is the duty and right of every person employed and contracted by Energean to demand that any work activity or circumstance be stopped (a “Stop Work Order”) whenever any person, property or the local environment is at risk, as set out below.

Energean’s management will support any Stop Work Order given in the diligent execution of this policy, as follows:

- Any person shall promptly apply a Stop Work Order if he/she considers that a situation has arisen due to an unsafe action, behavior, omission or non-action of any party involved in an operation which, if permitted to continue, may potentially lead to harm to any person, property or the environment.
- Any person regardless of position, seniority or discipline has the right and duty to apply a Stop Work Order in the above circumstances.
- Energean shall not apply any sanction against any person for issuing a Stop Work Order in good faith, even if, upon investigation, it later proved to be unnecessary.
- Timing is a critical factor; and there should not be any delay in calling for a Stop Work Order if the need arises.

Work that has ceased due to a Stop Work Order shall not be resumed until all the safety aspects are cleared to the reasonable satisfaction of the person who initiated the Stop Work Order.

Mathios Rigas
Chief Executive Officer

10 April 2024