

	<p align="center">BUSINESS CONTINUITY POLICY PL.10.21</p>	<p align="right">EDITION:2η VALID FROM: 01/10/2021 APPROVAL CEO</p>
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BUSINESS CONTINUITY POLICY

THALIS E.S. S.A., which is oriented toward the expansion of its operations both in Greece and in the European and international areas in the field of Environmental Services, is committed to having business continuity as its primary objective, which it tries to achieve through its commitment to:

- Full compliance by the company with the relevant contractual, legal, and regulatory requirements,
- Protection of the interests of the company and those who do business with it
- Meeting the needs of customers and other interested parties.
- The achievement of the company's goals and the observance of the principles in relation to Business Continuity.
- High availability of functions and services

The implementation of the SDES aims at the following:

- Systematic assessment and evaluation of risks related to business continuity, looking forward to their correct and timely management.
- Constantly informing management and staff on business continuity issues and conducting staff training seminars,
- ensuring business continuity.
- Staff safety,
- Maintaining shareholder confidence,
- Maintaining a high level of service and product provision,
- Limitation of financial loss

The company maintains a Business Continuity Management System, that complies with the requirements of the ISO 22301:2019 standard and is committed to its faithful implementation and continuous improvement

The management of **THALIS E.S. S.A.** in cooperation with its executives, ensures that the documented Information of the Business Continuity System is disclosed and fully understood by all its human resources and is applied and respected at all levels of the organizational structure and in all of its functions.

The Management and all employees are committed to achieving the company's goals and adhering to the principles, Policy and procedures in relation to Business Continuity. In addition, it asks external providers, as well as any other interested party, to embrace its principles, guiding them to operate in accordance with them.

The Business Continuity Management Officer is responsible for controlling and monitoring the operation of the EMS, as well as for informing all involved personnel about the Business Continuity Policy. Finally, this policy is available for the information of staff, customers, suppliers, and any other interested parties.

THE ADMINISTRATION
01/10/2021