Neoen HEALTH, SAFETY, ENVIRONMENT, SOCIAL and SECURITY(HSES&S) POLICY

Neoen is committed to provide a healthy and safe working environment for its employees, contractors and the public and guarantee the integrity of the company's assets and protect the environment.

Senior executives are fully accountable for HSES&S performance within their operations, while all managers, employees and contractors have a responsibility to actively participate in the application of HSES&S principles through implementation of comprehensive management systems at all stages of business activities.

At Neoen, we believe:

- All accidents and damages to the employees, contractors, customers, off-takers, visitors, property, the environment and surrounding communities can be avoided and we will undertake all appropriate measures with the goal of eliminating all of them.
- Health, Safety and Environmental management is a daily individual and team responsibility.
- Each company member must be dedicated to conduct all required activities in order to develop the proper attitudes and practices, with the greatest concern for employees' health & safety, the environment, the local communities and security.
- All of us should actively contribute to HSES&S programs during the development, construction and operation of Neoen's assets, and seek to achieve an accident free work environment for Neoen employees, its customers and its contractors.

Accordingly, Neoen is committed to:

- Meeting or exceeding all applicable Health, Safety, Environment and Social laws or regulations.
- Pursue the objective of zero high-risks incident to people, the company's assets and no damage to the environment, the local communities or the public.
- Minimize adverse impacts of our activities to the environment and the ecosystem, optimize the social impact to the communities in the surrounding of Neoen's facilities, and preserve the local cultural heritage.
- Taking actions to prevent pollution and promoting the sustainability of the natural resources that we use.
- Mitigate our exposure in all areas of personal, physical and organizational security.
- Focus on the fundamental elements of preparedness, prevention, detection, response, and recovery.
- Manage the HSES&S matters as any other critical business activity in the company, with a continuous performance improvement mindset.
- Provide guidance, support and training to our personnel and contractors in order to create and maintain a best in class HSS&SE culture.

Xavier BARBARO
CEO