

MANAGEMENT POLICY OF “KOZLODUY NPP – NEW BUILD” EAD

This Management Policy defines the key commitments and approaches for the effective management of the Company's activities. It provides a framework for achieving the vision, fulfilling the mission, and implementing the strategy through the application of an integrated management system in compliance with national and international requirements.

The policy of “Kozloduy NPP – New Build” EAD applies to all employees, partners and suppliers.

It serves as a foundation for the responsible and effective management of activities related to the design, engineering, construction, and commissioning of new nuclear capacities.

The company applies principles, requirements and good practices from internationally recognised standards, including:

IAEA GSR Part 2 – Leadership and Management for Safety;

ISO 9001:2015 – Quality Management Systems;

while also integrating elements from:

ISO 14001, ISO 27001, ISO 45001, ISO 31000, BDS EN ISO 19443, BDS ISO 37001 and other applicable standards, ensuring safe, high-quality, environmentally responsible, sustainable and secure management of activities.

VISION

To build a solid and sustainable foundation for the future safe operation of a new nuclear capacity, contributing to Bulgaria's energy security.

MISSION

To manage and implement the project for new nuclear capacities with unconditional priority given to nuclear safety, regulatory compliance, and the public interest.

VALUES

- **Safety**

Safety is our highest priority and guiding principle in decision-making. We maintain a strong safety culture in accordance with IAEA requirements and in compliance with all applicable legal and regulatory requirements.

- **Responsibility**

The Company's management relies on supervisors' leadership and commitment, as well as the conscious support of all personnel, to achieve the established objectives.

- **Integrity**

All decisions and actions are based on transparency and objectivity, with no compromise on safety or applicable legislation.

- **Teamwork**

We work as a team of professionals with shared goals and mindset. The success of our employees is the success of the organization.

- **Outstanding Achievements**

We strive for sustainable results through continuous improvement of processes, competencies, and management practices, based on international standards and best practices.

- **Transparency and dialogue**

We maintain active, transparent, and timely communication with stakeholders, including regulatory authorities, government institutions, local communities, partners, and the public.

SENIOR MANAGEMENT COMMITMENTS

- To maintain a high level of safety culture by making safety the top priority in decision-making, giving it precedence in case of conflicts with schedules or costs;
- To demonstrate leadership through personal example, reinforcing the principles of safety, ethical behavior and open dialogue, at all organizational levels;
- To ensure a work environment, free from discrimination and unequal treatment, guaranteeing equal opportunities for all employees based on objective criteria related to their professional qualities and competencies;
- To uphold legality and transparency as mandatory principles in decision-making and enforces zero tolerance for corruption and conflict of interest;

- To establish, implement and continuously improve the Integrated Management System, uniting safety, quality, security, environment and economic efficiency; goals;
- To provide leadership, accountability, resources and clearly define roles, responsibilities and authorities;
- All confidential information is managed in accordance with the established internal rules and procedures, ensuring access only to authorized persons, and its use is solely for the purposes of the Company;
- To apply risk-based thinking and a graded approach in identifying, managing and assessing risks and opportunities;
- To ensure competence through systematic training, mentoring, authorization and periodical reassessment;
- Monitors the activities of subcontractors and suppliers to ensure compliance with established standards;
- To determine quality, safety, and environmental objectives and encourage continuous improvement through audits, reviews, innovation, and self-assessment;
- To ensure clarity, understanding and consistent compliance with the requirements of stakeholders and regulatory authorities;
- To ensure the development of the Company's strategic activities by developing annual plans with key performance indicators;
- To monitor progress and allocate resources to achieve strategic results.