

Sojitz SOLVADIS GmbH

Health & Safety Policy

This Policy applies to Sojitz SOLVADIS GmbH (the "Company"). This Policy covers all employees, directors, managers, and contractors and serves as a guiding framework for our interaction with suppliers, business partners and stakeholders of Sojitz SOLVADIS GmbH. All persons and entities within its scope are expected to comply with the principles and requirements set forth herein.

We, at Sojitz SOLVADIS GmbH, recognize that high standards of health and safety measures are vital for the growth of the organization and its people. At Sojitz SOLVADIS GmbH, we are committed to providing a safe and healthy workplace for all employees, and preventing any incidents, accidents, injury and/or ill-health of any employees, contractors, and other relevant stakeholders.

The company's senior management recognizes the importance of Health & Safety to achieve and sustain excellence in our business operations; therefore, with the active participation and commitments of all employees, we endeavour to continually improve our Health & Safety Management System by committing to:

- Incorporating health and safety considerations in the business decisions and operations of the organization.
- Adopting preventive measures in our business processes and practices.
- Promoting awareness among employees, contractors, business partners and other stakeholders to develop a positive health and safety culture within the organization.
- Striving to achieve zero harm and zero lost time injuries by establishing accountability along with a health and safety mindset at all levels of the organization.
- Providing information and imparting training (including emergency and crisis management) to employees, contractors, and other relevant stakeholders to ensure health and safety requirements are met at job sites.
- Maintaining proper equipment, office and job site conditions through optimum utilization of resources that minimize and/or eliminate occupational health and safety risks.
- Developing effective planning and monitoring systems to periodically review the organization's health and safety performance and identify potential errors, and to ensure that corrective actions are initiated to reduce their impact.

Communication, consultation, participation and collaboration among all employees and stakeholders will uphold the principles of this Policy. Responsibility for compliance to this Policy rests with all the employees of the Company. They shall support its implementation by using the safety equipment issued to them, familiarising themselves with the safety rules/procedures of the organization and enforcing appropriate corrective measures if violations are reported at job sites.

This Policy is subject to regular review and, where necessary, revision by the Board of Directors and the Health & Safety Manager to ensure its continued relevance and effectiveness. Any material updates or amendments will be communicated to relevant stakeholders in a timely manner. Any questions regarding this Policy should be directed to the Health & Safety Managers.

This policy is mandatory for all Sojitz SOLVADIS GmbH employees and also communicated to our suppliers, business partners, and customers to promote transparency and alignment with our Health & Safety objectives and commitments.

Date of enactment: 29th July 2026

Version: 1.0