HEALTH AND SAFETY POLICY

1. Purpose

The Health & Safety Policy establishes commitments related to the implementation of best health and safety practices by professionals across the organization. These commitments must be integrated into every decision, activity, and operational area, including planning, construction, operation, maintenance, staff management, procurement, governance, and interactions with suppliers and other stakeholders. This policy also defines the fundamental principles to prevent, mitigate, and remediate both actual and potential impacts, and to address the risks and opportunities identified in the company's risk management processes and materiality assessments.

It is important that this Policy is understood in conjunction with the organization's Code of Ethics and Conduct, as well as relevant recommendations and requirements from regulatory and advisory authorities that promote recognized health and safety best practices. The constant reinforcement of the culture of Health and Safety at Work is a determination made by Greenvolt Group, across the organization, aiming for zero-accidents.

Furthermore, the Group emphasizes health and safety standards for suppliers, as outlined in its Supplier Code of Conduct and Sustainable Procurement Policy. More specifically, this focus is supported through targeted guidelines for operational and maintenance service providers, as well as for construction activities, ensuring that best practices are consistently applied in these areas.

2. Scope

This Policy applies to all companies within the organization ("Group Companies"), subject to the provisions below and legal limitations in each country where operations occur. This Policy applies to all employees, both direct and indirect, as well as to the members of the corporate bodies and to the extent contractually established, to suppliers, clients and any other agent associated with Greenvolt. Furthermore, Greenvolt promotes awareness of the Policy and the commitments and principles of action contained therein – encouraging their adoption – among other stakeholders with whom Greenvolt maintains a collaborative relationship.

It serves as a comprehensive framework that ensures consistent adherence to the highest health and safety standards across all business units, irrespective of geographical location or operational complexity. The implementation and communication of this Policy occur as follows:

- **Wholly Owned Subsidiaries:** For companies fully owned by the organization, the management bodies are responsible for local implementation and communication of the Policy in accordance with local regulations.
- **Joint Ventures and Affiliates:** In instances where the organization exercises control, joint control, or significant influence, Greenvolt designated representatives within the management bodies are tasked with promoting necessary measures for local implementation of the Policy, ensuring alignment with organizational standards.
- **Non-Controlled Affiliates:** For companies where the organization does not exert control or significant influence, Greenvolt representatives are still expected to adhere to the provisions of this Policy in their roles and, where feasible, advocate for the adoption of policies and procedures consistent with its principles.

This broad-reaching framework ensures that the commitment to a safe, healthy, and responsible workplace is upheld throughout the organization, promoting uniform safety standards across all operations and fostering a culture of health and safety, regardless of the organizational structure.

Each Group Company Board of Directors subject to this policy holds ultimate accountability for the Health & Safety Policy and for ensuring the provision of necessary resources to enable its successful implementation across the organization, delegating these powers to the company's departments and business units. Business units are responsible for translating the policy into specific, actionable safety measures relevant to their operations, fostering a proactive safety culture, and ensuring that all employees receive appropriate training and support to comply with safety standards.

3. Key Principles of the Health & Safety Policy

The Greenvolt Group Health and Safety Policy aims for the following Key Principles:

Safety as a Core Cultural Value: Greenvolt is committed to creating a culture of health and safety in all work environments by raising awareness, improving skills, and providing the necessary resources and policies to protect everyone involved. This supports a proactive approach to ensuring a safe and healthy workplace, including a clear commitment to providing working conditions that prevent work-related injury and ill health, while fostering a culture of safety and well-being shared by all.

Leadership and Accountability: At Greenvolt, health and safety are shared responsibilities at all levels and positions within the Group, with management setting the minimum expectations for health, safety and environment through policies, standards and guidance, and the behaviours exhibited, ensuring safety regulations are enforced and a secure work environment is maintained. This includes ongoing training, providing essential information, and actively monitoring risks. Accountability is ensured through documentation of safety initiatives and up-to-date procedures that comply with local regulations, ensuring service providers, workers, and subcontractors have the necessary tools to work safely.

Compliance and Other Requirements: Greenvolt is committed to fully complying with all health and safety regulations at local, national, and international levels, as well as voluntary safety standards. This commitment supports operational excellence, reduces risks, and ensures a safe environment that protects the company's reputation and long-term sustainability.

Risk Management: Greenvolt's risk management strategy takes a proactive approach to identify and reduce hazards in all operations. Leadership focuses on detecting risks early and implementing preventive measures to minimize incidents. Regular risk assessments involve workers, their representatives, and service providers, with a strict policy to stop any unsafe activities. This approach ensures workforce safety, operational continuity, and regulatory compliance, reinforcing Greenvolt's commitment to responsible practices.

Incident Prevention: Greenvolt systematically reports and investigates all incidents to identify causes and prevent recurrence. This process is key to improving health and safety practices, reducing accidents, and protecting employees' well-being.

Safety Training, Awareness, Competence, and Communication: Greenvolt provides employees and contractors with the training, tools, and resources needed to work safely. This includes ensuring competence in safety procedures, emergency response, and risk management, while promoting awareness of potential hazards for all involved. Effective communication is central to fostering a strong safety culture, ensuring that information about risks, procedures, and responsibilities is clearly shared and understood. It also involves sharing the principles set on this Policy with external stakeholders involved in Group activities. Our ongoing development ensures compliance with health and safety rules and keeps our workforce prepared to manage risks.

Consultation and Participation: Greenvolt is committed to ensuring structured consultation and effective participation of workers, and, where they exist, their representatives, through formal mechanisms or other internal initiatives, while also guaranteeing that commitments are shared with contractors, suppliers, regulatory bodies, and local communities. This proactive, transparent approach aligns health and safety practices with stakeholder expectations and promotes a safe working environment.

Continuous Improvement and Prevention: Greenvolt's Health and Safety Policy focuses on continuous improvement of its Health and Safety Management System, with top management committed to enhancing safety performance. This includes regularly updating safety protocols, using best practices to protect facilities and equipment, and minimizing risks. Through ongoing training and awareness, Greenvolt ensures employees, suppliers, and subcontractors are prepared for emerging safety challenges. Investments in new technologies and a formal preventive plan, supported by risk assessments and clear goals, strengthen operational resilience and maintain high safety standards, supporting long-term sustainability.

In addition, Greenvolt establishes health and safety targets aimed at continuously improving the business's health and safety conditions. These targets are based on comprehensive action plans that are measurable and trackable through a defined monitoring system. Details related to the KPIs, targets, and monitoring are outlined in internal governance documentation.

4. Essential Behaviours of the Health and Safety Policy

At Greenvolt, we reinforce the commitments outlined in our Policy through five essential principles that ensure a safe working environment. These principles are grounded in common sense, easy to understand, and complement existing practices, fostering a safety-driven culture and a positive work environment. They are fundamental to our safety governance and are expected to be followed by all employees and stakeholders across the organization.

We Think Before Acting: We encourage everyone to take ownership of their safety by assessing risks and implementing control measures. If unsafe conditions or behaviours are identified, individuals are empowered to take immediate actions to prevent incidents. This proactive approach helps maintain a safe working environment and strengthens our shared responsibility for health and safety in all operations.

We encourage everyone to stop any work activity they may consider unsafe, recognizing their authority to stop work immediately in the face of imminent risks. By encouraging the cessation of unsafe activities, we collectively affirm our commitment to a safe working environment across all operations.

We only Engage in Activities Within Our Competence: We take responsibility for planning and executing activities, ensuring that only qualified and authorized personnel are assigned to tasks. Our commitment to competence ensures that all work is done safely and effectively, with clear accountability for health and safety at every stage. This principle fosters a culture of excellence and safeguards our operations while reducing risks.

We follow our Processes, Rules, and Procedures: We are committed to strictly following and enforcing health and safety processes, rules, and procedures across compliance with regulatory standards and industry best practices. By prioritizing compliance, we create a consistent and safe operational framework that effectively mitigates risks and promotes safe practices from exploration through production. This commitment helps safeguard our personnel, protect the environment, and improve overall operational efficiency across the organization.

We Care for Each Other and Work as a Team: We promote collective ownership of safety by creating a culture where every team member is dedicated to the well-being of their colleagues. By supporting each other and addressing unsafe behaviours, we ensure a safe work environment where health and safety are shared responsibilities. This collaborative approach empowers everyone to contribute to a culture of safety and strengthens our collective commitment to looking out for one another across all operations.

We promote Health and Wellbeing, Inside and Outside the Workplace: We take a comprehensive approach to promoting health and well-being, focusing on protecting our employees both at work and beyond. Our commitment goes beyond workplace safety, supporting employees' mental and physical health. We provide resources to manage workplace risks and encourage healthy lifestyle choices that support work-life balance. This holistic approach aims to enhance the quality of life for our workforce, contributing to their success and satisfaction. At Greenvolt, we promote equality and equal access to opportunities for all employees and job candidates. We do not tolerate discrimination, harassment, or bullying of any kind, and expect all employees to treat each other with respect, courtesy, and dignity.

5. Approval, communication, review, and adherence

Approval: The Company Board of Directors, approves the Corporate Health and Safety Policy, as well as related internal processes, and targets across all company geographies. This Policy requires the collective accountability of all involved in operations.

Communication: Upon approval, this Policy must be communicated to all employees within the Group and relevant external stakeholders through effective communication channels, which may include posting the Policy on company bulletin boards, sending emails, and utilizing any other appropriate methods. Additionally, the Policy will be made publicly available on the company's official website. Internally, employees will be introduced to the Policy during health and safety training and the induction process, while contractors will receive it as part of the documentation provided during contract finalization and project award.

Monitoring: Greenvolt ensures the necessary tools and resources to monitor and enforce this Policy, as well as an organizational structure responsible for achieving these objectives and implementing defined risk procedures. In this sense, updating this Policy may involve relevant internal and/or external stakeholders directly involved in the practice to address potential changes in health and safety procedures. It may also involve insights from internal and external audits, continuous monitoring, manuals and other internal procedures, and other relevant sources, when necessary, to address potential changes in health and safety procedures. Such mechanisms can be activated with the recurrence that may be deemed necessary.

Development and Review: The Policy will be reviewed every two years, by the Sustainability and Health & Safety Department, to ensure alignment with legal requirements, official guidelines, and internal standards. It may also be reviewed more frequently if there are significant organizational or regulatory changes, or as deemed necessary. This review will incorporate input from relevant internal and external stakeholders when necessary to address possible changes in health and safety procedures.

Adherence: Employees are empowered to report any instances where the principles of this Policy are not being adhered to, ensuring immediate action and accountability. For issues related to overarching policy or corporate safety objectives, reports should be directed to hse@greenvolt.com. For matters specific to individual Group companies, employees should contact the respective Health and Safety Departments/Area to ensure compliance within each geographical location and business unit.

The effectiveness of the Health and Safety Policy and the continuous improvement of safety and health at work performance depend on the involvement and support of all levels of management, employees, service providers, suppliers, and stakeholders. Greenvolt requires the adoption of practices aligned with the principles underlying our Policy.

Document control log

Phase	Responsible	Date
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(every significant revision of the document has to identified and the Process Management team informed)