

Occupational Health and Safety (OHS) Policy of AB S.A.

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adopted by Management Board Resolution No. 4/2025 dated **June 25, 2025**.
The resolution, signed by the full Management Board, became effective on the date of adoption.*

AB S.A., recognizing occupational health and safety as a very important issue within its operations, establishes this OHS Policy.

1. OBJECTIVE OF THE OSH POLICY

- 1.1.** The overarching objective of the OHS Policy is to emphasize that ensuring safe and hygienic working conditions is one of the Company's priorities. In addition, the purpose of this OHS Policy is to make employees aware of the importance of occupational health and safety issues and to indicate that OHS starts with each of us – from everyday decisions, attitudes and behaviors.
- 1.2.** Health and safety must be integrated into all operational activities, projects and processes carried out by the Company.

2. OSH POLICY PRIORITIES

- 2.1. Ensuring compliance with regulations** – ongoing adaptation of activities to the applicable regulations in the field of occupational health and safety, as well as monitoring legal requirements applicable to the Company's operations.
- 2.2. Hazard identification and risk mitigation** – systematic identification of hazards and harmful or burdensome factors, their assessment and taking action to reduce occupational risk, as well as eliminate or minimize harmful impacts at workplaces.
- 2.3. Creating safe working conditions** – maintaining a high level of occupational health and safety in all locations supervised by the Company, so as to prevent accidents, incidents and events that may result in injuries or deterioration of health of employees.
- 2.4. Continuous improvement and education** – continuous improvement of procedures related to occupational safety and raising employee awareness of safe and responsible performance of duties.

3. IMPLEMENTATION OF THE OHS POLICY

We implement the OHS policy by:

- 3.1. regular identification of potential hazards at workplaces and analysis of occupational risk, and then taking actions to reduce the number of accidents, incidents, occupational diseases and suspicions of their occurrence,
- 3.2. providing training, appropriate qualifications and skills necessary to perform work safely, as well as providing knowledge about hazards, the use of personal protective equipment (PPE) and rules of conduct in emergency situations,
- 3.3. promoting and sharing the OHS Policy both internally and externally.

4. OCCUPATIONAL HEALTH AND SAFETY RESPONSIBILITIES OF EMPLOYEES AND MANAGERS

- 4.1. Health and safety at work starts with each and every one of us. Therefore, the **basis for the effective implementation of the OHS Policy is an individual attitude, awareness and commitment – start with yourself.**
- 4.2. Each employee is obliged to comply with the regulations and health and safety rules in force in the Company. The basic duties of an employee in this area include:
 - 4.2.1. **Knowledge of health and safety regulations** – the employee is required to know the applicable regulations and principles of occupational health and safety, participate in health and safety training and instructions, and undergo required exams.
 - 4.2.2. **Safe performance of work** – the employee is obliged to perform all duties in a manner consistent with health and safety regulations, as well as to follow the instructions and guidelines of their superiors regarding the safe organization of work.
 - 4.2.3. **Taking care of equipment and order** – each employee is responsible for maintaining the proper condition of the machines, devices, tools and equipment they use, as well as for order and tidiness in the workplace.
 - 4.2.4. **Use of protective equipment** – it is the employee's obligation to use collective and individual protective equipment, work clothing and footwear, in accordance with their purpose and rules of use.
 - 4.2.5. **Performing medical examinations** – the employee is obliged to undergo initial, periodic, follow-up and other required medical examinations, as well as to comply with the issued medical recommendations.
 - 4.2.6. **Responding to hazards** – in the event of noticing an accident, life-threatening or health-threatening situation, the employee is obliged to immediately inform the supervisor about it and warn other people in the danger zone.

- 4.2.7. Cooperation with the employer** – the employee should actively cooperate with the employer and superiors in the field of compliance and improvement of occupational health and safety rules.
- 4.3. The board and management are responsible for creating and maintaining safe working conditions by ensuring compliance with health and safety regulations and overseeing compliance with safety rules by employees.** They should take preventive measures, including identifying and eliminating hazards and responding to any safety-related irregularities.
- 4.4.** In the performance of these tasks, the Management Board and management are supported by **the Chief OHS Specialist, who performs advisory and control functions in the field of OHS.**
- 4.5.** The tasks of the Chief OHS Specialist include, among others:
- 4.5.1.** controlling working conditions in terms of compliance with health and safety regulations,
 - 4.5.2.** informing about identified threats and proposing actions to improve safety,
 - 4.5.3.** participation in the analysis of accidents and advice on the selection of the most appropriate collective and individual protection measures.