

HSE Corporate Policy Statement

for occupational health and safety, plant safety, environmental protection, and energy

SEFE stands for security of supply and the highest safety, environmental and business standards. Our high Environmental, Social and Governance (ESG) ambitions are reflected in the action plan for a sustainable future.

In addition to our high standards for the integrity of our technical facilities, occupational health and safety and environmental protection not only represent the fulfillment of legal obligations, but also a moral and ethical obligation that is now a natural part of our corporate culture.

Based on our unwavering HSE principles, we are committed to the following:

We protect our employees by:

- ensuring safe and ergonomic working conditions,
- providing programs and activities in terms of preventive health care,
- involving employees in the assessment of hazards,
- implementing corporate duties of care and supervision,
- demanding and promoting safety-conscious behavior.

We protect the environment by:

- the avoidance of environmental pollution,
- efficient use of energy and energy sources,
- responsible use and consumption of resources,
- implementation of suitable control and monitoring measures,
- demanding and supporting environmental consciousness.

We continue to develop sustainably through:

- regular analysis of the business environment,
- monitoring and compliance with the binding obligations that affect us,
- formulating ambitious HSE targets and promoting target fulfillment,
- the establishment, maintenance, and further development of HSE management,
- providing appropriate human, technical and financial resources.

These principles formulated our HSE Corporate Policy Statement are binding for the entire SEFE Group.

We know that the conviction and commitment of all SEFE employees are essential for the fulfillment of our HSE principles. The management of our subsidiaries must adapt, approve, and communicate the general HSE principles for their specific locations. Additionally, they are responsible for ensuring and monitoring the implementation in accordance with the Corporate HSE Guidelines.

A handwritten signature in blue ink, appearing to read 'Binia'.

Arkadius J. Binia
SEFE Corporate HSE Officer