

## Occupational Safety and Health Protection Policy

Occupational safety and health protection of our employees are of key importance for the business of Milšped Group. The successful implementation of the ISO 45001 standard in our company enabled the establishment and maintenance of an effective system of occupational safety and health protection. Through constant monitoring and improvement of all relevant processes, we are focused on creating a safe and healthy working environment.

In this way, we not only protect the health and well-being of our employees, but also contribute to better efficiency, reducing the number of injuries and sick leave due to workplace injuries, as well as increasing the overall satisfaction of all stakeholders.

We believe that a proactive approach to occupational safety and health is necessary to ensure a safe and healthy working environment. In accordance with that, our goals are to:

- Establish clear guidelines for preventive actions and continuous improvement of safety and health practices at work to minimize hazards and harmful effects in the workplace and working environment;
- Provide necessary information, training, and supervision for all employees and subcontractors, enabling them to recognize and avoid potential risks, thereby we are contributing to effective communication and raising awareness of safety and health protection at work at every level of business;
- Perform and consistently apply all activities in the work process in accordance with applicable legal regulations and other requirements in the field of safety and health protection at work;
- Adhere to safety and health protection standards guidelines at all locations within the Milšped's subsidiaries;
- Continuously decrease number of hazards and harmful risks in the workplace and working environment to ensure zero fatalities and injuries resulting in disability, as well as zero occupational diseases related to work;
- Ensure adequate working conditions that will not compromise employee safety and health throughout the entire work process;
- Identify, assess, and control safety and health risks at work, with the establishment of appropriate controls at every level of business to mitigate potential risks;
- Take responsibility and proactive actions to prevent and eliminate incidents, injuries, and illnesses caused by the direct impact of processes and working conditions.

We expect our employees, as well as other stakeholders directly affected by our operations, to help achieve our goals by adhering to all safety and health regulations at work.

We believe that health and safety protection at work is everyone's responsibility and that each individual can contribute to its improvement.

The Occupational Safety and Health Protection Policy supports our commitment to quality, safety, and corporate responsibility through our activities and services we provide.

The Occupational Safety and Health Protection Policy is reviewed annually and updated as necessary. This policy is communicated within the company and is available to all interested parties.

Datum: 12.12.2024.

  
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CEO  
Nebojša Krivokuća