



HEALTH, SAFETY AND WELL- BEING POLICY

***CODE: GGR-HS-POL-0002
VERSION: A3
DATE: 27/05/2026***

SUMMARY:

TITLE	Health, Safety and Well-Being Policy
SUBJECTIVE SCOPE OF APPLICATION	Gransolar Group (as defined below)
GEOGRAPHICAL SCOPE OF APPLICATION	Global
DISCIPLINE	Health, Safety and Environment, Quality and Sustainability
CATEGORY	Policy
PREPARED BY	HSEQ Department
RESPONSIBLE DEPARTMENT	HSEQ Department
APPROVAL DATE	27/05/2026
APPROVING BODY	Board of Directors (as defined below)
REPLACED VERSION	A2
CURRENT VERSION	A3
USE	Public

VERSION HISTORY:

VERSION	DATE	PREPARED BY	CHANGES MADE	REVIEWED BY
V1	01/09/2022	HSEQ Department	Creation (Safety & Health Policy)	Board of Directors
	16/11/2023	HSEQ Department	Creation (Australia 's Safety & Health Policy)	Manager Director of Australia
	13/12/2023	HSEQ Department	Creation (PVH Environment Policy)	Board of Directors
A2	17/12/2024	HSEQ Department	Unification of policies	Governance Department
A3	27/05/2026	HSEQ Department	Update in accordance with the new ISO 45001:2027 standard	Governance Department

APPROVAL HISTORY:

VERSION	DATE	APPROVED BY
V1	01/09/2022 (Safety & Health Policy)	Board of Directors
	16/11/2023 (Australia 's Safety & Health Policy)	Manager Director of Australia
	13/12/2023 (PVH Environment Policy)	Board of Directors
A2	17/12/2024	Board of Directors
A3	27/05/2026	Board of Directors

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1. INTRODUCTION

This health, safety and well-being policy (hereinafter, the “**Policy**”) is approved under the framework of the *Health, Safety, Environment, Quality, and Sustainability Corporate Macro Policy* (hereinafter, the “**Macro Policy**”) of “**Gransolar Group**” - a group of companies within the meaning provided for in Article 42 of the Spanish Commercial Code, whose parent company is GRUPO GRANSOLAR, S.L., and of which, among other companies, PV HARDWARE SOLUTIONS, S.L.U., GRANSOLAR OYM, S.L.U., GRANSOLAR CONSTRUCCIÓN DE PROYECTOS, S.L.U., ISE ENERGIA, S.L.U., as well as their respective subsidiaries, form part - and shall be governed by the general principles set forth in the Macro Policy.

This Policy benefits from the commitment and active leadership of Gransolar Grupo’s senior management to ensure safe and healthy work environments, as well as the continuous improvement of the occupational health and safety management system.

2. OBJECT AND PURPOSE

To establish the principles that must guide the actions of Gransolar Group in matters of health, safety and well-being, with the aim of guaranteeing safe, healthy, and sustainable working conditions.

3. SCOPE OF APPLICATION

This Policy applies to all companies comprising Gransolar Group, as well as to all their employees, executives, and any person acting on their behalf or representation.

4. PRINCIPLES OF ACTION

In addition to the general principles established in the Macro Policy, in the development of its activities regarding health, safety and well-being, Gransolar Group shall act in accordance with the following principles:

- (i) leadership, accountability, and context-specificity: Health and safety are a shared responsibility across all levels of Gransolar Group’s hierarchy, led by the Board of Directors of Grupo Gransolar, S.L. (the “**Board of Directors**”) and the senior management of Gransolar Group, therefore, Gransolar Group is committed to providing the necessary resources to maintain a system appropriate to the nature, magnitude, and context of our risks, which serves as a framework for establishing measurable objectives aligned with our strategy.
- (ii) Operational integration and hierarchy of controls: Gransolar Group integrates safety into all operational processes and business decisions. Gransolar Group is committed to eliminating hazards and reducing occupational safety and health risks through the rigorous application of the hierarchy of controls. This approach ensures safe and healthy working conditions to protect all workers, prevent occupational injuries and illnesses, and prevent health deterioration, addressing both physical and psychosocial and mental health risks.
- (iii) Consultation, participation, and a culture of prevention: Gransolar Group ensures the consultation and active participation of employees and their representatives in all aspects of the management system. Gransolar Group promotes a safety culture based on continuous training and awareness, ensuring that all Gransolar Group employees have the necessary skills to work safely and enjoy the confidence and support needed to identify and report hazards without fear of reprisal, as well as to interrupt or suspend their work in the event of serious and imminent risk.
- (iv) Legal compliance and value chain management: Gransolar Group is committed to complying with, and where possible exceeding, applicable laws and other agreed-upon requirements. Gransolar

Group extends its high standards to the value chain, periodically evaluating the competence of contractors and suppliers to ensure that their safety, health, and well-being standards are consistent with Gransolar Group's commitments to excellence and reliability.

- (v) Continuous improvement and proactive change management: Gransolar Group drives continuous performance improvement through the systematic review of results and key indicators. Gransolar Group applies a preventive approach to change management (organizational, technological, or climate-related) and to the identification of emerging risks, transforming lessons learned into opportunities to strengthen the organization's overall well-being and resilience. Furthermore, Gransolar Group fosters a culture of transparency, recognizing and valuing the reporting of hazards and turning risks into opportunities for continuous improvement.

5. COMMUNICATION

This Policy shall be published on (i) Gransolar Group's corporate intranet, so that it is disseminated among and accessible to all its employees, and (ii) Gransolar Group's websites, so that its stakeholders can access it.

Gransolar Group will provide the necessary training, education, and awareness to ensure that this Policy is properly understood and implemented at all levels of the organization.

6. REVIEW AND UPDATE

This Policy shall be reviewed periodically (at least every three years) by the HSEQ Department, in coordination with the Governance Department, and may be updated sooner in the event of regulatory, organizational, or risk profile changes, or when otherwise deemed appropriate.

In any case, any amendment proposal must be reported to Gransolar Group's ESG Committee, which shall be responsible for submitting said proposal to the Board of Directors for approval.

7. APROVAL

This Policy has been approved by the Board of Directors, as part of its general and non-delegable power to approve the general policies and strategies of Gransolar Group.

8. ADDITIONAL PROVISIONS

This Policy shall be interpreted in accordance with applicable regulations and the Internal Regulatory System.



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