HEALTH AND SAFETY POLICY

HORSE POWERTRAIN LTD

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1 Introduction

This Health & Safety Policy (the “policy”) was adopted by the CEO 2026-03-30 and applies to all Horse Powertrain[1] employees[2].

2 Commitments and expectations

We are committed to providing and maintaining a safe and sustainable work environment that meets applicable laws, standards and industry requirements.

Our Health & Safety Policy reflects our commitment to creating a secure, efficient and sustainable work environment.

2.1 Expectations

We expect all stakeholders of Horse Powertrain Ltd to uphold our commitments to health and safety. This includes all employees, contractors and suppliers, as well as visitors and customers.

To foster a robust health and safety culture, we expect our managers to act as role models, and to secure compliance with our regulations and procedures.

All employees must take responsibility for their health and safety, contributing to a safe and secure working environment by adhering to safety standards.

An informed, engaged and well-trained workforce is essential to fulfilling our commitment to the highest standards of health and safety in the workplace.

2.2 Commitments

Horse Powertrain pursues an ‘end-to-end’ approach in our Health & Safety management system. This ensures that health and safety is fully integrated into our processes to identify, eliminate or mitigate hazards and risks to an acceptable level, from the design phase to product end of life.

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[1] “Horse Powertrain” means Horse Powertrain Ltd and its subsidiaries (i.e. all persons and entities directly or indirectly controlled by Horse Powertrain Ltd, where control may be by management authority, equity interest or otherwise).

[2] For purposes of this policy, the notion of “employees” includes:

I. all Horse Powertrain employees, regardless of function, position or location, whether working full-time or part-time, under a permanent contract or on a temporary basis, as well as

II. consultants and agency personnel who work at Horse Powertrain premises or under the direction of Horse Powertrain (who usually have a Horse Powertrain identification and/or a Horse Powertrain email address). Note that this policy shall not be construed as an employment contract and does not give consultants or agency personnel any right to continued employment by Horse Powertrain; and

III. the members of the Horse Powertrain Board of Directors of any Horse Powertrain entity.

HORSE POWERTRAIN WILL:

- Encourage employees to report any health and safety violations, incidents and potential issues via the company's reporting systems
- Actively investigate and remedy any reported health and safety violations, incidents and potential issues, and implement follow-up actions to ensure that health and safety standards are upheld
- Provide regular health and safety training for all employees
- Strive to use non-hazardous chemicals and ensure safe handling of chemicals to protect our employees.
- Manage waste and toxic waste according to legal regulations and company guidelines
- Focus on sustainability and ensure efficient use of resources
- Promote programs that enhance the physical and mental wellbeing of our employees
- Strive for the continuous improvement of our health and safety performance by setting clear objectives, measuring progress, and regularly reviewing our management system
- Comply with all applicable legal and other subscribed health and safety requirements.

3 How to act

COLLABORATION

Managers and employees must work together to create a safe work environment.

RISK ASSESSMENT

Managers and employees must carry out regular monitoring and continuous risk assessment of our physical, organizational and social work environment.

CREATING SAFE WORKPLACES

Managers and employees must establish healthy and safe workplaces which prioritize machine safety, ergonomic conditions and hazardous substance management.

REPORTING CONCERNS

Employees must be encouraged to report any health and safety concerns in their work environment. This includes potential risks, incidents and accidents, and hazardous observations.

ACTIVE INVESTIGATION AND REMEDIATION

Concerns must be remedied in order to maintain safe workplaces.

REGULAR HEALTH AND SAFETY TRAINING

Managers and employees must attend regular health and safety training.

Employees and managers are expected to adhere not only to this policy but also to the associated procedures relevant to their roles. Regular training and updates will be provided to ensure full understanding and compliance.

4 Consequences of violations of this policy

Failure to comply with this policy could cause significant harm to both employees and Horse Powertrain such as personal injuries, loss of business, fines and reputational damage, and may lead to sanctions for the violating employee(s), up to termination of employment as well as fines and in some cases criminal prosecution.

5 How to report a health & safety concern

If you notice any condition or behavior that may have an impact on the health and safety of our employees, contractors and suppliers, as well as visitors and customers, you are expected to report the issue promptly to either your direct manager or through your local incident and accident reporting system. If for some reason you are not comfortable with this reporting procedure, you can also contact another manager or Legal & Compliance or report via the whistleblowing reporting line[3]. For more information about reporting, please refer to the Internal Reporting Policy.

Horse Powertrain will ensure that there are no adverse work-related consequences for any employee who, in good faith, alerts about a health & safety concern.

See Internal Reporting Policy

[3] Note that in some countries there can be legal restrictions on what can and cannot be reported through the whistleblowing reporting line. Details of these restrictions are presented when accessing the system. If you wish to report concerns about wrongdoing or malpractice, please refer to our Internal Reporting Policy, which contains full details of how to raise a concern, including the reporting channels and further guidance.

