

KHD Group

# Health, Safety and Environmental (HSE) Policy

People are at the core of everything we do at KHD Group. We understand our responsibility as corporate towards all our stakeholders, as a holistic obligation to protecting and continuously improving Health, Safety and Environmental values.

Health protection, as well as employee, workplace and product safety, are essential elements of our corporate values, are integrated into the company strategy and are included in our global guidelines, policies and processes. The utmost objective is to prevent all accidents with regards to people and environment as well as work-related illnesses and incidents and to ensure optimum conditions for health, safety and the wellbeing of our employees. Strong, visible, active leadership responsibility is understood as being part of each managerial function and is underpinned by the Management Board's ultimate commitment to and specific stewardship of HSE in the respective Board Members' resort/ and regional leadership.

The continuous improvement of the Group's Health, Safety and Environmental performance is driven by means of a systematic and efficient HSE Management System, which covers

- + **compliance** with applicable health, safety and environmental legislation, regulations and other requirements to which KHD Group has committed
- + systematic **risk evaluation** based on the identification of actual and potential impacts, risks and opportunities and the definition of appropriate preventive and mitigation measures

- + setting **objectives** and targets and KPIs and regularly monitoring progress and performance
- + provision of suitable and sufficient **training** programs so that employees and stakeholders know the requirements and can evaluate them and have support based on improvement suggestions
- + grievance mechanisms for hearing, processing and settling internal and external concerns and complaints
- + regular opportunity for **open communication** with all employees, contractors and interested parties to evaluate the effect of measures, share best practice and raise awareness for HSE

The Management Board of KHD Group regularly reviews the HSE Management System with regards to its application and effectiveness to ensure strategic alignment and compliance as well as to improve the system continuously. HSE risks and opportunities are integrated into the Group's due diligence and as of the financial year 2024 they are operationally managed by the Group's Sustainability Governance, Risk and Compliance function.

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Version: September 2024