

Process	S01 - HSSE	Document	POL-0019
Activity	S01.02 - G&S - HSSE Management & Systems	Version	12.0
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HSSE Policy

This Policy applies to Advorio BV, the companies directly or indirectly controlled by it ("Advorio Group" or "Advorio") and all Advorio Group Employees globally. It suits our organization's context and HSSE risks and opportunities. HSSE is a core value at Advorio. We commit to responsible, sustainable operations protecting people, communities, and the environment. We comply with applicable laws and continuously improve our IMS. Advorio HSSE Management leads:

- Ensure this Policy is communicated, implemented, and maintained;
- Align facility policies accordingly;
- Consult with and promote active participation of workers and their representatives in HSSE matters.

Our objectives, in collaboration with our stakeholders, are to conduct all activities in accordance with our HSSE directives and standards, ensuring that business operations do not cause harm to employees, customers, stakeholders, or the environment. We commit to full compliance in handling, transport, and disposal of materials, while protecting people, assets, and critical information, and maintaining transparent communication with regular HSSE reporting.

To meet goals, we set and monitor targets to drive continuous improvement in HSSE. We provide safe working conditions and promote risk awareness by ensuring all personnel receive the necessary training and resources to fulfill their HSSE responsibilities. Further, we work to reduce environmental impact by responsible practices and improve security measures along the entire value chain.

Safety Principles:

- Health and safety of people and the environment is valued above all else.
- All incidents can be prevented.
- Management at all levels is accountable for safety and leads by example.
- We plan and train for safety.
- Everyone looks out for each other, no matter who they work for.
- Everyone has the authority to STOP any unsafe work.
- Safe behaviour is recognised, acknowledged and reinforced.
- There is zero tolerance for safety breaches.

Management actively supports this Policy and expects the same from all employees, contractors, and stakeholders.

"If we cannot do it safely or ethically, we don't do it at all".

Rotterdam, September 2025

Bas Verkooijen

[Signed Electronically in
M-Files Global]

Bas Verkooijen
Advorio Chief Executive Officer