

Superior Renewables A/S - Occupational health and safety Policy

1 Scope

At **Superior Renewable A/S**, we are committed to ensuring a safe and healthy work environment for all our employees, contractors, and visitors.

2 Objective

Our occupational health and safety policy forms the foundation of our occupational health and safety management system and supports our strategic objectives by integrating health and safety considerations into all aspects of our company.

We pledge to:

- **Management Commitment:** Demonstrate our management's commitment by integrating occupational health and safety management into the company's overall business strategy, ensuring adequate resources, and promoting a culture where health and safety are priorities for all employees.
- **Compliance with Legislation and Standards:** Ensure full compliance with all applicable occupational health and safety laws, regulations, and other relevant requirements, and that our occupational health and safety management system conforms to the ISO 45001:2018 standard.
- **Risk Assessment and Prevention:** Proactively identify, assess, and manage occupational health and safety risks to prevent workplace accidents, injuries, and illnesses. This includes implementing effective controls and preventive measures to minimize risks.
- **Continuous Improvement:** Strive for ongoing improvements in our occupational health and safety management system by regularly evaluating our performance, implementing innovative solutions, and setting ambitious occupational health and safety goals to promote a safe and healthy work environment.
- **Employee Involvement and Communication:** Ensure that all employees are informed and engaged in our occupational health and safety efforts through continuous communication, training, and active participation. We promote a culture where employees feel safe to report hazards and participate in health and safety improvements.

This occupational health and safety policy serves as a framework for setting and reviewing our occupational health and safety objectives and ensures that all levels of Superior Renewables A/S work towards common goals for a safe and healthy work environment. We are committed to regularly reviewing and updating this policy to ensure its continued relevance and effectiveness in relation to our strategic direction and evolving occupational health and safety requirements.

Jan Steensen

CEO

Superior Renewables A/S

05.01.2026