




LION'S HEAD INVESTMENTS

Occupational Health and Safety Policy

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RELATED DOCUMENTS	Occupational Health & Safety Management Plan; Occupational Health & Safety Procedures (Occupational Health and Safety Incident Investigation Procedure; Occupational Health and Safety Personal Protective Equipment Procedure; Occupational Health and Safety Risk Assessment Procedure; Occupational Health and Safety Training Procedure)				

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Rev01	Issued for implementation	24.11.2024

LION'S HEAD INVESTMENTS

Occupational Health and Safety Policy

Lion's Head Investment and its subsidiaries (together "LHI" or "the Group") are a real estate investment and asset management platform, focused on prime office properties with international blue-chip tenants in Central and Eastern Europe. LHI diversifies its real estate portfolio through the acquisition, development, and operation of logistics parks in the region.

Our commitment is to build a dynamic, successful and sustainable business. We recognize that our workforce is our most valuable asset and fostering a safe and healthy working environment is fundamental to our long-term success. By promoting a constructive relationship between workers and management, treating employees fairly, and ensuring safe and healthy working conditions, we strive to deliver tangible benefits. These include enhanced operational efficiency and productivity, adherence to health and safety regulations and standards, and the effective prevention, mitigation, and management of workplace risks and hazards.

We are dedicated to equipping our staff with high-quality training and education to ensure they are competent and confident in performing their tasks safely and effectively. Furthermore, we actively foster collaboration with our contractors and external partners, encouraging them to uphold the same high standards of health and safety.

This Occupational Health and Safety (OHS) Policy is part of LHI's Environmental and Social Management System (ESMS) and is the main tool to manage the OHS aspects of our business operations. It is compatible with our long-term vision and strategy for future developments.

We have established OHS principles that guide our projects and business activities to achieve sound performance throughout the lifespan of our projects, services and activities. In doing so we will comply with the applicable national legislation, including those laws implementing obligations under international law, permits and governmental commitments and adhere to the IFC Performance Standards on Occupational Health and Safety. LHI's ESMS details how these requirements will be implemented.

This OHS Policy applies to all companies within the LHI Group and extends to our supply chain - customers, contractors, primary suppliers, business partners, resident contractors and other third parties involved. We view ourselves as an active contributor in the process of promoting our principles for health and safety at work and expect and encourage all entities within our sphere of influence to adhere to them.

While this document outlines LHI's OHS principles and our commitment to achieve them, specific and measurable objectives and targets for improving OHS performance are detailed within the Occupational Health and Safety Management Plan and associated procedures. These documents include the OHS-related activities, methods, responsible parties and timelines for their implementation while maintaining comprehensive recording and the performance indicators to measure their success. Our high-level commitments for the health and safety of our workforce are:

- Ensure a safe and healthy work environment by addressing the inherent risks of our industry and the specific categories of hazards characteristic of our business operations.
- Prevent accidents, injuries, and work-related illnesses by proactively minimizing hazard causes associated with our business operations, as far as reasonably practicable.

This will be achieved through:

- Identification of potential workplace/occupational hazards, particularly those that may be life-threatening and arise from equipment use, handling materials (including chemical, physical and biological substances and agents), specific environmental settings or working

conditions (such as excessive hours of work, night work, mental or physical exhaustion, excessive temperatures, improper ventilation, poor lighting, faulty electrical systems etc.) and assessment of risks.

- Implementation of preventive and protective measures related to the work environment and work processes to eliminate sources of risk and/or to minimize workers' exposure to them, e.g. alternative designs, testing, equipment and installations arrangements, work organization, use and maintenance of the workplaces, etc.
- Implementation of control measures to manage OHS hazards at their source, particularly when the hazard is inherent to the activity or cannot be fully eliminated. This includes the use of appropriate personal protective equipment (PPE) and protective solutions, such as exhaust ventilation systems, isolation rooms, machine guarding, acoustic insulation, and other safety mechanisms.
- Implementation of OHS Training Programs and provision of regular OHS training of workers to ensure they are aware of hazards and know how to work safely, and that workers are competent to perform their tasks safely.
- Implementation of procedures for reporting and recording workplace incidents, accidents, and near-misses and of processes for investigating incidents to determine root causes and prevent recurrence.
- Implementation of emergency prevention, preparedness and response arrangements, including development and implementation of the Emergency Preparedness and Response Framework and Site-specific Plans and regular drills to ensure preparedness and effective response in case of emergencies.
- Establishment of key performance indicators (KPIs) to monitor OHS performance and conducting regular audits and inspections to ensure compliance with OHS policies and procedures.
- Ensuring that contractors and suppliers comply with our OHS standards by embedding these requirements in procurement processes and contractual agreements and through exercising regular control and reviews of their practices, providing feedback and enforcing corrective actions when necessary.
- Continuous Improvement in OHS management and performance.

In line with the best practices, our OHS Policy will be communicated to LHI's workforce, resident contractors, service providers, primary supply chain and all other relevant stakeholders to ensure awareness of our OHS principles and objectives, as well as the critical importance of compliance with them. The policy will always be accessible to all stakeholders via the company's website and for LHI employees through the company server. Our management commits to fostering active employee participation and consultation in health and safety matters, establishing mechanisms for staff involvement in OHS decision-making processes. LHI's stakeholder engagement practices will ensure employees can provide feedback, suggest improvements, and report health and safety concerns. These inputs will be carefully reviewed and integrated into OHS practices to drive continuous improvement. Additionally, stakeholder feedback will be systematically gathered, analyzed, and incorporated into our ongoing efforts to maintain a safe and healthy work environment.

The implementation of the OHS Policy is enforced by our senior management and lead and monitored by the Sustainability Manager supported by the OHS Manager and OHS Officers. Employees at all levels are responsible for adhering to safety protocols, actively participating in maintaining a safe work environment and promptly reporting any hazards or unsafe conditions.

With the full support of senior management, this policy is effectively communicated, understood and implemented at all levels within LHI Group, including our resident contractors, service providers and

primary supply chain. Our OHS Policy is regularly communicated to our employees and stakeholders, clearly outlining their roles and responsibilities in its implementation. This communication is conducted through emails and meetings, as well as digital platforms that facilitate the disclosure of information, the opportunity to ask questions and the expression of opinions and grievances.

The health and safety policy is regularly reviewed by management to ensure it remains aligned with evolving workplace conditions, health and safety regulations, industry standards, and organizational developments. These reviews also incorporate feedback from employees, suppliers, resident contractors, and external experts. This approach ensures that our policy remains dynamic, effective, and fully compliant with the latest standards, best practices, and organizational health and safety requirements.

This policy is implemented alongside the other LHI's policies, namely Human Resources Policy, Code of Conduct, Community Health Safety and Security Policy and Environmental and Social Policy. All LHI policies are published on our website and are accessible to all interested parties, including the general public.

This policy is approved by LHM's Managing Director, who is also responsible for its implementation.

The Managing Director is operationally supported in this effort by the Sustainability Manager and the OHS Manager and OHS Officers.

Date: 24.11.2024

A handwritten signature in blue ink, appearing to be "TKB", written over a circular stamp or mark.

Signature:

Name: Tanya Kosseva-Boshova

Position: Managing Director, Lion's Head Management