serena

Occupational Health and Safety Policy

Summary

1.General Principles

At Serena, health and safety at work are essential pillars of our activities. To reinforce this commitment and guide the behavior of our stakeholders, we have established this Occupational Health and Safety Policy.

Our commitment is to the proactive and rigorous management of health and safety laws, guidelines, procedures, rules, and best practices, ensuring a safe and healthy work environment for everyone.

Serena's health and safety management system is based on preventive practices, focused on hazard identification, risk assessment, and clear and agile communication of opportunities.

Responsibility for the proper functioning of this system is shared by everyone, for their own benefit and that of the Serena Community. This responsibility is reinforced by the role of the Company's leadership, who drives engagement and serve as role models. In addition, we have a dedicated health and safety team that coordinates this system.

All Serena co-entrepreneurs, as well as our suppliers, have autonomy and responsibility to report and intervene in risky situations, and unsafe conditions or behaviors, preventing injuries or damage.

Opportunities for interaction and open dialogue about health and safety, best practices, and lessons learned are regularly promoted in pursuit of continuous improvement of health and safety practices involving co-entrepreneurs and suppliers. Our goal is to continuously evolve, ensuring that the culture of health and safety is present in everything we do at the Company.

2.Guidelines

2.1. Governance and Responsibilities

2.1.1. Strategic Level (Officers):

The officers are responsible for setting goals and objectives related to health and safety, as well as approving the annual action plan and necessary resources for improvement. They monitor progress and the implementation of

actions and programs, cascading the strategy to the tactical levels. They actively participate in meetings and promote health and safety topics during visits to sites, construction projects, or ongoing developments. Whenever possible, they take part in safety walks to reinforce the commitment to everyone's integrity.

2.1.2.   Tactical Level (Regional and Corporate Managers):

Regional and corporate managers are responsible for conducting critical reviews of health and safety in their areas, ensuring the necessary actions are cascaded and implemented in routine meetings. They conduct inspections and safety walks and are involved in incident investigations. They monitor the performance of leaders, providing support and development when necessary. They participate in meetings with co-entrepreneurs and suppliers, always addressing and promoting health and safety topics.

2.1.3.   Tactical/Operational Level (Local Leaders and Co-entrepreneurs):

Local leaders and co-entrepreneurs are responsible for conducting critical reviews, holding regular meetings, and communicating health and safety actions. They organize safety-focused moments and conduct periodic safety walks and inspections. They ensure the use of preventive practices, assess suppliers, investigate and manage reports and incidents, and supervise and guide their teams and third parties, ensuring operational discipline. They also participate in surveys and contribute to continuous improvement.

2.1.4.   Operational Level (Co-entrepreneurs and Third Parties):

Co-entrepreneurs and third party suppliers are responsible for using preventive health and safety practices and tools in their daily activities, actively participating in safety dialogues and meetings on the topic. They must follow procedures, risk assessments, rules, and work permits. It is crucial that they report any risk situation through appropriate channels and refuse tasks where the risks are not properly mapped and controlled. They participate in surveys and actively collaborate for continuous improvement.

2.1.5.   Occupational Health and Safety Team:

The health and safety team is responsible for developing and implementing guidelines and practices, as well as training and developing people within the organization. They provide technical support to stakeholders, conduct evaluations, and participate in safety meetings and moments. They promote programs and campaigns, assess compliance with legal requirements, evaluate and manage health and safety performance, conduct critical reviews, and propose actions for the continuous improvement of the system.

2.2.   Training, Qualification and Competencies

General health and safety integration for everyone must be carried out before starting activities, promoting alignment, knowledge, and awareness on the topic to guide the prevention of potential work-related injuries and health issues.

Establish a training matrix and ensure training in all necessary health and safety requirements for the position.

2.3.   Risk Management

Develop and implement a Risk Management Program, including hazard identification, risk management, and controls.

All activities must undergo risk assessments through specific procedures and/or preliminary risk analysis (PRA), and when necessary, pre-defined work permits (PT) must be issued.

The hierarchy of controls (Eliminate, Substitute, Engineering, Management, Personal Protective Equipment - PPE) must be considered when defining actions to reduce risks.

For activities pre-defined as critical, compliance with Critical Activities Requirements (CAR) shall be observed.

The Rules for Life must be communicated, disseminated, and followed by everyone.

2.4.   Incidents and Reporting

Everyone has the duty and responsibility to identify and report any risk situation immediately (deviations, near misses, accidents causing material or personal damage). They must be reported in our incident and reporting management system, evaluated, and addressed according to their potential severity, as outlined in predefined procedures and workflows. Reporting channels shall be regularly disseminated to employees.

All incidents involving people and those with high severity potential must be reported immediately and subsequently investigated. The root causes, corrective actions, and lessons learned must be identified, and the incidents must be disseminated and managed.

2.5.   Performance Management

Standardize and manage proactive indicators to measure performance and progress in health and safety management and culture.

Standardize and manage reactive indicators based on incidents, accidents, lost days, and hours worked.

Set objectives and goals based on performance.

2.6.   Legal Health and Safety Requirements and Other Requirements

Establish an effective management system for the identification, evaluation, and compliance with legal and other relevant occupational health and safety requirements, accompanied by an action plan to ensure continuous improvement in meeting these requirements.

2.7.   Organizational Culture and Engagement

Establish an executive committee to ensure engagement and monthly discussions on health and safety issues.

Establish routines for dialogues and health and safety moments involving co-entrepreneurs and suppliers.

Hold monthly health and safety meetings, ensuring the cadence of meetings and cascading at all levels of the company.

Launch campaigns to promote health and safety.

Practice consequence management by recognizing positive practices and results, as well as appropriately addressing risk behaviors and practices, properly differentiating between errors and violations, as outlined in procedures.

The refusal to perform risky activities (situations where the risk has not been identified or is not properly controlled) must be encouraged, and everyone should feel comfortable practicing it.

Assess the evolution of the Health and Safety Culture and develop programs and actions to drive its progress.

2.8. Management of Third-Party Suppliers

Based on the services contracted by the Company, service providers must be duly registered and qualified in the Supplier Management System (SMS) according to their risk classification and applicable requirements.

All employees, machines, and equipment must be registered and approved in the SMS according to the applicable requirements for each.

Access to the Company's premises and/or the performance of activities must be conditional on approvals in the SMS.

Based on the type of services contracted, service providers must have a health and safety plan or program and follow the Company's guidelines, procedures, practices, and rules.

Contract managers must conduct periodic performance evaluations on health and safety and manage the necessary actions for improvement.

Chemical products must be stored in appropriate locations, with emergency information and accompanied by Safety Data Sheets (SDS). All individuals handling the products must be properly trained and aware of safety and emergency recommendations.

2.9.   Planned Inspections

Periodic inspections must be carried out at facilities, construction sites, and remote activities to identify and correct risk conditions.

All tools and equipment must be inspected beforehand through specific checklists that define items to be inspected, critical items that prevent their use, and a place to record actions.

Periodic inspections must be carried out on protection systems and equipment, emergency detection, and rescue systems, considering local legal requirements and those defined in the Emergency Action Plan.

2.10.   Emergency and Crisis Management

Facilities, construction sites, and remote activities must have an Emergency Response Plan (ERP), with all emergency scenarios identified based on risk assessments, with controls and resources defined and available, and with trained and qualified personnel to act.

A periodic simulation schedule must be included in the ERP, considering the criticality of scenarios through risk assessments, legal requirements, and other procedures. The lessons learned from simulations must be recorded and used to revise the ERP.

The main ERP recommendations must be communicated to everyone during orientation.

Establish a crisis management manual containing crisis scenarios, their scope, and action levels, developed by a multidisciplinary team. Participating in co-entrepreneurs must be familiar with the manual and understand their roles and responsibilities. Crisis simulations must be conducted.

3.Updates and Version History

This Policy will be reviewed as needed, with each update, its internal target audience should explicitly adhere to its standards, and it will be made available to other relevant audiences.

Approval Date	Approved by	Version	Validity	Description
June 03, 2025	Board of Directors	2nd	June 03 2025, to June 03 2027, or until the publication of a new version.	Current version
December 1st, 2021	Board of Directors	1st	December 1st, 2021 until May 23 2025.	Previous version