

GROMUTUAL

GROMUTUAL BERHAD 200301022614 (625034-X) OCCUPATIONAL SAFETY AND HEALTH POLICY

Gromutual Berhad and its subsidiaries (“Gromutual Group”) are dedicated to fostering a safe and healthy work environment for all employees, visitors and related stakeholders. We believe that Occupational Safety and Health (“OSH”) is essential to our business and we are committed to:

- 1) Adhering to the Occupational Safety and Health Act 1994 and other relevant laws and regulations where we operate;
- 2) Ensuring all work complies with OSH standards and requirements;
- 3) Adopting best practices to mitigate work-related injuries and OSH risks;
- 4) Providing a safe and healthy work environment for our internal and external stakeholders;
- 5) Creating a proactive working culture where OSH risks in our daily operations are managed to be as low as reasonably practicable;
- 6) Providing and briefing OSH training to our employees to achieve a safer workplace;
- 7) Engaging the designated Compliance Team and our employees where applicable in OSH planning, implementation and actions;
- 8) Improving our OSH practices through our OSH Coordinator by regularly monitoring and evaluating our performance.

POLICY REVIEW

This Policy has been recommended by the Risk & Sustainability Management Committee (“RSMC”) and approved by the Board of Directors (“the Board”) on 25 November 2024 and is available on the corporate website. The RSMC will review and update this Policy whenever necessary for effective implementation. Any subsequent amendments to this Policy will be ultimately approved by the Board.