



Health, Safety, Security, and Environment (HSS&E) Policy

Alba Renewable continuously strives to achieve excellence in Health & Safety, Security, and Environment (HSS&E) performance and to be industry leaders in risk management and incident prevention. We are committed to protecting our employees, our contractors, and the communities and ecosystems in which we operate. Senior executives are fully accountable for HSS&E performance within their operations, while all line managers, employees and contractors have a responsibility to actively participate in the application of HSS&E principles through implementation of comprehensive management systems at all stages of business activities. We meet or exceed legislative and regulatory requirements as well as industry standards in the jurisdictions where we operate and are committed to ensuring the principles outlined below are applied in the daily management of all assets and operations.

Health & Safety

Alba Renewable aims to ensure the well-being and safety of employees, contractors, and members of the public by operating with leading health and safety practices to support the goal of zero high-risk incidents. We recognize and are committed to the following health and safety principles:

- A risk management approach focused on the elimination and control of high-risk hazards and events
- Active participation of company leadership in the management of health and safety.
- The right and the responsibility of every employee and contractor to contribute to safe work performance, with all empowered and expected to stop work if conditions or behavior are thought to be unsafe.
- Extensive planning and preparedness for emergency situations.

Security

Alba Renewable maintains a structured security system based on the foundation of continuous risk management for the security of our people, assets and the public. We are dedicated to the following security principles:

- Pro-active risk assessment aimed at the reduction of security incidents.
- Mitigation of our exposure in all areas of personal, physical, organizational, and cyber security.
- Active promotion of a collaborative approach across the organization to create and maintain a robust security management system.
- A focus on the fundamental elements of preparedness, prevention, detection, response, and recovery.

Environment

Alba Renewable strives to protect, preserve, and enhance the ecosystems where we operate and conduct transparent and active engagement with external stakeholders. We apply the following principles in the daily management of all assets and operations:

- Minimize the environmental impact and risks associated with our operations.
- Respect for and consideration of the safety, well-being, and environmental interests of the communities in which we operate in our business decisions.
- Efficient, sustainable, and responsible use of the natural resources entrusted to us, improving our efficient use of these resources over time.
- Support for the goal of net zero greenhouse gas (GHG) emissions in our operations.

A handwritten signature in black ink, appearing to read "Andrew Affleck".

Andrew Affleck, CEO, Alba Renewables

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