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TERMA[®]

Health, Safety & Environment (HSE) Policy

Record of Changes

Description	Rev	Date
Released	A	2023-10-12
Title changed. Rewritten	B	2025-07-03
Two bullets added in 1.1, HSE Objectives	C	See footer

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1 Scope and Objective

This policy applies to all aspects of Terma's value chain, covering all processes, tasks, and employees.

Terma will fulfill our purpose of securing people through advanced technology by

- Continuously eliminate health, safety, and environmental risks associated with our operations
- Minimize the environmental impact of our products and services
- Consistently meeting or exceeding the requirements and expectations of our customers.

We show passion in everything we do by

- Prioritize learning and improvement
- Proactively and continuously manage risk and opportunities.

1.1 HSE Objectives

Executive Management has defined the following HSE Objectives

- Reduce Total Recordable Injury Rate (TRIR)
- Reduce Carbon Dioxide Intensity (CO2I) in own operation
- Reduce water consumption
- Reduce hazardous waste by substitution or usability
- Increase share of recycled waste
- Strengthening Psychosocial Wellbeing
- Maintain High Employee Satisfaction.

2 Our Commitment

HSE is our priority. At Terma, we are committed to protecting our employees, business partners, communities, and customers by ensuring all operations are conducted safely, healthily, and with minimal environmental impact.

3 Our Approach

Our standardized processes and ISO-certified management system govern our HSE approach, ensuring consistency, knowledge retention, and agility. We continuously refine our standards to ensure protection of people and the environment.

We set HSE objectives and KPIs, integrating them from strategy to operations with multi-level measurement. Our focus is on managing risks, particularly in high-risk processes.

Continuous improvement is key. We leverage data from internal processes to drive informed decisions.

3.1 Health & Safety

We proactively identify and manage health & safety risks, providing safe working conditions through hazard control and active participation of workers and their representatives.

3.2 Environmental

We manage environmental risks based on our double materiality assessment, setting measurable targets and action plans to reduce impact in key areas.

4 Responsibility

HSE is the responsibility of everyone at Terma.

Top management has appointed Head of QHSE as the management representative who has the responsibility and authority for oversight of certificate requirements.

QHSE holds overall accountability for HSE assurance and control across Terma, including incident management and escalations. In some areas, HSE functions are decentralized or delegated, but QHSE remains ultimately responsible.