

AMPYR HSSE Policy

AMPYR Energy and associated SPVs (collectively referred to as AMPYR) are committed to conduct all activities in a manner that protects the health and safety of its employees, contractors and other stakeholders and prevents environmental harm, while delivering renewable energy projects responsibly and sustainably.

These HSSE Policy Commitments apply to all AMPYR operations and business activities, including project development, construction, operations, maintenance, and to contractors, subcontractors, suppliers, and visitors working on AMPYR sites

AMPYR companies commit to:

- a) Adopting governance and management arrangements so that AMPYR and the project activities can be managed in an appropriate, accountable and transparent manner.
- b) Provide leadership, oversight, and resources to implement this Policy, and assigning adequate staffing and resources to both AMPYR and the projects in order to effectively manage and implement all HSSE requirements.
- c) Protecting the labour and working conditions of all those working on behalf of and for AMPYR in line with international standards and ensuring a safe and healthy workplace for its employees and contractors by integrating HSSE requirements into activities and contractor management.
- d) Avoiding and otherwise minimising and mitigating the impacts of its activities on local communities and protecting the health, safety and security of project-affected communities in line with international standards and protecting the health, safety and security of project-affected communities in line with good industry international practices (GIIP).
- e) Avoiding and otherwise minimising and mitigating the impacts of its activities on the environment (including but not limited to land use, biodiversity, water, waste, noise, and resource consumption).
- f) Promoting efficient use of energy, water, and materials across the project lifecycle and ensuring responsible management of hazardous materials, waste, and end-of-life equipment.
- g) Managing AMPYR's contribution to climate change through efforts to minimize use of fossil fuels; control of emissions to atmosphere, and through energy conservation.
- h) Respecting at all times the human rights of all individuals including all those that work for or on behalf of the project and those who may be affected by the project, including members of local communities.
- i) Mainstreaming gender equality in the AMPYR organisation and in all project activities.
- j) Maximising opportunities for positive environmental and social benefits to be realized through the Project.
- k) Monitoring and reporting on HSSE performance in an effort to strive for continuous improvement. Establish HSE objectives and targets aligned with this Policy. Promoting a just culture where incidents, near misses, and unsafe conditions are reported without fear of reprisal.
- l) Disclosing accurate and timely project information to its partners and stakeholders.

In order to achieve these outcomes, AMPYR is committed to comply with all legislation and applicable HSSE requirements, including GIIP and standards for HSSE management, including, but not limited to the International Finance Corporation ("IFC") Performance Standards ("PS") 2012 on Environmental and Social Sustainability and the United Nations Guiding Principles ("UNGPs") on Business and Human Rights..

These HSSE Policy Commitments are based on the full HSSE Policy Document, which was first approved by the Board on 20 April 2020 and updated on 18th Feb, 2026.

These HSSE Policy Commitments shall be:

- *Adhered to at all times by all persons working for or on behalf of AMPYR.*
- *Communicated to all persons working for or on behalf of AMPYR.*
- *Made available to relevant stakeholders.*
- *Reviewed periodically and updated as necessary by the Board of Directors.*

Authorized signatory: Rajkumar Roy

Designation: Chief Executive Officer

Date:

