

SPRITZER[®]

SPRITZER BHD

Registration No. 199301010611 (265348-V)
(Incorporated in Malaysia)

**GROUP
OCCUPATIONAL
HEALTH AND SAFETY
POLICY**

Spritzer Bhd
Registration No. 199301010611 (265348-V)
(Incorporated in Malaysia)

GROUP OCCUPATIONAL HEALTH AND SAFETY POLICY

This Group Occupational Health and Safety (OH&S) Policy applies to Spritzer Bhd and all its subsidiaries (“Spritzer” or “Group”).

Spritzer is committed to conducting its business in a manner that safeguards the health, safety, and welfare of all employees, contractors, customers, visitors, and the wider community. Our objective is to prevent work-related injuries and illnesses by fostering active participation, shared responsibility, and continual improvement across the organization.

We strive to identify, eliminate, or control hazards and OH&S risks associated with our activities through the application of appropriate operational controls and the hierarchy of controls. We ensure that health and safety considerations are integrated into the Group’s operational processes and decision-making to support a safe and healthy environment for everyone involved.

In support of this commitment, Spritzer will:

- **Design and operate facilities responsibly:** Establish and maintain safe systems of work, provide the necessary information, instruction, and training, and operate facilities in a manner that protects people, property, and the surrounding community.
- **Comply with all applicable laws, regulations, and other requirements:** Fulfil all legal and other applicable obligations relevant to occupational health and safety management and maintain mechanisms to monitor compliance.
- **Promote accountability:** Clearly communicate to all employees their individual and collective responsibilities for maintaining a safe and healthy workplace, ensuring that each person is competent to perform their work safely.
- **Review and evaluate operations:** Regularly assess processes, risks, and controls to measure OH&S performance, identify areas for improvement, and ensure the continual effectiveness of the OH&S management system.
- **Implement robust management systems:** Maintain an effective OH&S management system that includes hazard identification, incident reporting, investigation, documentation, corrective and preventive action, and performance measurement against established objectives and targets.
- **Encourage consultation and participation:** Foster a culture of open communication and meaningful engagement, ensuring that workers, including non-managerial workers, are actively involved in OH&S decision-making and continuous improvement efforts. Spritzer will ensure that OH&S information is communicated clearly, consistently, and in a timely manner to relevant internal and external parties in accordance with established communication processes.

Spritzer Bhd**Registration No. 199301010611 (265348-V)**

- Group Occupational Health and Safety Policy (Cont.)

Management recognises that the Employees' Handbook on Safety Policy, Rules, and Regulations serves as an important resource in supporting the physiological and psychological well-being of all interested parties.

Spritzer's leadership is responsible for ensuring this policy is implemented, communicated, maintained, and periodically reviewed for continuing suitability. Every individual within the Group, as well as our contractors and partners, shares responsibility for upholding these standards and contributing to a safe, healthy, and environmentally conscious workplace. Where business priorities and safety considerations conflict, the protection of people and the environment will always take precedence.

Authorisation and Board-Level Responsibility

This Group OH&S Policy is authorised and overseen by the Group Chief Executive Officer, who holds ultimate responsibility for occupational health, safety, and environmental matters at Group level. The Group CEO ensures that this policy is implemented, resourced, maintained, and periodically reviewed, providing direct oversight and accountability to the Board of Directors of Spritzer Bhd ("Board") for OH&S performance across all operations of the Group.

This Group Occupational Health and Safety Policy was approved by the Board on 27 February 2026.