



Giesecke+Devrient

Occupational Health & Safety Policy

Statement of Principle

1. Our Statement

“G+D makes the lives of billions of people more secure.” We are creating confidence since 1852, with built-in security tech in three segments: Digital Security, Financial Platforms, and Currency Technology. We serve those three segments with a diversified product and service portfolio ranging from tangible products to high-tech digital solutions.

At the heart of G+D’s long-term success remains trust. We shape trust in the digital age and know that trust in G+D grows from sustainable behavior. We are aware of our responsibility towards people and commit ourselves to maintain safe and healthy working conditions along our value chain. Our Health & Safety strategy supports the United Nations Sustainable Development Goal “Good Health and Well-being”. We comply with relevant local and national health and safety regulations and standards and also take measures beyond regulatory compliance where possible.

We continuously enhance our product portfolio to systematically consider health and safety aspects. We consider these aspects in every stage of the product development process.

Additionally, we strive to create positive impact in our value chains by engaging with stakeholders and strengthening our strategic collaboration with relevant suppliers.

This Occupational Health & Safety Policy is group-wide applicable. Adherence to this policy is a common responsibility that affects all levels of our company – from executive management to each individual employee.

2. Approach

The health and safety of our workforce is an absolute priority for us. We are continuously working to further improve conditions in the workplace and to ensure greater occupational health and safety. Our ambition is to reduce work-related injuries and illness to zero.

Occupational health and safety through systematic prevention

We take a preventive approach, which means we systematically identify potential health and safety risks and introduce preventive measures to counter them. Transparently monitoring incidents, introducing appropriate measures, and checking the effectiveness of these measures allows us to foster the physical and mental health of our employees. Implementing processes that meet the requirements of international standard ISO 45001 is a key element of our approach. Our goal is that all our production and operational sites with more than 50 employees are certified under ISO 45001 or brought to a certifiable standard by 2030 at the latest.

Group-wide governance

With sites across 40 countries, our subsidiaries are subject to a wide range of legal requirements at the local level with regards to occupational health and safety. We have taken this situation into account in our overarching governance concept. Our ESG Committee defines the group-wide framework and objectives for occupational health and safety. The framework requirements are then put into practice locally by the business sectors and site managers.

Responsibility along our value chain

Occupational Health and Safety is a management responsibility. Therefore, we also act beyond our own operations and have defined health and safety requirements for all our suppliers in our Supplier Code of Conduct. Our collaboration with contractors and suppliers begins and continues only when health and safety requirements are met.

3. Commitment

We are committed to continuously improve our health and safety management performance to minimize risks and potential impact on our workforce.

In particular G+D commits to:

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| <p>PLAN</p> | <ul style="list-style-type: none"> • Compliance: we ensure that we comply with relevant local, national health and safety regulations and standards and take measures beyond regulatory compliance where possible. • Risk assessment and management: we maintain processes, identify potential workplace hazards in the work environment of our business, determine the associated risks and implement measures to eliminate or minimize potential hazards and related risks. • Emergency planning: we develop and implement emergency process plans to quickly and effectively respond in the event of incidents or emergencies. |
| <p>DO</p> | <ul style="list-style-type: none"> • Work equipment: we ensure that all machinery, devices and work equipment meet the legal safety standards and are regularly maintained. • Workplace ergonomics: we provide ergonomic equipment to prevent musculoskeletal issues. • Handling of chemical substances: we ensure that only substances that cause the lowest possible risk to people and the environment are used. Chemical substances are stored, labelled, processed and disposed of in accordance with the law and state of the art in order to minimize health & environmental risks. |

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| | <ul style="list-style-type: none"> • Personal protective equipment (PPE): to ensure employee safety at all times, we are providing necessary PPE wherever needed |
| CHECK & ACT | <ul style="list-style-type: none"> • Training and Awareness: we ensure that managers and employees are enabled to act in a healthy and safe manner. This is one of the core principles to achieve our objectives. We provide frequent trainings to educate all our managers and employees on safety-related topics. We encourage all managers and employees to participate in health and safety initiatives and decision-making processes. In general, health and safety is a line responsibility. • Monitoring and evaluation: all Incidents are reported and investigated to avoid reoccurrence of similar Incidents. • Continuous Improvement: we commit to continuous improvement in health and safety practices through regular reviews and updates of the policy, objectives and safety standards. We foster open communication about health and safety issues. Employees can express concerns or make suggestions for improvement at any time. |

This document has been digitally approved by:

| <i>Date</i> | <i>Person</i> | <i>Role</i> |
|-------------|-------------------------------|-------------|
| 09.12.2024 | Gabriel von Mitschke-Collande | Group CDO |
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