



The policy of Mason Holding B.V. and the operating companies Koole BV, KMS BV operating under it are in the first place focused on a healthy and profitable business. The quality of service, safety and health and care for the environment are of paramount importance, both internally and externally, by dealing with them in a careful manner. In line with this, everything possible is done to prevent employees, visitors and third-party personnel from being exposed to risks or dangers in any form whatsoever. This through extreme care and meeting the compliance rules within the organization but also making adjustments to the changes around us and in the world. The company's RI&E of all operating companies was updated again in 2024 and tested by an health and safety service an independent certified HVK and found to be approved. The short-term objectives are detailed in the annual management review on quality, safety and environmental policy. The directors of Mason Holding hereby certify that no other asbestos certificates are present within the company, the group, or its affiliated companies or persons, including shareholders and directors, (where relationship includes first-degree and/or second-degree blood relations, affinity, or cohabitation).

Mason Holding and all of its underlying operating companies adhere to government policy which states that by 2050 the company must be fully circular, climate neutral and climate proof. This applies to all the activities of Mason Holding B.V. In addition, increasing attention is being paid to Corporate Social Responsibility (CSR), where the focus is on economic performance, respect for social and societal aspects and consideration of ecological values. To this end, Mason Holding B.V. has implemented the principle People, Planet Earth and Profit. Including the CO2 emissions of the company. Diversity is also becoming an increasingly important item, Mason Holding BV has developed and included in the management system the policy on the Code of Conduct and diversity. In addition, a certified CO2 reduction policy is implemented in the management system.

An important aspect in putting this policy into practice, is the establishment and maintenance of an effective SHEQ Management system, where both the wishes, expectations and requirements of stakeholders but also , the applicable laws and regulations and certified standards serve as a starting point. The latter also applies abroad, in case work is carried out there. If local standards, laws and regulations are less than the standard applied by Koole, based on Dutch standards, laws and regulations, the highest achievable standard will always be applied. A Safety, Health, Environment and Quality (SHEQ) plan has been drawn up which includes short and long-term objectives for improving and updating Mason Holding BV's policy. Action points are tracked quarterly in a current document to keep track of completed and newly added objectives.

The establishment and maintenance of high quality, safe and environmentally responsible way of working, is achieved by maintaining and adapting the SHEQ Management system. This is to promote;

- Continuity and profitability of the company;
- Safe and healthy conditions and working practices, preventing unwanted events that could result in work-related injuries, health problems, material and/or environmental damage or nuisance;
- Responsible care for the environment by preventing environmental pollution and reducing environmental impact;
- Customer satisfaction;
- The delivery reliability and service quality;
- The continuous improvement of the management system;
- The prevention and elimination of (some) deficiencies;
- Tracking, learning from events and after analysis implementing quality improvements in the process;
- Consultation and participation of employees

The consequences of shortcomings, accidents and damage should be limited as much as possible. The resulting responsibility, concerning the establishment and maintenance of efficient procedures, the striving for continuous improvement and good safety, working and environmental hygiene conditions is supported by the management.

The SHEQ policy has been implemented throughout the organization on the basis of a SHEQ Management system that meets the applicable standards, which are detailed in the SHEQ manual. All employees of Mason Holding B.V. and its affiliated operating companies are expected to take note of the policy and actively contribute to its implementation. By issuing a HSE booklet to all employees and holding periodic HSE and Tool box meetings, Mason Holding BV's policies and rules are highlighted and maintained. Because employees of Mason Holding B.V. and its affiliated operating companies, perform work with hazardous substances, in addition to Periodic Medical Examination (PMO), they are also offered Periodic Occupational Health Examination (PAGO) tailored to the nature of the work and expected risks. The SHEQ Coordinator monitors the effectiveness of the SHEQ Management system and periodically reports on its functioning and performance to the management.

This policy statement is available to all via the website www.koole.eu It is reviewed at least triennially and updated if necessary.

Signed in Vijfhuizen on December 06, 2024,

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