

Health and Safety Policy

„SIRMA GROUP HOLDING“ JSC

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General

This Health and Safety Policy (the Policy) has been adopted by the Board of Directors of “Sirma Group Holding” JSC and is applicable to all subsidiaries (Sirma, the Group, the Company).

The last revision of this Policy was carried out in March 2024.

Sirma’s Statement

We are committed to providing a healthy and safe workplace for our employees, contractors, visitors and the community. Health and safety are guiding values that underpin every decision and action we take.

We are committed to providing a work environment that is free of hazards and supports the physical and mental well-being of all individuals involved in our operations.

Aim

By implementing the measures described in this Policy, we aim to:

- to prevent workplace accidents,
- to ensure a healthy working environment,
- to protect our employees from any dangers,
- to develop a Sirma culture that promotes health and safety, and
- to maintain the highest standards of health and safety in the IT industry.

Compliance

We are committed to complying with all applicable local, national and international health and safety regulations and standards at all Sirma offices. Our operations will comply with legal requirements and industry best practices in each location.

Responsibilities

All line managers of Sirma are directly responsible for the implementation of this Policy. Their efforts will be supported by specialized experts, when needed.

At Sirma, we believe that safety is a shared responsibility. Therefore, we will support our employees, through open communication and training, to join the shared health and safety effort. Together we will ensure the continuous improvement of our practices in this direction.

Identification of Threats and Risk Management

We will proactively identify and assess potential hazards associated with our activities. Through systematic assessments of health and safety risks, we will implement effective controls to reduce their potential impact and prevent incidents.

Employee Training and Awareness

We will invest in providing our employees with the knowledge, skills and equipment they need to perform their jobs safely and maintain their health and safety.

Ongoing awareness initiatives will strengthen health and safety culture throughout our organization.

Emergency Preparedness and Response

We will develop and maintain emergency preparedness and action plans to ensure a quick and effective response to any unforeseen health and safety incidents. Regular exercises and simulations will be conducted to test and improve our emergency response capabilities and equipment.

Communication for Health and Safety

Open and transparent communication is essential to maintaining a healthy and safe work environment. We will encourage the reporting of health and safety issues and incidents, ensuring that information flows freely throughout the organization.

Metrics and Improvement of Health and Safety Measures

Sirma will organize regular audits and reviews to identify areas for improvement and corrective actions will be implemented in a timely manner.

Key performance indicators of our health and safety efforts will be:

- investments in providing conditions for sports for employees
- investments in additional health insurance for employees
- investments in employee training
- investments in the welfare of employees
- number of sick leave
- number of occupational accidents and breakdowns

After analyzing the results of the health and safety efforts with the above KPIs, as well as any accidents and incidents that actually occurred, Sirma will take the necessary measures to further improve its practices.

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