ENVIRONMENTAL, HEALTH AND SAFETY POLICY

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1. INTRODUCTION

1.1 Purpose of the Policy

The Dayco Environmental, Health and Safety (EHS) Policy is one of the key pillars of Dayco's corporate governance and sustainability framework. Alongside the Employee Code of Conduct, the Human Rights Policy, the Supplier Code of Conduct and the Sustainability Report, it establishes the principles that guide the Group's operations, business relationships and decision-making processes worldwide. Through this Policy, Dayco reaffirms its commitment to protecting the environment, safeguarding the health and safety of employees and stakeholders, and ensuring compliance with applicable legal and regulatory requirements, while fostering a culture of responsibility, accountability and continuous improvement.

At Dayco, we recognize the importance of proactively identifying, assessing and managing EHS-related risks and impacts across our operations and value chain. Regarding health and safety risks, we promote a culture based on prevention of workplace incidents, work-related ill health and injuries. With respect to environmental risks, we recognize the importance of adopting responsible practices when it comes to pollutants and substances of concern, we encourage the efficient use of energy, materials and natural resources, as well as the reduction of emissions and waste where appropriate.

We aim to integrate environmental, health and safety considerations into relevant business activities and support the consistent implementation of our EHS approach across the Group, to foster a continuous improvement in culture.

We are committed to continually improving our EHS management systems, EHS performance and EHS culture across all operations.

1.2 Scope of Application

This Environmental, Health and Safety Policy apply to all Dayco operations, facilities and business activities worldwide. It also extends to all individuals and organizations performing work for or on behalf of Dayco, including contractors, temporary workers, consultants, suppliers and other business partners, which are encouraged to promote those principles throughout their value chains as well.

1.3 Compliance with Local Regulations and other regulatory requirements

At Dayco, we conduct our operations in accordance with the environmental, health and safety regulations and other regulatory requirements applicable in the jurisdictions where we operate.

2. DAYCO EHS PRIORITIES

2.1 DAYCO APPROACH TO ENVIRONMENTAL STEWARDSHIP

At Dayco, we support the protection of the environment through the responsible management of environmental aspects associated with our operations. We are committed to preventing pollution, protecting the environment and improving our environmental performance through responsible operational practices and effective management systems.

Our priorities are:

- **Climate Change, Energy and GHG Emissions Reduction,** by promoting energy efficiency across our operations, and the adoption of renewable energy sources where appropriate

- **Pollution Prevention and Responsible Chemical Management,** with a focus on preventing air and water pollution and ensuring the safe handling, use and management of chemicals through dedicated actions and procedures
- **Water Stewardship,** recognizing water as a shared and valuable resource that must be managed responsibly through approaches tailored to local conditions, including in areas exposed to water stress
- **Biodiversity Protection**, by promoting practices that help prevent deforestation and support the conservation of biodiversity and ecosystem resilience
- **Resource Efficiency and Waste Management**, by optimizing the use of raw materials, minimizing material losses and reducing waste generation where feasible. We also place particular emphasis on the proper management of waste in accordance with applicable laws and regulations in countries where we operate

2.2 DAYCO APPROACH TO HEALTH AND SAFETY

At Dayco, protecting the health, safety and well-being of our people is a fundamental priority. We are committed to fostering a workplace where risks are effectively managed, safe behaviors are promoted, and everyone is empowered to contribute to a strong safety culture. Our key areas of focus are:

- **Risk Prevention and Safe Working Conditions,** as the prevention of occupational injuries, work-related ill health and safety incidents is our top priority. To support this objective, we implement measures aimed at identifying and eliminating hazards, reducing occupational health and safety risks and the likelihood of workplace injuries and incidents. These measures include incident, accident and near-miss management processes, the use of personal protective equipment, machine safety measures, workplace ergonomics and the responsible handling of chemicals
- **Employee Participation and Safety Culture,** by promoting consultation and participation of employees, contractors and their representatives in health and safety matters. Through awareness initiatives, training and the sharing of best practices, we aim to strengthen safety awareness and encourage behaviors that contribute to a safer working environment.
- **Employee Empowerment and Intervention**, by encouraging all employees and contractors to actively intervene when unsafe situations are observed. Every employee and contractor has the right and responsibility to stop work when there is a reasonable belief that an activity presents an immediate risk to health, safety or the environment.

3. EMERGENCY PREPAREDNESS AND RESPONSE

We support the implementation of protocols and procedures aimed at ensuring an appropriate level of preparedness for emergency situations that may arise in connection with our operations, with particular attention to environmental protection, fire safety and the prevention of adverse impacts on our people's health. Through these measures, we intend to reduce the potential consequences of emergency situations and support the protection of people and assets, while fostering business continuity.

4. IMPLEMENTATION AND GOVERNANCE

At Dayco, we monitor the implementation of this Environmental, Health and Safety Policy. The Board of Directors is responsible for overseeing the implementation of the Policy and its effective application across the Group. Leaders at all levels are responsible for demonstrating visible commitment to EHS, promoting

accountability and ensuring that adequate resources, competencies and support are available to achieve Dayco's EHS objectives.

The implementation of Dayco's EHS approach is supported by dedicated Environmental, Health and Safety teams operating at both global and regional level. These teams are tasked with the identification and management of EHS-related risks, the implementation of relevant initiatives and the continuous improvement of EHS performance across the Group.

Dayco establishes, monitors and periodically reviews EHS objectives, targets and key performance indicators to support effective risk management and continual improvement.

5. ACCESS TO REPORTING CHANNELS IN CASE OF POTENTIAL VIOLATIONS OF THE POLICY

At Dayco, we encourage our employees and other stakeholders to voice concerns regarding any violation of our guiding principles as outlined in this Policy. We provide several different ways of raising concerns, which include either direct engagement with higher ranks or the use of dedicated helplines managed by third parties. For further information on how to raise concerns, please refer to our Code of Conduct.

6. POLICY DISSEMINATION

The Environment, Health and Safety Policy and has been formally approved by the Executive Leadership Team and the Board of Directors.

All employees are required to acknowledge that they have read and will comply with this Policy. In addition, all new hires will be provided with a copy of this Policy, which they will be required to sign as an integral component of their hiring process.

We ask all business partners to acknowledge the content of this Policy, together with the Supplier Code of Conduct. We encourage our suppliers to manage their own supply chains responsibly, adopting similar standards and governance models. We believe this ensures that potential violations are proactively prevented and promptly addressed throughout the entire value chain.

APPENDIX A - Glossary

Biodiversity: The variety of living organisms and ecosystems, including animals, plants, microorganisms and their habitats.

Chemicals: Substances used, handled, stored or generated throughout operations that may present risks to human health, safety or the environment if not properly managed.

Business Partner: Any external organization or individual with whom a company maintains a commercial or collaborative relationship, including suppliers, contractors, consultants and service providers.

Contractor: Any individual or organization engaged by a company to perform work or provide services on its behalf.

Deforestation: The conversion or removal of forested land for non-forest uses, whether legal or illegal.

Emergency Preparedness and Response: Processes, procedures and measures established to prevent, respond to and manage emergency situations that may affect people, assets, operations or the environment.

Environmental Aspect: An element of an organization's activities, products or services that can interact with the environment.

Environmental Impact: Any change to the environment, whether adverse or beneficial, resulting wholly or partly from an organization's activities, products or services.

Environmental, Health and Safety (EHS): The disciplines, practices and management systems aimed at protecting the environment and ensuring healthy and safe working conditions.

Greenhouse Gas (GHG) Emissions: Emissions of gases that contribute to climate change.

Hazard: A source or situation with the potential to cause injury, ill health, damage to property or adverse environmental impacts.

Incident: an occurrence arising out of, or in the course of, work that could or does result in injury and ill health

Injury: Negative effects on a person's physical, mental or cognitive condition

Near Miss: An incident that does not result in injury or ill health, but has the potential to do so

Personal Protective Equipment (PPE): Equipment worn by individuals to reduce exposure to hazards that may cause injury or illness.

Pollution: The introduction of substances, energy or contaminants into the environment that may result in adverse environmental impacts.

Resource Efficiency: The efficient use of raw materials, energy, water and other resources in order to reduce waste and environmental impacts.

Substances of Concern: Chemical substances that may pose significant risks to human health or the environment and therefore require appropriate management and control measures.

Waste: Any substance or object that the holder discards, intends to discard or is required to discard in accordance with applicable regulations.

Water Stress: A condition in which the demand for water exceeds the available supply, or where poor water quality restricts its use.

Workplace Incident: An unplanned event arising from work activities that resulted, or could have resulted, in injury, ill health, environmental damage or property damage