Version 1.0

# ENVIRONMENT, HEALTH AND SAFETY POLICY

ECOS (I) Mobility & Hospitality Ltd.

## Introduction

At ECOS Mobility Group, we are committed to providing a quality service in a manner that ensures a safe and healthy workplace for our employees and minimizes our potential impact on the environment. The well-being and safety of our employees is of utmost importance. Well-being refers to a state characterized by physical and mental wellness. We recognize that maintaining a safe and healthy work environment is essential for the well-being and productivity of our workforce, supported by our values of 'Care for People'. We have developed this Environment, Health and Safety Policy (**Policy**) to outline our principles, objectives, and commitments in upholding the highest standards of health and safety across all our operations. In alignment with this commitment, we adhere to the ISO 45001:2018 international standard (Occupational Health and Safety Management Systems), ensuring a systematic approach to occupational environment, health and safety management.

ECO Mobility is committed to setting measurable Environment, Health and Safety objectives appropriate to the nature and risks of its operations, monitoring performance against these objectives, and periodically reviewing progress to identify opportunities for continual improvement.

We aim to:

- identify and assess the potential risks to the well-being of the workforce;
- help our employees develop a healthy lifestyle, create a healthy working environment, and promote healthy interaction; and
- monitor, measure, and control the occupational health and safety system with a view to carry out continuous improvement.

We expect our partners, suppliers, contractors, and vendors to share our commitment to EH&S and to provide a work environment that is safe and conducive to good health.

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## Scope

This Policy applies to all entities under ECOS India Mobility & Hospitality Ltd. and its subsidiaries. The provisions of this Policy shall be implemented in accordance with the applicable legal, regulatory, organizational and operational requirements of each entity. Where a specific provision has limited or no applicability to a particular subsidiary due to its workforce size, nature of operations, legal status or other relevant requirements, its applicability shall be determined based on the requirements applicable to that subsidiary. The subsidiary shall continue to comply with all other applicable provisions of this Policy and all relevant statutory and regulatory requirements.

This Policy applies to:

- all employees, chauffeurs, contractual staff, contractors, sub-contractors, consultants, business partners, trainees, suppliers, volunteers, vendors, customers, and visitors at the Company-controlled sites/ premises and the board of directors of the Company, across all levels, grades, locations, and operations;
- any social, business, or other functions where the conduct or comment may have an adverse impact on the workplace or workplace relations; and
- any place visited by the associate of the Company in the course of employment, including "a dwelling place or a house", will also constitute a workplace.
  (*collectively "**associates**"*).

This Policy is non-contractual, and ECOS Mobility reserves the right to amend, modify, curtail, or revoke it at any time at its sole discretion. It is also subject to the laws applicable in the employee's place of work, and international standards such as ISO 45001:2018 (Occupational Health and Safety Management Systems), the Occupational Safety, Health and Working Conditions Code,

2020 and the rules framed thereunder, the United Nations' Guiding Principles on Business and Human Rights, and other applicable regulations, as amended. In case of any inconsistencies between this Policy and any applicable law, the provisions of the applicable law will prevail.

## Purpose of ECOS Mobility Health and Safety Activities

Our goal is to enable our associates to better manage their health and the factors that affect it, thereby improving their health.

At ECOS Mobility, we strive to remain an employer of choice and a great company to work for, the provider of choice for our customers, and an investment of choice for our stakeholders. We intend to achieve the following aims through this Policy and our practices:

- Employer of Choice

  Strengthening the EH&S knowledge of our associates and fostering their ability to understand change as a part of life and an opportunity to learn, all embedded in a respectful leadership and team culture, is key to ensuring the sustainable EH&S of our workforce.

- Provider of Choice

  A healthy workplace with a supportive culture enables our associates to deliver their best performance over the long term, to meet challenges positively, and to achieve best-in-class customer satisfaction.

- Investment of Choice:

  A healthy and safe workplace demonstrates our commitment to responsible business practices, enhances our reputation, and contributes to long-term sustainable value creation for our stakeholders and investors.

## Key Responsibilities

Leadership responsibility is key to establishing and further developing our EH&S culture. To promote the EH&S of our associates over the long term, we expect our managers to create healthy working environments.

We also expect all associates to take personal responsibility in this regard, which includes promoting respectful and appreciative cooperation. We encourage our associates to commit themselves to their EH&S.

The business functions of ECOS Mobility are bringing this Policy to life. All related activities are supervised by the Company's human resources department, chief operating officer, and ultimately by the board of directors of the Company.

- Board of Directors: Provide strategic oversight and ensure adequate resources are allocated for EH&S management.
- Chief Operating Officer: Ensure implementation of this Policy and EH&S management system across all operations.
- Human Resources Department: Coordinate EH&S training, maintain records, and support H&S initiatives.
- Managers and Supervisors: Ensure safe work practices, conduct risk assessments, investigate incidents, and promote EH&S culture in their areas of responsibility.
- All associates: Take reasonable care for their own EH&S and that of others, comply with EH&S

procedures, report hazards and incidents, and participate in EH&S training.

## Core elements of creating a culture of Health and Safety at ECOS Mobility

### 1. Zero Tolerance for Unsafe Practices

We adopt a zero-tolerance approach towards unsafe acts, unsafe conditions, and non-compliance with safety protocols across all locations, fleet operations, and offices. Safety is non-negotiable. We aim to support the individual EH&S competence of our associates with a wide range of development opportunities, including our mandatory training and periodic role-specific refresher training for high-risk functions.

### 2. Target of Zero Harm

We are committed to achieving zero injuries, zero work-related ill-health, and zero fatalities through robust preventive, proactive, and corrective safety measures. Periodic internal safety audits are conducted and reviewed by management to ensure compliance and effectiveness. Lessons learned from incidents and near misses are systematically analyzed and integrated into our processes to strengthen controls and prevent recurrence. Progress towards this commitment shall be monitored through relevant leading and lagging EHS performance indicators and reviewed periodically by management.

### 3. Customer Health & Safety

We ensure full compliance with all applicable Customer health, safety, and environmental laws, statutory regulations, and industry standards across all geographies of operation including but not limited to the following:

- Provide safe and well-maintained vehicles.
- Conduct regular vehicle inspections and preventive maintenance.
- Ensure compliance with vehicle safety regulations.
- Manage vehicle recalls promptly.
- Maintain emergency roadside assistance services.
- Investigate customer safety incidents and complaints.
- Provide safety information and guidance to customers
- Provide training and skill development programs on defensive and safe driving that continuously improves
- driver/chauffeur competence;
- fatigue and distraction awareness;
- seat-belt compliance;
- vehicle roadworthiness;
- investigation of road-safety incidents and near misses.

### 4. Legal and Regulatory Compliance

We ensure full compliance with all applicable health, safety, and environmental law. Applicable legal and regulatory requirements shall be identified, periodically evaluated for compliance, and relevant non-compliances shall be addressed through appropriate corrective actions, statutory regulations, and industry standards across all geographies of operation.

## 5. Continuous Improvement

We are committed to continuous improvement of our EH&S performance through structured risk-based controls, periodic audits, monitoring, and review mechanisms. Continual improvement shall be supported through defined EHS objectives, performance monitoring, incident and near-miss learning, audit findings, worker feedback and corrective-action effectiveness reviews.

## 6. Shared Responsibility

EH&S is a shared responsibility at all levels of the organization. Every associate, including employee, chauffeur, contractor, and leader, is accountable for maintaining a safe and healthy work environment.

## 7. Risk Assessment and Management

We conduct regular risk assessments to identify workplace hazards and implement appropriate control measures. Risk assessments are reviewed periodically and in instances of significant changes to work processes, equipment, or workplace conditions. Risk assessments shall consider routine and non-routine activities, relevant contractor and chauffeur activities, reasonably foreseeable emergency situations, and changes to processes, locations, vehicles, equipment or working conditions. Appropriate controls shall be prioritised based on the nature and level of risk.

## 8. Training and Competence

We provide comprehensive EH&S training to all associates appropriate to their roles and responsibilities. This includes induction training for new employees, role-specific training, refresher training, and emergency response training. Training records are maintained and reviewed regularly. ECO Mobility shall strive to achieve 90% completion of mandatory EH&S training for applicable personnel on an annual basis, with additional training provided based on role, risk exposure and identified competency needs.

## 9. Incident Reporting and Investigation

We encourage our associates to report accidents, incidents, near misses, and hazards immediately. We investigate all incidents to identify root causes and implement corrective and preventive actions. A no-blame culture is promoted to encourage open reporting. Corrective and preventive actions shall be assigned to responsible persons, provided with defined timelines, tracked to closure and, where appropriate, reviewed for effectiveness. Significant incidents and recurring trends shall be escalated to appropriate management. 100% of significant EHS incidents shall be investigated and documented, with corrective actions tracked to closure.

## 10. Emergency Preparedness and Response

We maintain emergency response plans and procedures for all foreseeable emergencies. Regular emergency drills are conducted, and emergency equipment is maintained in good working condition. All associates are trained in emergency procedures relevant to their workplace.

## 11. Consultation and Communication

We consult with associates on EH&S matters that affect them. Safety committees or representatives are established where required by applicable law. Associates/workers may participate in:

- hazard identification;

- risk assessment;
- incident/near-miss learning;
- safety improvement discussions;
- emergency preparedness;
- development/review of relevant safety measures.

No associate or worker shall be subject to retaliation for raising a safety concern, reporting a hazard, near miss or incident in good faith. EH&S information is communicated effectively through multiple channels, including meetings, notice boards, and digital platforms. In case of grievances, can be highlighted on the Safety portal or per the below table:

| Type of Concern / Issue | Examples | Reporting Channel |
|---|---|---|
| **Safety & Workplace Environment** | Unsafe work conditions, Chauffeur/Employee safety concerns | ECOS People Hotline Number: 7303586357 ((Monday to Sunday at: 9:00 AM to 6:00 PM)<br>Email: peoplehotline@ecosmobility.com |

## Final Provision

ECO Mobility's Environment, Health and Safety Policy statement was adopted by the Board of Directors on ***28th May 2026.***

This Policy shall be reviewed at least annually or more frequently if required by changes in legislation, business operations, or following significant incidents.

Any amendments to this Policy must be approved by the board of directors of the Company or such other committee as may be authorized by the board of directors.

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## Related Policies

- Code of Conduct
- Human Rights Policy
- Whistleblower Policy
- Diversity, Equity, and Inclusion
- Data Privacy Policy

**Dated:** ***28th May 2026***

**Approved by: The board of directors of the Company and such other committee as may be authorized by the board of directors.**