

## HEALTH AND SAFETY POLICY

CIM-ES-POL-01-rev00

May 2026

| REV NO. | DATE       | DESCRIPTION OF REVISION | REVISED BY      | REVIEWED BY  | APPROVED BY  |
|---------|------------|-------------------------|-----------------|--------------|--------------|
| Rev00   | 12/05/2026 | First issue             | Qusai Alabbassi | Firas Rimawi | Ennis Rimawi |
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### Responsibility

| Name            | FUNCTION                      |
|-----------------|-------------------------------|
| Ennis Rimawi    | Founder and Managing Director |
| Firas Rimawi    | Technical Director            |
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For inquiries related to document coding, please contact the code administrator, Alaa Alqaruti.

## Statement of Intent

Catalyst Investment Management (“Catalyst”), Jordanian Establishment National Number 200118563, recognises that the health, safety, and well-being of employees, contractors, visitors and individuals present at or affected by its activities are fundamental to responsible investment, operational resilience, and long-term value creation.

## Policy Objectives

The policy aims to prevent work-related injuries, illness, and incidents by establishing a structured approach to hazard identification, risk assessment, and risk control; ensuring safe working conditions; promoting leadership accountability and worker participation; and continually improving health and safety performance across Catalyst-projects and managed activities.

## Scope of Application

This Policy applies to:

- Catalyst employees and activities under Catalyst’s direct management.
- Contractors, subcontractors, service providers, and suppliers when performing work for and/or on behalf of Catalyst and/or on Catalyst-managed sites.
- Project and portfolio companies to the extent that Catalyst manages, controls, or can influence health and safety performance through governance rights, financing covenants, contractual requirements, and supervision.

All such parties are required to implement environmental management measures in line with:

1. This Policy principles.
2. Applicable national environmental legislation, laws, regulations, permits, and approvals.
3. IFC Performance Standards (PS).
4. World Bank Group (WBG) Environmental, Health, and Safety (EHS) General Guidelines.
5. Relevant sector-specific World Bank Group (WBG) EHS Guidelines, as applicable to the nature of the activity or project, including:
  - World Bank Group (WBG) EHS Guidelines for Electric Power Transmission and Distribution.
  - World Bank Group (WBG) EHS Guidelines for Wind Energy.
  - World Bank Group (WBG) EHS Guidelines for Water and Sanitation.

Where differences exist between national requirements and international good practice, all related parties will apply the more stringent requirement to the extent permitted by applicable law and contractual arrangements.

## Roles and Responsibilities

Catalyst defines clear occupational safety and health responsibilities at all levels:

- Senior Management: Provide leadership, resources, and oversight to ensure effective implementation of this Policy and accountability for occupational safety and health performance.
- Managers, Leads and Supervisors: Identify hazards, assess risks, implement and monitor control measures, enforce safe work practices, and consult with workers on health and safety matters.
- Employees and Workers: Comply with occupational safety and health requirements, use provided personal protective equipment, and promptly report unsafe conditions, incidents, or near-misses.
- Contractors, Subcontractors, Service Providers, and Suppliers: Comply with applicable occupational safety and health requirements and safe work procedures, ensure their employees and workers are adequately trained and equipped, and promptly report incidents and unsafe conditions related to their activities. Contractors, subcontractors, service providers, and suppliers remain responsible for the health and safety of their personnel and any subcontractors they engage.
- Project and Portfolio Companies: Implement site-specific occupational safety and health arrangements consistent with this Policy and applicable legal and lenders requirements, and ensure effective oversight of contractors, service providers, and suppliers.

## Principles

The following Health & Safety principles guide the management of Catalyst's own operations and the oversight of Catalyst-managed activities and relevant projects, through all phases, where applicable. Implementation is the responsibility of the relevant parties (including contractors, operators, and portfolio companies), with Catalyst exercising oversight consistent with its role, rights, and influence:

### A. Occupational Health and Safety Management

#### **Principle 1.** Risk Assessment and Control:

Systematically identify occupational hazards, conduct risk assessments including job hazard analysis and risk ranking where appropriate, and implement preventive and protective measures using the hierarchy of controls. Risk assessments shall be reviewed periodically whenever changes, incidents, or new activities occur.

#### **Principle 2.** Worker Communication and Consultation:

Maintain effective communication and consultation on health and safety matters and promote a working environment where concerns can be raised without fear of retaliation, including access to a confidential reporting channel.

#### **Principle 3.** Training and Competency:

Provide Health and Safety (H&S) and related H&S procedures training appropriate to roles and risk exposure, including induction, task-specific training, and training for high-risk activities, and ensure workers are competent to perform duties safely. Designated first aiders, emergency responders, and other safety-critical roles shall receive dedicated training as appropriate.

#### **Principle 4.** Emergency Preparedness and Response:

Identify credible emergency scenarios and maintain response procedures, first aid and medical response arrangements proportionate to risk, training, and drills appropriate to the activities. Emergency preparedness shall include, as relevant to activities and locations, fire, chemicals, gases, severe weather, evacuation, and shutdown conditions, with coordination with emergency services where appropriate.

**Principle 5. Incident Reporting and Notification:**

Maintain logbooks and procedures for reporting, recording, investigating, and analyzing incidents, injuries, near-misses, and occupational diseases, supported by competent personnel, and notify relevant authorities as required.

**Principle 6. Safe Work Procedures:**

Implement and maintain written safe work procedures for routine and high-risk activities and apply permit-to-work systems where required to ensure that work is planned, authorized and executed safely. Safe work procedures shall address high-risk activities, including, where applicable, energy isolation and lock-out/tag-out, hot work, work at height, confined space entry, electrical work, lifting operations, and traffic management.

**Principle 7. Monitoring and Continuous Improvement:**

Monitor performance through inspections, audits, indicators, and management review; maintain appropriate documented procedures and records; and drive continual improvement. Monitoring shall include, where applicable, workplace and exposure monitoring using recognized methods, calibration/testing of monitoring instruments where used, maintenance and proper training, drill, inspection, and investigation records, with reporting to management and authorities as required.

**Principle 8. Workplace and Task Safety Standards:**

Maintain safe workplace conditions proportionate to risk, including safe structures and egress, fire precautions, welfare and hygiene facilities, potable water, clean eating areas, adequate lighting and ventilation, thermal comfort, machine guarding, electrical safety, control of physical/ chemical/ biological/ radiological hazards, PPE, and special controls for confined spaces and lone/isolated work when applicable.

**Principle 9. Contractor and Subcontractor Selection and Control:**

Apply health and safety requirements throughout the contracting lifecycle (Request for Proposal, Terms of Reference, Contracts, etc) by selecting contractors with appropriate capability, defining obligations in contracts, and monitoring performance. Contractors, Subcontractors, and suppliers shall be required to provide Safety Data Sheets (SDS) for any hazardous materials they bring to site and to comply with SDS requirements for labeling, safe handling, storage segregation, use of personal protective equipment, and emergency and spill response.

**B. Community Health and Safety****Principle 10. Water Quality and Availability:**

Protect groundwater and surface water resources and drinking-water sources. Where projects supply water to communities or users, ensure compliance with applicable national standards or, where absent, World Health Organization (WHO) Drinking-Water Quality Guidelines, including monitoring as appropriate. Assess and manage water abstraction impacts, seasonal variability, and projected demand to avoid compromising community hygiene and long-term availability.

**Principle 11. Structural Safety of Infrastructure:**

Ensure that the design, construction, and operation of project infrastructure follow applicable building codes and sound engineering practice, account for site-specific natural hazards, and include risk-based separation or access controls where community exposure is credible. Structural criteria shall be certified by suitably qualified professionals, with independent review where warranted by risk or public access.

**Principle 12.** Life and Fire Safety:

For buildings accessible to the public, comply with applicable life and fire safety codes, with applicable national standards or, where absent, internationally accepted standards, supported by competent professional design, review, commissioning, operation, and maintenance. Life and Fire Safety assessments and corrective actions shall be undertaken for new and existing buildings where applicable.

**Principle 13.** Traffic Safety:

Manage traffic risks associated with project activities through driver competence and licensing, vehicle roadworthiness and maintenance, safe routing and speed management, fatigue controls where relevant, worksite traffic control measures, and coordination with authorities and emergency responders. Where impacts are significant, engage authorities in signage approvals, visibility, and road-safety awareness.

**Principle 14.** Hazardous Materials Transport:

Ensure hazardous materials transport including packaging is carried by licenced entities and complies with applicable local law and regulations, labelling/placarding, documentation, chain-of-custody, training, vehicle suitability, and emergency response readiness. For higher-risk transport or threshold quantities, require a risk-based Hazardous Materials Transportation Plan and on-call emergency response arrangements.

**Principle 15.** Company Activity-related Disease Prevention:

Identify and manage communicable and vector-borne disease risks through awareness measures, coordination with public health authorities, and proportionate prevention, screening, referral, and treatment arrangements. Integrated vector control and safe pesticide management shall be applied where relevant.

**Principle 16.** Community-Aware Emergency Preparedness:

Where work-related credible emergencies could affect the public, establish appropriate community notification systems, emergency resources, coordination with emergency services, and contingency arrangements. Emergency plans shall include defined communication channels, resource inventories, contact lists, and periodic testing, proportionate to risk.

**C. Construction and Decommissioning**

**Principle 17.**

For construction, refurbishment, demolition, and decommissioning activities, risk-based site controls proportionate to hazards should be applied to protect workers and communities, including (but not limited to) controls for work at height, excavations and confined spaces, moving machinery and lifting operations, dust and other exposures, and the safe handling or removal of hazardous materials.

**Principle 18.**

Protect surrounding communities from site-related hazards, including restricted access to high-risk areas (fencing, signage, and communication), securing or covering openings and excavations, locked and controlled storage of hazardous materials, traffic safety controls, and construction-related disease prevention measures, where relevant.

### **Communication and Implementation**

This Policy shall be communicated to all employees and contractors at workplaces in languages understood by workers, made publicly available on Catalyst's website, implemented across Catalyst activities, and reviewed periodically and updated whenever necessary.

Catalyst maintains an internal grievance mechanism for all employees and contractor workers, as well as an external communication and grievance mechanism to enable stakeholders, including affected parties and communities, to raise health and safety concerns or complaints. All submissions are handled in a timely, transparent, and non-retaliatory manner.

Detailed requirements referenced in this Policy shall be implemented through site-specific occupational health and safety plans, procedures, and standards consistent with the IFC Performance Standards and the World Bank Group (WBG) EHS Guidelines and applicable local laws and regulations.

Compliance with this Policy is a condition of employment and contractual engagement. Failure to comply may result in corrective or disciplinary action, as appropriate.

**Ennis Rimawi**  
**Founder and Managing Director**

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May 12, 2026

