

Environmental, Health and Safety Policy

Purpose

The purpose of this policy is to state the commitment of OffgridSun, on its own behalf and on behalf of its subsidiaries and affiliates, to the preservation of the environment, providing a healthy and safe workplace for our employees, our contractors, and our customers, and generally to being responsible members of the communities in which we live and work.

Policy

OffgridSun is firmly committed to compliance with all environmental, health and safety (“EHS”) laws applicable in any region in which OffgridSun conducts its business. The Company conducts its business with a view to the protection of the environment, and the health and safety of our employees and others who are affected by our business.

The Company pursues pollution prevention, energy conservation, and waste reduction through GHG management and choosing non-hazardous or restricted substances to achieve environmental excellence and support the fight against climate change. OffgridSun works to develop products that utilize raw materials and processes that minimize pollution throughout the product life cycle from design and manufacture to customer use and end-of-life disposal.

Guiding Principles and Objectives

Implementation of this Policy is guided by the following principles and objectives:

- Ensure compliance with all EHS laws wherever OffgridSun conducts business.
- Provide a safe and healthy work environment for our employees, contractors, visitors, customers and the community.
- Pursue an EHS incident-free workplace through hazard identification and risk reduction. OffgridSun is committed to minimising the number of accidents/injuries and their severity.
- EHS is the responsibility of all. Demonstrate leadership and commitment, and encourage employee involvement in creating a safe workplace, free of occupational injuries and illness; emphasize individual responsibility for safety by all employees, supported at all levels of management. All EHS incidents will be reported and major incidents investigated.
- Analysing, measuring and reducing greenhouse gas emissions, including through energy efficiency, supplier selection and employee awareness.
- Monitor, measure and assess the Company’s EHS performance and management system on a regular and continuing basis in order to continuously improve EHS policies, procedures and implementation.
- Management is responsible for providing training, systems and resources to ensure a safe, healthy and environmentally sound workplace.

Implementation of Policy

The officers of OffgridSun and all subsidiaries are responsible for the communication and implementation of this Policy and the principles contained within. Directors, managers, and supervisors are responsible for implementing practices within each department that comply with this Policy.

OffgridSun expects its personnel and business partners to share its strong commitment to EHS. OffgridSun will not tolerate any parties directly or indirectly engaging in a violation of this Policy. Employees found to have violated this Policy will be disciplined, with consequences up to and including employment termination.

Reporting of Violations

Any person who suspects that a violation of this Policy has or may have occurred (or may occur in the future) is expected to notify his or her direct manager or whistleblower@offgridsun.com.

OffgridSun encourages feedback regarding actual or potential violations of this Policy and will support any report of a genuine concern made in good faith, even if the report turns out to be mistaken. OffgridSun is committed to ensuring no one suffers detrimental treatment (including dismissal, disciplinary action, threats or other unfavourable treatment) as a result of reporting in good faith his or her suspicion that a violation of this Policy is or may be taking place in any part of OffgridSun's business.

Approved by the CEO on 04/09/2025

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