



OCCUPATIONAL HEALTH AND SAFETY POLICY

Management Board of CROSCO, Integrated Drilling & Well Service Co. Company, Ltd, (hereinafter referred to as the Company) adopts this Occupational Health and Safety Policy, determined to plan, document, implement, and improve employee health protection, occupational safety and fire protection, in accordance with legal requirements and internal documentation of the Company, and specific requirements of the contract.

Planning, documenting, implementing, and improving the system is the responsibility of all employees, each within its scope of work and responsibilities, and is based on the following principles:

- Safety Management system is based on the identification of hazards and risk assessment, and through effective activities /controls risk is reduced to an acceptable level.
- Preventive activities and corrective measures are planned and implemented with the aim of improving safety management system, prevention of injuries at work, occupational diseases, and work-related diseases.
- Full compliance with legal requirements and other requirements accepted by the Company.
- Measuring, evaluating, and improving Company's performance in the field of Occupational Health and Safety follows this Policy and is openly communicated to all stakeholders.
- Commitment of the management for counseling and participation of workers, the employer's immediate supervisors for occupational safety, the worker's commissioner for occupational safety and other interested parties on all aspects of occupational health and safety.
- This Occupational Health and Safety Policy is available to all employees, persons at work and subcontractors who are familiar with and aware of their personal obligations in the Safety Management System.
- Periodic review of this policy is performed as needed, when circumstances arise that would require changes, as part of internal integrated audits and is subject to Management Review.
- All employees and contractual partners are responsible for maintaining high standards of Occupational Health and safety, and management must take on the active role of leading by example.
- Training plans and competence assurance of all employees, monitoring and recording of unsafe acts, unsafe conditions and near misses, timely application stop work authority, initiating preventive and corrective activities to resolve all observed nonconformities, safety meetings and on-site H&S audits significantly contribute to awareness and safety culture development as well as to creation of safe working conditions.

All employees of the Company are responsible for the acceptance and application of the stated and recognized H&S principles and actively participate in proposing the improvements of the safety system.

Zagreb, February 2026.



Company Director

Josip Vargašević
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