

TECTRIL

HEALTH AND SAFETY POLICY

Prevention, care and accountability in every activity

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Channel: compliance@tectril.com.br

Prepared / reviewed by	Compliance
Approved by	Tectril Board of Directors
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Note: This document must be formally approved before publication. Signature fields may be added according to Tectril's internal workflow.

1. Purpose

To establish Tectril's principles, commitments and responsibilities for protecting life, health, safety and well-being, preventing work-related injuries and ill health, and promoting safe, healthy, respectful workplaces suited to the activities performed.

This Policy guides decisions, conduct and controls and shall be applied together with applicable law, Brazilian Regulatory Standards (NR), internal procedures, customer requirements and the rules of the locations where work is performed.

2. Scope

It applies to everyone working for or on behalf of Tectril or present at its premises, including directors, employees, temporary workers, interns, apprentices, contractors, suppliers, partners, carriers and visitors.

It covers administrative, operational and logistics activities, remote work, business travel, customer visits, warehouses, terminals, airports, ports, bonded facilities and third-party premises. Where requirements differ, the standard providing greater protection shall be adopted, without conflicting with applicable law.

3. Principles and commitments

- Life and personal integrity take priority over deadlines, costs and operational targets.
- Injuries, occupational illnesses and hazardous exposures can and shall be prevented through planning, participation and continual improvement.
- Hazards shall be identified, risks assessed and preventive measures implemented according to the hierarchy of controls.
- No person shall suffer retaliation for reporting in good faith an unsafe condition, incident, work-related illness or need for protection.
- Tectril shall promote worker consultation, listening and participation in matters affecting their health and safety.
- Applicable legal, contractual and internal requirements shall be incorporated into processes and periodically evaluated.

4. Occupational risk management

Tectril shall maintain processes proportionate to the nature, size and risks of its activities to identify hazards, assess occupational risks, establish preventive measures and monitor effectiveness. Legally required documentation, including the Occupational Risk Management Program (PGR), where applicable, shall remain current and consistent with actual work.

Assessment shall consider routine and non-routine tasks, process changes, facilities, equipment, materials, human factors, foreseeable emergencies and potentially exposed persons. It shall cover physical, chemical, biological, ergonomic and accident risks, as well as work-related psychosocial risk factors.

Measures shall be prioritized as follows: eliminate the hazard; substitute; engineering controls; administrative and work-organization controls; and personal protective equipment (PPE). PPE does not replace technically feasible collective measures.

5. Occupational health and well-being

- Implement and maintain the Occupational Health Medical Control Program (PCMSO), where applicable, integrated with identified risks and overseen by a qualified professional.
- Provide legally required occupational examinations and follow-up while preserving medical confidentiality and personal data protection.
- Promote suitable ergonomics, work organization, breaks and reasonable accommodation for individual needs, where appropriate.

- Prevent and address work-related psychosocial factors such as overload, harassment, violence, unclear roles and unsuitable working hours.
- Encourage respect, balance, support and help-seeking without discrimination based on physical, mental or health condition.
- Prohibit working under the influence of alcohol, illegal drugs or substances that impair safe performance, subject to individual rights and applicable rules.

6. Safe working conditions

- Maintain workplaces, circulation routes, lighting, electrical installations, furniture, equipment and sanitary conditions suited to the activities.
- Adopt safe procedures for receiving, storing and handling materials, using ladders, accessing operational areas and interacting with vehicles and equipment.
- Use only authorized equipment in safe condition; guards, signs and safety devices shall not be removed or bypassed.
- Work requiring training, authorization, qualification, a work permit or specific protection may only be performed by fit and authorized persons.
- Maintain good housekeeping, material segregation and unobstructed emergency exits.
- Fully comply with the safety rules of customers, terminals, warehouses, bonded facilities and other third-party locations.

7. Remote work, travel and off-site activities

- Remote work shall be organized with attention to ergonomics, breaks, working hours, information security and suitable workstation conditions.
- Business travel shall consider safe transport, rest, communication and route planning.
- Seat belts and traffic laws are mandatory; mobile phones shall not be used while driving unless through a lawful and safe hands-free method.
- Individuals shall assess visited locations, follow applicable safety induction and stop work when adequate controls are absent.

8. Emergency preparedness and response

Tectril shall identify emergency scenarios consistent with its operations and facilities and maintain proportionate prevention, communication and response measures. Escape routes, assembly points, fire protection resources, emergency contacts and responsibilities shall be known to affected persons.

In an emergency, protecting life is the priority: warn others, contact the competent resources, evacuate when instructed and do not attempt rescues or interventions without proper training and protection. Drills and training shall be conducted as needed and required.

9. Reporting, recording and investigation

Injuries, incidents, near misses, unsafe conditions, symptoms potentially related to work and property damage with injury potential shall be reported immediately to the responsible manager and, where relevant, Compliance. Emergencies shall first be directed to the competent local emergency services.

Events shall be recorded, assessed and investigated proportionately to risk, addressing immediate causes, contributing factors and systemic causes without a blame culture. Corrective and preventive actions shall have owners and deadlines, and relevant lessons shall be shared. Legally required notifications, including the Brazilian Work Accident Report (CAT), shall be made where applicable.

10. Right and duty to stop unsafe work

Everyone has the right and duty to stop or refuse work when they reasonably and in good faith identify a condition presenting serious and imminent danger to life or health. They shall move to a safe location, warn potentially exposed persons and immediately notify responsible leadership.

Work may resume only after assessment and adequate controls. Retaliation against anyone exercising this right in good faith is prohibited.

11. Responsibilities

Board of Directors

- Approve this Policy, provide appropriate resources, integrate health and safety into decisions and monitor performance.

Leaders

- Plan work safely, guide teams, correct deviations, receive reports and ensure that only trained persons perform hazardous tasks.

Employees and other workers

- Follow guidance, attend training, use protective resources correctly, care for themselves and others, and report hazards and incidents.

Compliance and support functions

- Support governance, receive reports, preserve confidentiality, monitor measures and coordinate with legally qualified technical providers.

Contractors and suppliers

- Comply with law, this Policy, contractual requirements and site rules, and demonstrate OSH competence and controls when requested.

12. Training, communication and participation

People shall receive information and training appropriate to their work risks, in understandable language and before performing tasks requiring specific knowledge. Training shall be recorded where required.

Tectril shall encourage suggestions, safety discussions, hazard reporting and participation in defining and reviewing controls. Relevant changes to process, location, equipment, technology, work organization or legal requirements shall be communicated and assessed before implementation.

13. Contractor management

Contractor selection, engagement and monitoring shall consider risks, legal requirements, qualifications, training, documentation and safety performance. Applicable requirements shall be communicated before work begins.

Tectril may suspend contractor work in case of unsafe conditions, non-compliance or uncontrolled risk. Coordination and oversight do not transfer the independent legal responsibilities of each organization.

14. Reporting, confidentiality and non-retaliation

Questions, concerns, breaches or suggestions may be reported to leadership or compliance@tectril.com.br. Emergencies must be reported immediately to emergency services and site representatives.

Reports shall be treated seriously, confidentially and respectfully, subject to investigation needs and applicable law. Retaliation is prohibited against anyone who in good faith raises a concern, assists an investigation or stops unsafe work. Knowingly false allegations may result in appropriate action.

15. Non-compliance

Violation of this Policy may lead to guidance, retraining, work suspension, disciplinary measures, contract termination and other legal or contractual action, considering severity, circumstances, due process and applicable law.

16. Governance, monitoring and continual improvement

Tectril shall monitor indicators and evidence appropriate to its profile, including reported hazards, incidents, corrective actions, training, inspections, occupational health and contractor performance. Analysis shall identify trends and prevention opportunities without encouraging underreporting.

This Policy shall be reviewed periodically and whenever there is a significant change in activities, risks, structure, facilities or legal requirements; a serious event; or a need identified through audit or investigation.

17. References

- Brazilian Consolidation of Labor Laws (CLT), particularly Occupational Safety and Health provisions.
- Applicable Brazilian Ministry of Labor and Employment Regulatory Standards, including NR-1, NR-5, NR-6, NR-7, NR-11, NR-17, NR-23, NR-24 and NR-26, according to scope and risks.
- Brazilian Law No. 8,213/1991 regarding reporting and effects of occupational accidents, where applicable.
- ABNT NBR ISO 45001 — Occupational health and safety management systems, as a good-practice reference.
- Tectril's Code of Ethics, Compliance Policy, Human Rights, Diversity and Inclusion Policy, and other internal standards.

18. Final provisions

This Policy establishes general guidelines and does not replace technical assessments, statutory programs, reports, training or task-specific procedures. In case of conflict, applicable law and, where legally possible, the requirement ensuring greater protection shall prevail.

This Policy takes effect upon formal approval by Tectril's Board and shall be communicated to all persons within its scope.

Tectril Board of Directors

July 19, 2026