

## HEALTH SAFETY & ENVIRONMENT (HSE) POLICY

**DAMAC DIGITAL** is committed to safeguarding the health, safety, and environment (HSE) while delivering world-class excellence in data center operations. We strive to protect people, assets, and the planet through responsible practices, innovative solutions, and a relentless focus on customer satisfaction, ensuring our operations remain safe, sustainable, and resilient.

As a HSE conscious organization **DAMAC DIGITAL** shall

- Dedicate ourselves to protecting the environment by reducing carbon emissions, optimizing energy and ensuring responsible waste management across all data center operations.
- Actively prevent workplace injuries, ill health, and unsafe conditions by implementing advanced monitoring systems, hazard controls, and emergency preparedness measures tailored for our data center and IT work environments.
- Maintain compliance with all applicable environmental, health, and safety laws, regulations, and industry best practices, ensuring continual improvement in our management systems.
- Advance innovation in latest technologies, renewable energy integration, and efficient cooling solutions to enhance the sustainability of our data center infrastructure.
- Create a culture of health, safety and environmental responsibility by empowering employees, contractors, and stakeholders through regular training, awareness programs, and open communication channels.
- Foster a culture of openness and collaboration by ensuring effective consultation and participation of employees, contractors, and other relevant stakeholders in all matters related to HSE
- Drive continuous improvement by setting measurable HSE objectives, monitoring performance indicators, and regularly reviewing operational practices to identify opportunities for enhancement.
- Implement risk-based thinking to proactively identify, assess, and control HSE risks associated with our data center operations.
- Guarantee operational resilience by maintaining facilities that can withstand environmental hazards, fire risks, and power disruptions without compromising health or safety.
- Integrate sustainability into procurement, vendor management, and lifecycle planning, prioritizing environmentally responsible and safe products, materials, and technologies.
- Take accountability at all organizational levels, ensuring leadership commitment to HSE performance and transparent reporting of progress and challenges.
- Avoid environmental harm through strict pollution prevention measures, efficient water usage and safe handling of hazardous substances.
- Lead by example in the data center industry by championing environmental stewardship, occupational well-being, and responsible digital infrastructure growth.

This policy statement is an expression of **DAMAC DIGITAL's** commitment to environmental stewardship, occupational health and safety, and operational excellence. It shall be ensured that **HSE Policy** is communicated and understood within the organization.

