

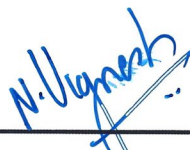
Global HSE Framework

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1. INTRODUCTION

Enfinity Global Inc. and its subsidiaries and affiliates (collectively "Enfinity") conduct its operations in a sustainable and socially responsible manner, placing a primary emphasis on the health and safety of both employees and contractors. Additionally, Enfinity aims to mitigate potential negative environmental impacts, if any, resulting from its operations. Enfinity promotes a culture of high integrity in which all individuals are committed to complying with applicable health, safety, and environmental (HSE) laws and regulations with the focus on mitigating HSE risks while promoting ethical and sustainable business practices across all Enfinity operations.

2. PURPOSE

The Global HSE Framework establishes essential standards that are mandatory across operations and all Enfinity sites¹ and serves as guidance for all regions, operational units, and sites to enable them to develop and implement HSE-related procedures in their respective work areas.

3. SCOPE

This framework is mandatory for all HSE-related activities at all sites, functions and regions, and applies to all Enfinity employees, officers, directors, contractors, associates, or any persons who act on behalf of Enfinity (or otherwise work for Enfinity, regardless of the type of contractual relationship with Enfinity, and whether permanent or temporary) (each, an "Enfinity Professional").

4. OBJECTIVES

- Protect our people, communities, and environment.
- Maintain safe, healthy, and clean working conditions.
- Comply with applicable legal and regulatory requirements.
- Establish a robust HSE management system and procedures.
- Continually improve our HSE performance.

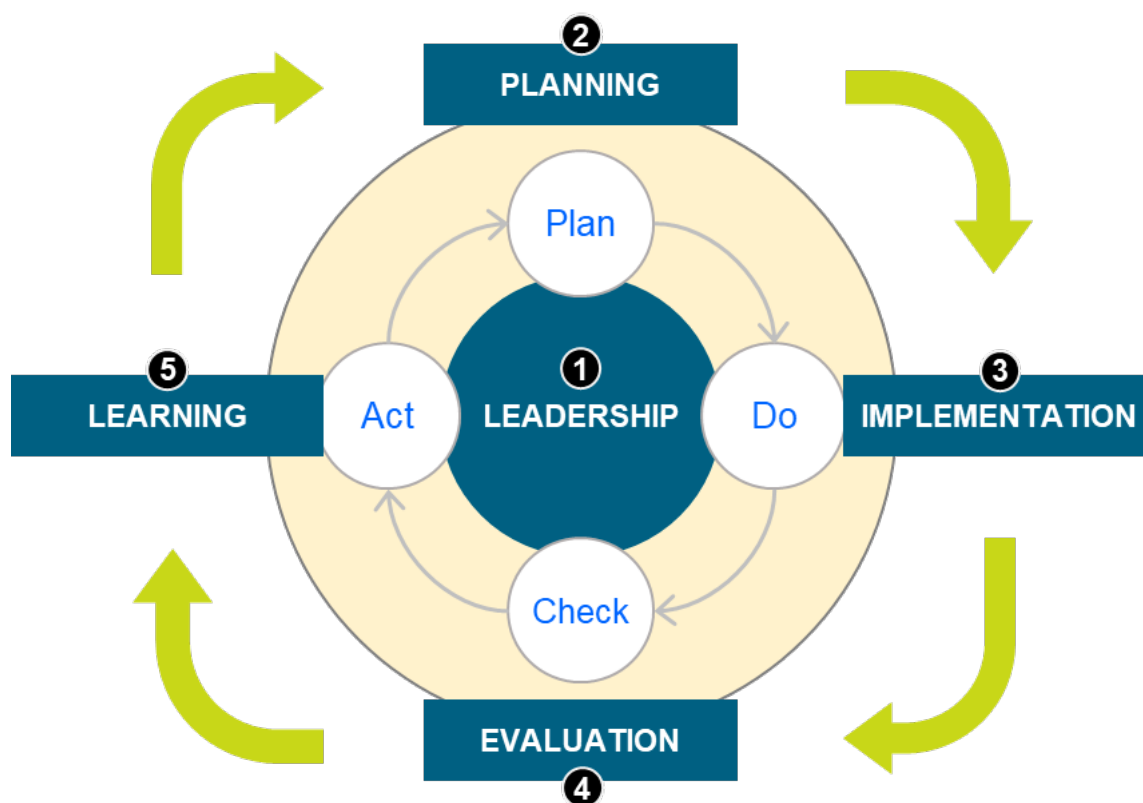
¹ All references to "Enfinity sites" or "sites" are defined as offices sites and renewable energy projects sites, whether under construction or in operation, owned or operated by Enfinity.

5. FRAMEWORK

The system approach utilized in developing the HSE framework is rooted in the concept of Plan-Do-Check-Act (PDCA), a foundational principle employed in ISO-14001 and ISO-45001 management standards.

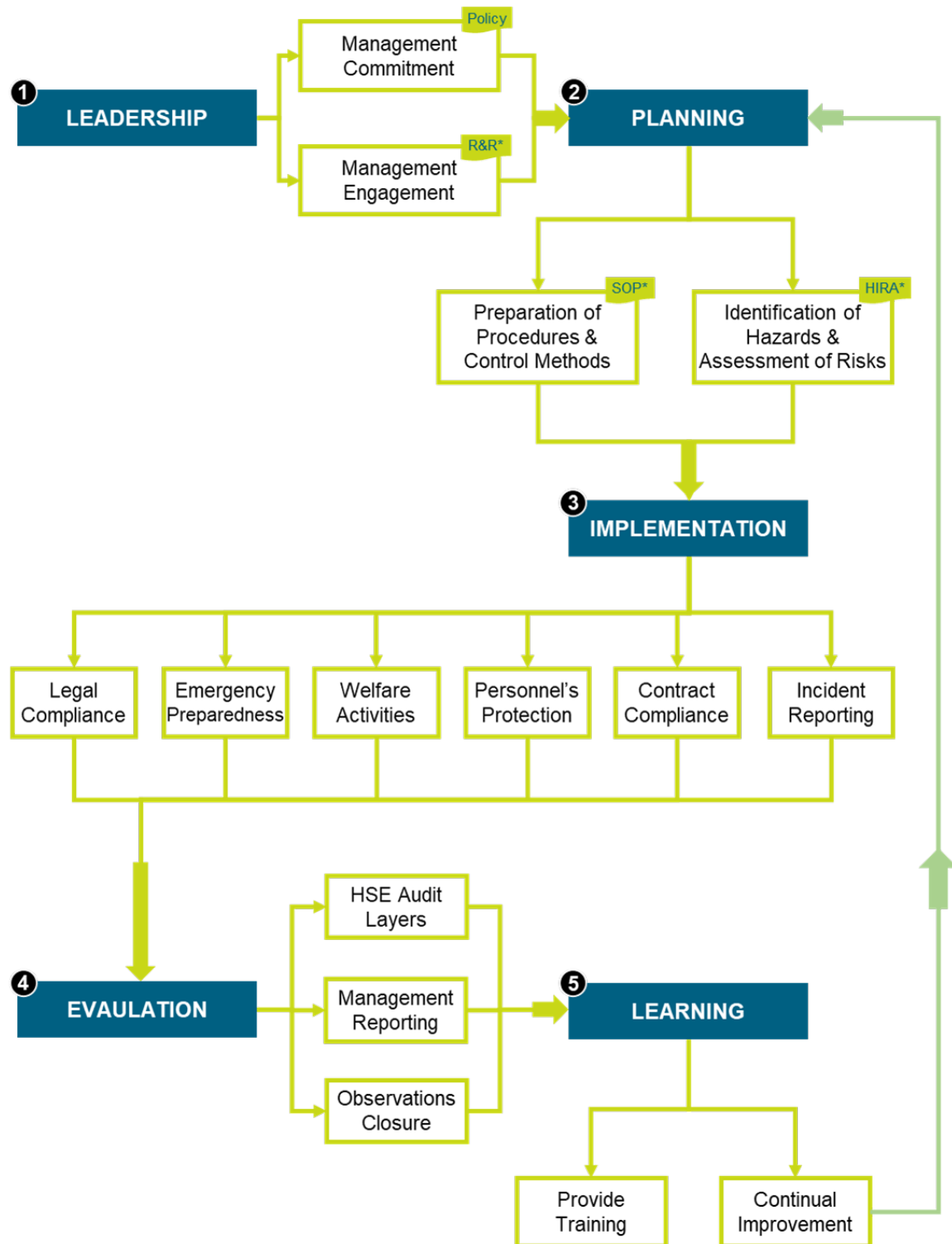
The PDCA concept is an iterative process to achieve continual improvement and Enfinity applies this to each of the individual elements of this concept, as set forth below:

- **Plan:** determine and assess HSE and other risks and opportunities, establish HSE objectives and processes necessary to deliver results in alignment with HSE policy.
- **Do:** implement the process as planned.
- **Check:** monitor and measure activities and processes in alignment with HSE policy and objectives and report the results.
- **Act:** take actions to continually improve the HSE performance.



By implementing the PDCA concept, processes within Enfinity are comprehensively designed, leading to enhanced HSE performance and the fulfillment of stakeholders' expectations, including top management, regulators, investors, and each community where Enfinity operates, among others.

The detailed HSE framework for Enfinity is presented as below:



* R&R: Roles and Responsibilities | SOP: Standard Operating Procedures | HIRA: Hazard Identification and Risk Assessment

5.1. Leadership

Enfinity senior management must exhibit strong leadership and unwavering dedication to effective HSE management. Although employees' cooperation and participation are crucial, senior management's leadership and commitment are critical to drive the HSE process. Refer to Annexure-1 for the roles and responsibilities of key individuals in implementing the HSE management system at Enfinity sites.

5.1.1. Leadership and commitment from senior management:

To demonstrate this, Enfinity senior management shall:

- Establish an HSE policy demonstrating its commitment to a safe, healthy, and clean working environment and providing a framework for setting HSE objectives as well as creating effective HSE management systems.
- Maintain and proactively improve HSE management systems to identify and remediate health and safety hazards to Enfinity Professionals and other stakeholders.
- Ensure compliance with all applicable HSE legal and regulatory requirements.
- Incorporate HSE criteria into business decisions throughout the life cycle of projects.
- Include HSE-related metrics, KPIs, and reviews in periodic business management meetings and monitor performance against established HSE targets.
- Allocate adequate resources for establishing, maintaining, and enhancing the HSE management systems.
- Foster employee awareness to encourage compliance within the HSE management systems.
- Provide appropriate training to all Enfinity Professionals and stakeholders regarding HSE obligations.
- Actively participate in HSE reviews audits and manage implementation of corrective actions (if any).
- Integrate HSE procedures and best practices into operational activities to create a healthy and safe work environment.
- Actively communicate relevant HSE requirements to all Enfinity Professionals and other stakeholders and periodically review the HSE management system's relevance in the continuously changing business environment.

5.1.2. Leadership and commitment from all project and site managers:

All project and site managers shall be responsible for all aspects of HSE at the Enfinity site over which they have control, while considering not only their own safety but also the safety of others associated with the site. They shall:

- Ensure compliance with Enfinity's applicable HSE requirements.

- Supervise and keep records of all HSE related activities.
- Regularly provide HSE performance reports to senior management.
- Actively participate in periodic HSE reviews and performance audits.
- Demonstrate commitment to the continual improvement of HSE performance.

5.2. Planning

Management shall take the following steps to ensure effective planning activities in accordance with HSE requirements:

- Ensure the development of standard operating procedures (SOP) for all identified HSE-related activities in collaboration with site engineers, safety officers, and subject matter experts, as applicable.
- Confirm the accessibility of SOP at Enfinity sites and ensure that all relevant personnel are trained to execute activities as per the SOP.
- Carry out Hazard Identification and Risk Assessment (HIRA) for all identified activities and develop related mitigation plan for smooth implementation.
- Create awareness and training plans for employees and contractors regarding adherence to HSE requirements.

5.3. Implementation

Management shall take the following steps to ensure the effective implementation of HSE requirements:

- Identify and ensure compliance with HSE-related legal, regulatory and other requirements.
- Ensure availability of the Emergency Preparedness and Response Plans (EPRP) for relevant identified emergency situations at Enfinity sites.
- Periodically conduct mock drills related to identified HSE emergency situations and review the effectiveness of the EPRP.
- Ensure worker welfare facility provisions in relevant project contracts.
- Ensure availability and use of necessary and mandatory Personal Protective Equipment (PPE) during work.
- Ensure compliance with HSE-related contractual requirements. In case of any violation, evaluate the case for applicable penalties and ensure compliance.
- Timely reporting of HSE-related incidents as per reporting protocols defined by the Global Head of HSE.

5.4. Evaluation

Management shall take the following steps to ensure effective evaluation in relation to HSE requirements:

- Conduct and ensure regular safety audits at sites according to relevant HSE checklists, perform timely review of HSE audit reports, and close the identified non-conformance (NC) observations within specified timelines.
- Ensure timely submission of monthly and weekly reports to the management as per the agreed schedule.
- Ensure the timely reporting of all NC, unsafe Acts and/or conditions (UAC) and near-miss cases (NMC) and effective closure of the same.

5.5. Learning

Management shall take the following steps to ensure the capture of HSE-related learning and the implementation of necessary training:

- Identification of HSE related training for site activities.
- Deliver periodic HSE training to Enfinity Professionals.
- Recognize and disseminate good practices and lessons learned among Enfinity Professionals and other stakeholders.
- Continually improve the suitability, adequacy and effectiveness of the HSE management system to improve HSE performance.

6. APPROVAL AND AMENDMENT

If any applicable laws or regulations impose stricter requirements than those set forth in HSE management system, such stricter regulations shall be applied, and any violation of such regulations will also be considered a violation of Enfinity's HSE policy.

This document has been approved by the Supervisory Body.

The HSE management system is the internal process of the Enfinity Global Group and has been adopted on behalf of Enfinity for its sole use and benefit. The HSE policy and management system shall be approved by the Supervisory Body, which shall have the sole and exclusive right to amend, waive, terminate, or otherwise modify the terms of HSE management system including the policy and this document. There are no other parties who have any right to rely on the terms of this document, nor do any other parties have the right to enforce the terms of this document. None of Enfinity, any member of Enfinity, nor any officer, director, employee, agent, or affiliate of any of the foregoing, shall be required to account to, or otherwise inform or notify, any other parties with respect to the matters described in this document.

ANNEXURE-1: ROLES AND RESPONSIBILITIES

The below sets forth the roles and responsibilities for implementing the HSE policy, framework and management systems at all Enfinity sites:

- **CEO, COO, Regional CEO and Head of Global Operations:**

- Promote a culture that prioritizes (i) the health and safety of Enfinity Professionals and other stakeholders, and (ii) protection of the environment where each Enfinity site is located.
- Ensure that adequate resources have been allocated for effective implementation of the HSE framework and monitor the HSE management systems periodically to assess the level of goals being achieved and the need for further improvement.

- **Global Head of HSE**

- Drive HSE culture and support leadership in monitoring, maintaining, and improving the system.
- Develop and implement global HSE management systems, processes and procedures across all regions that maintain compliance with applicable HSE standards.
- Design and implement contractors and suppliers qualification and selection processes incorporating relevant HSE considerations, HSE risks assessment and audits, incident investigation and management, and closure actions.
- Drive periodic HSE reviews, and training and awareness related to HSE.

- **Regional COO**

- Promote HSE culture and ensure compliance at each Enfinity site in the region.
- Monitor the regional HSE management system on a regular basis to assess the performance and support implementation or necessary changes to regional HSE management systems.
- Provide necessary resources for regional fulfilment of HSE policy and management system requirements.
- Timely report regional HSE incidents or observations and ensure closure.

- **Director / Head / Manager of Construction / Project / Asset**

- Ensure compliance of Enfinity site under their direct responsibility with HSE policy and management system.

- Review specific HSE and Emergency Plans prepared by contractors for each Enfinity site.
- Perform regular HSE site walk/visits at Enfinity sites to assess the level and effectiveness of implementation and chair the site HSE committee meetings to resolve HSE-related issues at site.
- Timely report HSE incidents or observations and drive faster closure.
- Empower Enfinity Professionals and other stakeholders to exercise Stop-Work Authority at sites.
- **Site HSE Officer / Coordinator (In-house or 3rd Party Service Provider)**
 - Ensure compliance of Enfinity site under their direct responsibility with HSE policy and management system.
 - Perform regular HSE site visits and audits at Enfinity sites and submit reports on HSE status, including site non-compliance or incidents.
 - Review adequacy of HSE Manual and other documents of contractors/service providers working at Enfinity sites.
 - Identify high-risk activity and participate in periodic briefings from contractors working at Enfinity sites.
 - Timely report HSE incidents or observations and drive faster closure.
 - Participate in, or lead, site incident investigations as needed.
- **Human Resource Head**
 - Manage compliance with HSE policy and management system of each Enfinity office location.
 - Prepare an HSE and Emergency Plan for each Enfinity office location.
 - Timely report HSE incidents or observations and ensure closure.
- **All Other Enfinity Professionals**
 - Comply with HSE policy, framework and management system.
 - Timely report HSE incidents or observations and support closure.
 - Exercise Stop-Work Authority.