



SGA Policy
PSI Software SE

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1 Purpose

The Executive Board has established, implemented, and maintains a policy for occupational safety and health within the defined scope of the SGA management system.

2 Scope

The OSH policy is binding for the entire PSI Software SE.

3 Our Principles/Objectives

PSI Software SE develops and markets high-quality software solutions for the energy sector and energy-intensive industries for national and international customers. As an innovative technology company, PSI Software SE is aware of its responsibility for the safety and health of its employees. To help prevent workplace accidents, work-related illnesses, and hazards, the "Systematic Occupational Safety" management system developed by the Verwaltungsberufsgenossenschaft (VBG) has been implemented; this system also meets the requirements of DIN ISO 45001.

The company aims to lead by example in the prevention of accidents and health hazards, in ensuring that work is organized in a safe and health-conscious manner, and in protecting its employees. Based on this management system, managers ensure optimal working conditions and promote a continuous improvement process in which all employees share responsibility. The safety and health of employees are given the highest priority and are considered at least as important as economic goals. The systematic implementation of the requirements of relevant standards and legal regulations enables structured management of the company's significant occupational safety and health aspects.

3.1 Safety and Health Objectives

PSI has set goals in the area of occupational safety and health and is committed to ensuring that these goals are achieved through appropriate, sustainable processes for implementation and improvement. These include, in particular, the prevention of workplace accidents, the reduction of work-related health hazards, and the promotion of physical and mental health.

3.2 Safety and Health as a Corporate Principle

Occupational safety and health are integrated into all business processes—from office and project work to work at client sites, business trips, field assignments, and remote work. Managers serve as role models and are responsible for ensuring that working conditions in their respective areas of responsibility are safe and conducive to good health.

3.3 Prevention of Workplace Accidents, Health Hazards, and Near-Misses

- A primary goal is the consistent prevention of workplace accidents, work-related illnesses, and near-misses.
- Hazards must be identified early, assessed, and minimized through appropriate technical, organizational, and personnel-related measures.
- The systematic analysis of near misses and accidents serves as the basis for permanently eliminating causes and preventing future incidents.
- An established, open reporting culture ensures that safety-related observations can be raised at any time without fear of repercussions.

3.4 Ergonomics, Mental Health, and Healthy Work Practices

- Workstations and work equipment are ergonomically designed, and employees are supported in using them in a way that promotes good health, particularly when working remotely.
- Mental health concerns are taken into account in the design of work processes, responsibilities, and communication channels.
- Workplace health promotion programs, such as ergonomic consultations, exercise programs, and relaxation activities, are encouraged and further developed.
- Flexible work models are designed—including from an occupational safety and health perspective—in a way that ensures the safety and health of employees.

3.5 Compliance with Legal Obligations

All relevant legal and other requirements regarding occupational safety and health are complied with. This includes, among other things, the Occupational Safety and Health Act (), regulations and rules of the employers' liability insurance associations (e.g., VBG), and occupational health requirements.

3.6 Transparency, Communication, and Participation

- The SGA policy is communicated transparently to all employees, business partners, and interested parties. In addition, an open exchange on topics related to occupational safety and health is encouraged.
- Employees and their representatives are actively involved in the development, implementation, and evaluation of occupational safety and health measures.

3.7 Risk Assessment, Measurement, Analysis, and Continuous Improvement

- Systematic risk assessments for relevant activities and workstations are conducted and regularly updated.
- The collection, analysis, and evaluation of relevant occupational safety and health indicators (e.g., accidents, near misses, lost time) serve as the basis for deriving goals, measures, and improvement strategies.
- The effectiveness of the measures taken is continuously reviewed in order to further develop the occupational safety and health management system.

3.8 Qualifications, Training, and Awareness

Employees receive regular training and awareness-raising on occupational safety and health topics so that they can actively contribute to improving safety and health at work. This includes, among other things, instruction on safety-related behavior, ergonomic work practices, fire safety, emergency response procedures, first-aid training, and training for managers on their specific duties regarding occupational safety and health.

3.9 Resources

The Executive Board of PSI Software SE actively provides all necessary resources—both human and financial—to implement, develop, and maintain the occupational safety and health management system, as well as to continuously optimize OSH performance.

3.10 Review of the Policy

PSI Software SE is committed to regularly reviewing and continuously improving its occupational safety and health policy. Responsibilities are clearly defined. The parties involved in occupational safety and health (including the OSH team, the occupational

Our Principles/Objectives

safety specialist, and the company physician) monitor progress, report regularly to senior management, and ensure that the set goals are met.

The Occupational Safety and Health system is integrated into PSI Software SE's existing integrated management system.