

Workplace Health & Safety Policy

Scope

This policy covers all Nextracker operations worldwide, including Nextracker employees and officers, contractors and any person working for Nextracker.

Policy & Goal

Nextracker is committed to the health & safety of all employees and to providing a workplace free of known hazards. Our goal is to strive to eliminate accidents causing harm to people, property damage, or operational disruption. To achieve that we will:

- comply with all safety regulations and requirements wherever we work;
- implement, maintain and continuously improve an effective Environment, Health & Safety Management System (“EHS MS”) covering all our activities and services;
- eliminate hazards and reduce safety risks at work;
- establish safety processes, training and active management involvement in safety;
- consult with and seek participation from our workers, contractors, suppliers and other interested parties in our EHS MS;
- set measurable safety objectives and targets and monitor them to ensure we continuously improve our safety performance; and
- communicate this policy to all employees and make these available to all interested parties, as appropriate.

Staff Responsibilities

- You have the right and responsibility to stop work if there is unacceptable safety risk.
- Do your part in maintaining a safe work environment by doing required training, working safely, wearing required safety equipment, observing safety rules and keeping your workplace tidy.
- Safety is everyone’s responsibility – look after yourself and the people around you!



Dan Shugar - CEO

Date: May 22, 2024