



Health & Safety Policy and Strategy 2030 – SMA Group

This policy complements the general IMS policy for the integrated management system.

We protect our employees

Protecting our employees is our top priority. In an increasingly connected and sustainability-oriented working world, it is our responsibility to create a safe, healthy, and socially just working environment - worldwide and across all locations.

Our global health and safety strategy is anchored in our company's sustainability goals and Vision Zero. It is supported by the SMA Health & Safety Directive, which sets a globally applicable standard.

We live a preventive safety culture

A central element of our strategy is the consistent prevention of serious accidents, especially electrical accidents. Through targeted training, technical safety approvals, and the use of tested work equipment, we ensure that electrical hazards are identified and avoided at an early stage.

To make this goal more concrete, we have set a target LTIR (* 1,000,000) of 5.9 for the SMA Group by 2030.

To protect our employees, we are committed to not using any carcinogenic, mutagenic, or reprotoxic substances in categories 1A and 1B (CMR substances) in the production process where our employees may come into contact with the substance. Where such substances have been used in the past, a systematic substitution review is being conducted with the aim of establishing sustainable and safe alternatives.

We are a reliable partner

Our strategy is globally oriented and promotes cross-location cooperation. We create uniform minimum standards that can be supplemented and expanded. We also promote the intercultural exchange of best practices within the SMA Group and with our partners.

We listen to our customers' wishes. One recurring request is ISO 45001 certification for our foreign subsidiaries. We have therefore decided to examine the introduction of ISO 45001 certification at selected locations. Existing certifications will be maintained and continuously improved.

The active participation of our employees is crucial to the success of the strategy. Through global training platforms, local safety officers, and involvement in risk assessments, we promote strong safety awareness and a culture of shared responsibility.



We create transparency

Defined goals, regular audits, transparent reporting, and uniform key performance indicators enable objective evaluation.

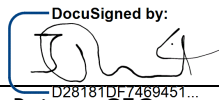
To ensure that we achieve our goals, we evaluate our health and safety performance on a quarterly basis.

To sharpen this view of the company even further, we are establishing a global monitoring system for all safety-related training and instruction.

We are constantly evolving

New technologies, data-based risk analyses, and digital tools help us identify hazards early on and take preventive action. At the same time, we prepare for unexpected events with global emergency plans and drills—always with the aim of protecting people, the environment, and corporate values.

This strategy reflects our self-image: health and safety are not just obligations, but part of our sustainable corporate identity.

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