

Corporate Social Responsibility Policy



At VAIDER GROUP AG, we define Corporate Social Responsibility as follows:

- Conducting business in an ethical and socially responsible manner.
- Building a sustainable business model, protecting the environment and the safety of people.
- Supporting human and labor rights; and
- Engaging, respecting, and supporting the communities and cultures with which we interact.

In alignment with our **Code of Ethics**, VAIDER GROUP AG (hereinafter VAIDER), will ensure that all matters of Corporate Social Responsibility are considered and supported in our operations and administrative matters and are consistent with VAIDER'S stakeholders' best interests.

VAIDER is committed to being recognized as a leader in the field of Corporate Social Responsibility and recognizes that in doing so, we will add significant value for our shareholders.

This Policy applies to activities undertaken by or on behalf of VAIDER Inc. all its controlled subsidiaries* anywhere in the world.

All VAIDER employees and contractors will adopt the Corporate Social Responsibility considerations described in this policy into their day-to-day work activities.

VAIDER leaders will lead by example, by incorporating those considerations into decision-making in all business activities. VAIDER'S leaders will ensure appropriate organizational structures to effectively identify, monitor, and manage Corporate Social Responsibility issues and performance relevant to our businesses.

This Policy is built on the following areas that reflect existing and emerging standards of Corporate Social Responsibility:

Business Ethics and Transparency

VAIDER is committed to maintaining the highest standards of integrity and corporate governance practices to maintain excellence in its daily operations, and to promote confidence in our governance systems.

VAIDER recognizes the importance of protecting all our human, financial, physical, informational, social, environmental, and reputational assets.

VAIDER will advise our partners, contractors, and suppliers of our Corporate Social Responsibility Policy, and will work with them to achieve consistency with this policy.

VAIDER is committed to measuring, auditing and publicly reporting performance on its Corporate Social Responsibility programs.

Environment, Health & Safety

VAIDER is committed to protecting the health and safety of all individuals affected by our activities, including our employees, contractors, and the public.

Our goal is to have no accidents and to provide safe and healthy working environment. Health and safety of any individual will not be compromised.

VAIDER will mitigate impacts on the environment by working with our stakeholders, peers, and others to promote responsible environmental practices and

continuous improvement.

VAIDER is committed to environmental protection and stewardship.

VAIDER recognizes that pollution prevention, reduction of carbon footprint, biodiversity and resource conservation are key to a sustainable environment and will effectively integrate these concepts into our business decision-making.

All employees are responsible and accountable for contributing to a safe working environment, for fostering safe working attitudes, and for operating in an environmentally responsible manner.

Employee & Labor Relations

VAIDER will ensure that employees are treated fairly and with dignity and consideration for their goals and aspirations and that diversity in the workplace is embraced.

VAIDER will apply fair labor practices, while respecting the national and local laws of the countries and communities where we operate.

VAIDER is committed to providing equal opportunity in all aspects of employment and will not engage in or tolerate unlawful workplace conduct, including discrimination, intimidation, or harassment.

VAIDER will ensure freedom of association as well as all other worker's rights.

Stakeholder Relations

VAIDER will engage stakeholders transparently, honestly, and respectfully.

VAIDER is committed to timely and meaningful dialogue with all stakeholders, including shareholders, customers, and employees, indigenous peoples, governments, regulators, and landowners, among others.

Human Rights

VAIDER recognizes that governments have the primary responsibility to promote and protect human rights.

VAIDER will work with governments and agencies to support and respect human rights within our sphere of influence.

VAIDER will have zero tolerance policy on human rights abuses and will not engage or be complicit in any activity that solicits or encourages human rights abuse.

VAIDER will always strive to build trust, deliver mutual advantage, and demonstrate respect for human dignity and rights in all relationships it enters, including respect for cultures, customs and values of individuals and groups.

Community Investment

VAIDER invests in collaborative, consultative, and partnership approaches in our community investment programs.

VAIDER will integrate Community Investment considerations into decision-making and business practices and will assist in local capacity building to develop mutually beneficial relationships with communities.

VAIDER will contribute to our host communities' quality of life by supporting innovative programs in health, education, social services, and the environment, as well as cultural and civic projects.

VAIDER will strive to provide employment and economic opportunities in the communities where we operate.

Policies supporting the CSR Policy referenced therein are*:

- Code of Ethics
- Anti-Corruption and Anti-Bribery Policy
- Whistleblower and Mobbing Protection Policy
- Occupational Health and Safety Policy
- Environmental Policy

**All new VAIDER legal entities must implement policies within 12 months of establishment or acquisition.*

Hünenberg October 2024

VAIDER GROUP AG, Igor Lah, President of the BOD