



Edition 2

Occupational Health and Safety Policy

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Broad Technologies Company LLC
BROAD TECHNOLOGIES COMPANY LLC

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Occupational Health and Safety Policy

Introduction

For Broad Technologies Company LLC (hereinafter "BroadTC" or "the Company"), it is a priority to provide the necessary conditions to promote the safety and health of employees, which indirectly contribute to productivity, reduce absenteeism and create a favorable work environment within the organization.

In addition, the Company has developed an Integrity and Compliance Program, which includes, among others, its Code of Ethics, as well as this policy.

Violation of the Code of Ethics, internal policies, and/or applicable legislation on worker health and safety, even when the action is carried out outside the United States of America, may result in civil and criminal penalties, ranging from fines to imprisonment and are applicable both at the personal level and at the company level.

Objective

The objective of this Occupational Health and Safety Policy is to establish the applicable principles and guidelines in terms of health and safety, which guarantee a favorable work environment in which the health, safety and well-being of employees and visitors within our workplaces is promoted and protected. As well as, the foundations of a culture of preventive health and safety that manages latent, potential and inherent risks.

By means of this Occupational Health and Safety Policy, we inform you of the behaviors and activities that we, as Employees and/or Third Parties, must observe in the interaction between employees, contractors, customers and any Third Party in order to protect the Company, its Employees, shareholders and Third Parties from possible violations of our Code of Ethics. internal policies and/or applicable laws.

Scope

This Occupational Health and Safety Policy is applicable and mandatory for each and every one of our Employees and Third Parties, in each of the countries in which we operate, so it is important to know, understand and put into practice the principles and values contained herein.

Definitions

Workplace accident or incident: This is an event that results or could result in injury and/or deterioration of health and that occurs at work or in the course of work activities.

Favorable work environment: One in which the sense of belonging of workers to the company is promoted; moral values; teamwork; a positive work environment; training for the proper performance of the tasks entrusted to them; the precise definition of responsibilities for workers in the workplace; proactive participation and communication between workers; the appropriate distribution of workloads, with regular working hours in accordance with the applicable legislation; performance appraisal and recognition; internal growth and work-life balance.

Employee(s): Any person or persons who are employed under an Individual or Collective Bargaining Agreement by BroadTC or any of its Subsidiaries.

Integrity and Compliance Program: This function will be in charge of the Company's Board of Directors and includes, but is not limited to: (i) the development of policies and other guidelines of the Company to comply with current legislation; (ii) the identification, prevention and mitigation of operational and legal risks in order to guarantee the Company's long-term reputational value and generate greater certainty in its value chain; (iii) the establishment of adequate and effective control, surveillance and audit systems, which constantly

and periodically examine compliance with integrity standards throughout the organization; and (iv) coordination of training on compliance issues.

Risk: The correlation between the hazardousness of one or more factors and the exposure of workers with the possibility of causing adverse effects on their life, physical integrity or health, or damaging the workplace.

Subsidiary: Any entity that is under the control of Broad Technologies Company LLC

Third Party(s): Third Party(s) are distributors, representatives, advisors, business partners, agents, intermediaries, customers, contractors, managers, lobbyists, consultants or suppliers who are part of BroadTC's value chain or who represent the Company during an interaction with another Third Party, a Government or Public Servants.

General Guidelines

The Company

At BroadTC we recognize that employees are a fundamental part of the success of the organization, so we seek to take care of their safety and health in order to make a difference in their work and personal environment. To this end, we adhere to the legal framework of each country where we operate and work continuously to align ourselves with the best international standards.

As part of our occupational health and safety culture, we are governed by the following criteria:

- Promote preventive action in order to eliminate hazards and reduce incidents, accidents, and risks in this area, including ergonomic and psychosocial risks. As well as, meeting our goal of zero fatalities and disabling incidents, as well as other internal health and safety objectives;
- Provide safe and healthy conditions for the prevention of injuries and deterioration of the health of employees derived from the work activities they perform for the Company, in accordance with their context and the specific nature of the risks and opportunities for safety and health. This involves considering their exposure to tools, substances, chemicals, machinery, and work environment conditions;
- Monitor the identification, evaluation and attention of hazards and risks related to safety and health on an ongoing basis. In order to prevent the occurrence or recurrence of work-related incidents and accidents;
- Provide health and safety awareness and training programs for our employees, so that all employees can avoid unsafe situations, respond in a timely manner to unexpected events (fires, earthquakes, social unrest, etc.) and promote their commitment to take care of their safety and health, as well as that of others;

- Regularly communicate our performance in safety, health and well-being, addressing any irregularities or risks that have been identified in a timely manner.
- Comply with the standards and legal requirements and other applicable requirements in relation to occupational safety and health established by local and international regulatory entities and standards, as well as those determined by the organization;
- Achieve continuous improvement in our health and safety performance.

Employees

The participation of all employees is essential to ensure compliance with this policy and adherence to our health and safety management system at all times. In this regard, employees are urged to:

- Understand and apply the content of safety and health awareness and training programs in their day-to-day work;
- Comply with health and safety measures and use personal protective equipment in accordance with the nature of their job function, especially in those high-risk areas or functions;
- Drive safely, without distractions, and wear a seat belt at all times; respecting the signs and applicable laws. Avoid using your cell phone at all times, if it is not possible (as long as it is safe) to use the hands-free or pull over to answer the call.
- Take responsibility for their own safety as well as their actions;
- Ensure that all employees, contractors, customers and Third Parties within the Company's facilities comply with health and safety measures. If necessary, question, suspend and report any unsafe act they observe without fear of being sanctioned;
- Report any omissions to this policy.

Prevention

To prevent accidents, incidents or health and safety risks, our commitments as a Company, as a BroadTC Employee or as a Third Party are:

- i. Abide by our Code of Ethics, this Occupational Health and Safety Policy, other applicable Company policies, international health and safety conventions, international laws and local legislation applicable in each of the countries in which we operate.
- li. Take care of our safety and health, as well as that of our co-workers and anyone within our workplaces, such as contractors and customers through:
 - communication of health and safety measures within workplaces;
 - day-to-day implementation of what has been learned through awareness-raising campaigns and health and safety training;
 - the use of personal protective equipment;
 - adherence to risk treatment plans to avoid the recurrence of incidents or accidents;

- as well as, report any irregularity identified at the time with the Department of Safety and Hygiene for prompt attention.
- lii. Question, suspend and report any unsafe act they observe without fear of being sanctioned.
- lv. Adopt internal controls and report, if necessary, to the Board of Directors of BroadTC and/or to the corresponding authorities, those cases in which an Employee or Third Party incurs in an act that violates the Company's Code of Ethics, this Occupational Health and Safety Policy or the law.

Evaluation, Supervision, Verification and Audit of compliance with the Occupational Health and Safety Policy.

The function of the Compliance and Internal Audit Office will be the responsibility of the Company's Board of Directors and will be responsible for supervising, monitoring and, where appropriate, auditing due compliance with the provisions set forth in this Occupational Health and Safety Policy, and will periodically evaluate their effectiveness in order to make the necessary updates for their optimal functioning.

It is also responsible for periodically evaluating its Integrity and Compliance Program, which includes, among others, a series of measures that aim to prevent disrespectful marketing, advertising, and communication strategies and campaigns.

In the event that it is necessary to carry out audits, these will be carried out periodically and randomly in the different areas of the Company.

All Company Employees must be committed to supporting and collaborating with the work teams in charge of conducting such audits without hindering or obstructing the audit processes and without providing false or incorrect information.

Remember that it is everyone's obligation to comply with and enforce this Occupational Health and Safety Policy and to report any act that goes against it by the Company's Board of Directors.

Training and dissemination

It is very important for us to understand and put into practice what is described in this Policy and in order to promote a culture of transparency, ethics and values, BroadTC will disseminate these policies to its Employees and Third Parties in order to train them to understand the concepts, scopes, situations and discuss concerns that may occur in the day-to-day work of our work.

Sanctions

The penalties for non-compliance with this Occupational Health and Safety Policy, both for Employees and Third Parties, may be administrative, labor or even criminal, depending on the seriousness of the act and will be sanctioned in

accordance with the applicable internal work regulations and/or the applicable legislation.

Complaints

Reports of any failure to comply with this Occupational Health and Safety Policy or our Code of Ethics should be made immediately to the BroadTC Board of Directors.

Each of BroadTC's Employees and Third Parties have the right and obligation to report any conduct that violates this Code of Ethics or any applicable law, regulation, policy or internal procedure and in general any unethical conduct.

False or malicious reporting could be punished with disciplinary sanctions.

Failure to report a serious ethical misconduct can have disciplinary consequences, as you could be covering up an unethical act or a crime.

Anonymous complaints may be submitted if the complainant so wishes, however, it is recommended to leave a contact for follow-up of the investigation.

BroadTC has taken all reasonable and reasonable steps to protect the confidentiality of the report and the whistleblower and ensures at all times that no retaliation will be taken against you for reporting. Nothing in this Code shall be construed as an obstacle to persons directly filing complaints with the competent authorities. In such cases, it is recommended to notify our Management, so that, if necessary, it can cooperate with the corresponding authorities.

All reports will be monitored by the Company's Board of Directors.