

# Health, Safety and Environmental Policy

HEALTH AND SAFETY | ISSUED: January, 2023 REVISED: January, 2025

Magna is committed to an operating philosophy based on fairness and concern for employees, customers and the communities in which it operates.

To this end, Magna's objective is to be an industry leader in health, safety and environmental practices in all of its operations with the intention, through technological innovation and process efficiencies, to minimize the impact of its operations on the environment and to provide safe and healthful working conditions.

The following principles are fundamental to achieving the foregoing objectives:

1. To comply with and exceed where possible, all applicable health, safety and environmental laws and regulations and to conform to its internal standards based on generally accepted environmental practices and established industry codes of practice;
2. To regularly evaluate and monitor past and present business activities impacting upon health, safety and environmental matters;
3. To:
  - a. Improve the efficient use of natural resources, including energy and water;
  - b. Minimize waste streams and emissions including CO<sub>2</sub>e; and
  - c. Implement environmental sustainability targets as defined in the Magna Environmental Principles.
4. To utilize innovative design and engineering to reduce the environmental impact of its products during vehicle operation and at end of life;
5. To ensure that a systematic review program is implemented and monitored at all times for each of its operations with the following goals:
  - a. continual improvement in health, safety and environmental matters; and
  - b. zero accidents and environmental incidents; and
6. To ensure that adequate reports on health, safety and environmental matters are presented to Magna's Board of Directors, at minimum, on an annual basis.

Each Magna location shall develop and implement site specific health, safety and environmental policies and action plans for their operations consistent with the foregoing principles.

The Health and Safety Program must include specific areas of risk assessment, evaluation and training that at a minimum includes machinery and equipment safety, incident and accident management, personal protective equipment, emergency preparedness, fire protection, ergonomics, mental health/stress, industrial hygiene and handling of chemical/biological substances, noise, working at heights and confined space.

All employees, and other persons, including contractors/sub-contractors, who visit site locations shall be made aware of the foregoing objectives and principles and shall be required to incorporate and abide by the spirit of such objectives and principles in carrying out their responsibilities.

Magna is committed to providing the necessary support to ensure that the foregoing objectives and principles are fully achieved.

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Last Issued: January, 2023  
Last Revised: January, 2025  
Last Review: January, 2026  
Review Frequency: Annual  
Issued By: Health, Safety & Environmental  
Approved By:



Swamy Kotagiri Chief Executive Officer