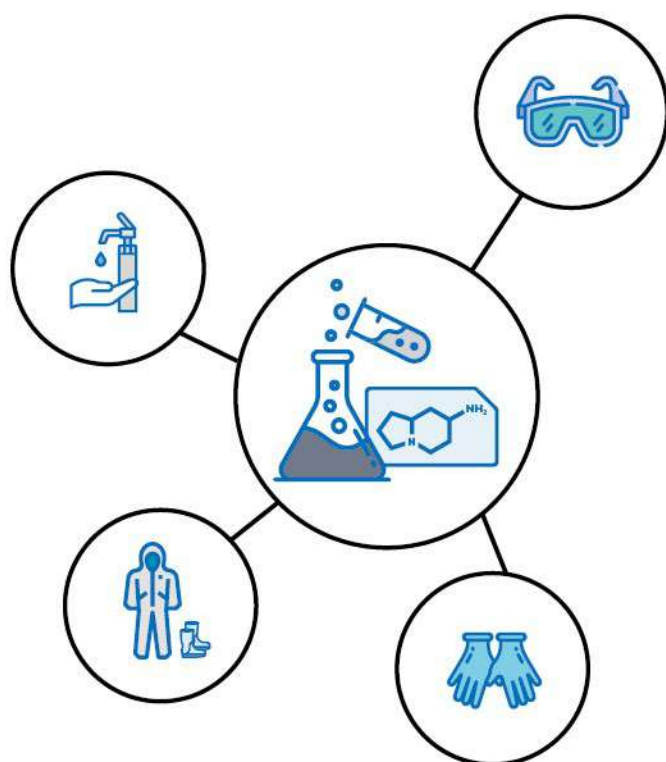


OCCUPATIONAL HEALTH AND SAFETY POLICY



ENAMINE LTD is a Company engaged in research and services in chemical compound design and synthesis for drug discovery.

ENAMINE LTD management shall actively create safe working conditions and consider preserving employee life and health as a priority.

The Policy shall apply to all employees, guests, and business partners of the Company, regardless of their status, position, and type of employment or activity.

Our Principles:



Safe and healthy working conditions.



Prevention of injuries and deterioration of health.



Continuous improvement of the occupational health and safety management system as well as work organization, equipment, and existing processes to guarantee safe and healthy working conditions.

Our Commitments:

- To ensure compliance with national and international legislation requirements, WHO recommendations on anti-epidemic measures, and other internal Company requirements regarding health protection and occupational safety while taking into account current ENAMINE LTD processes.
- To inform employees about the working conditions at the workplaces and existing industrial hazards, risks, and measures to prevent or reduce them.
- To form a stable and conscious understanding of the need for safe behaviour.
- To ensure the improvement of occupational health and safety activities and their management system.
- To consult and involve all employees in occupational health and safety management activities and guarantee safe working conditions using the motivation mechanism.
- To improve technological processes and equipment to prevent or reduce exposure to dangerous and harmful factors during production.
- To strengthen the responsibility of managers at all levels and direct executors for compliance with occupational health and safety requirements.
- To strengthen the responsibility of each employee for their safety.
- To maintain and improve employee competence, organize training, and improve their occupational health and safety qualifications.
- To support the UN's global sustainable development goals in occupational health and safety.

ENAMINE LTD's top management shall be responsible for implementing the Occupational Health and Safety Policy, timely provision of necessary resources, and continuous improvement.

The Occupational Health and Safety Policy shall be the basis for setting appropriate goals at ENAMINE LTD and shall be reviewed annually to ensure compliance.

