

Health & Safety Policy

Hibernia Real Estate Group Limited and Hibernia Real Estate Group entities ("Hibernia" or the "Group") are committed to implementing, supporting and continually improving health and safety systems and performance to ensure the safety of all occupiers, employees, contractors and affected parties in the development, refurbishment and ongoing management of its property portfolio.

To achieve this Hibernia is committed to the following:

- Leading and promoting a positive safety culture throughout the Group and ensuring adequate oversight by the Risk & Compliance team, our Senior Management Team and Brookfield.
- Providing safe and healthy working conditions for the prevention of work-related injury and ill health which are appropriate to the specific nature of the occupational health and safety risks to which workers and others are exposed.
- Setting annual objectives and targets for improvement in health and safety performance and putting appropriate management programmes in place to support them.
- Ensuring the Safety, Health and Welfare at Work Act 2005 and other legal obligations are understood, implemented and evaluated.
- Conducting risk assessments on all buildings and activities to identify hazards and eliminate risks. Where risk cannot be eliminated, control measures that maximise risk reduction will be identified and implemented.
- Planning and providing the appropriate training and resources to ensure all employees have the knowledge, competence and empowerment to ensure safety standards are maintained or enhanced.
- Engaging external competent consultants and specialists as required to ensure highest standards of health & safety in design, development and management of the portfolio.
- Ensuring contractors are managed in accordance with Hibernia's procedures and comply with the Supplier Code of Conduct and that they are evaluated, monitored and controlled, to ensure the highest health and safety standards are maintained.
- Reporting and investigation of all accidents, incidents and near misses to identify corrective and improvement actions to prevent recurrence. Accidents and incidents will be reported to the Senior Management team, Incident Reporting Group, Health & Safety Committee, Hibernia's insurers, Brookfield and the Health and Safety Authority as required.
- Applying the standards set out in ISO 45001 Occupational Health and Safety Management System within our managed office properties.

- Hibernia will provide continuous improvement through:
 - participation and engagement with occupiers, employees, contractors & interested parties.
 - identification of risks and opportunities through internal and third-party auditing and inspection and proactive planning and implementation of improvements.
 - regular review, update and management of the Group's health & safety policies, procedures and records.

At Hibernia, teamwork, engagement, ownership and support by everyone are vital for achieving compliance with our Health and Safety Policy and objectives. We are committed to providing leadership, management and resources to ensure compliance with all relevant Acts and Regulations and to ensure that the workplace is safe and without risk to health in so far as is reasonably practicable. We will ensure that the Health & Safety Policy and objectives are reviewed annually and communicated to all employees and appropriate third parties.

Signed:



Edwina Governey
Chief Executive Officer
8th January 2026