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Group Occupational Health and Safety (OH&S) Policy

Ekinops is committed to protecting the occupational health and safety of its employees and all persons involved in its activities. This policy establishes the Group's commitment to comply with applicable occupational health and safety requirements and to take appropriate preventive measures within its activities. This policy is aligned with the Ekinops Group Code of Conduct.

Scope

This policy applies to all Ekinops Group entities and sites. It covers employees and, where applicable and within Ekinops' control, temporary workers, interns, contractors and visitors. Each entity implements this policy in accordance with the occupational health and safety requirements applicable in its country and to its activities.

Our Commitments

1. **Legal compliance.** Ekinops complies with applicable occupational health and safety laws, regulations and other requirements in the countries where it operates.
2. **Risk prevention.** Each entity takes the measures required to identify hazards, assess occupational health and safety risks and implement proportionate prevention and protection measures.
3. **Safe workplaces and work equipment.** Ekinops maintains workplaces, installations and work equipment in accordance with applicable legal and other requirements, including required inspections, maintenance and protective measures.
4. **Roles, awareness and authority.** Ekinops ensures that occupational health and safety responsibilities are defined and communicated at the appropriate levels of the organization. Persons assigned to such responsibilities receive the necessary information and awareness and are provided with appropriate authority to fulfil their duties in accordance with applicable legal requirements.
5. **Emergency preparedness.** Each entity establishes the emergency arrangements required by applicable law and appropriate to its activities, premises and identified risks. We maintain a crisis management capability, including for public health emergencies, to protect people and ensure business continuity.
6. **Well-being.** Ekinops promotes well-being at work across the areas of work safety, health protection, psychosocial aspects, ergonomics, work hygiene, workplace conditions and the work-related natural environment.
7. **Report, analyze, and improve**. Everyone has the right and the duty to report promptly any accident, near miss, hazardous situation, or improvement opportunity. In accordance with applicable regulations, anyone may remove themselves from a situation presenting a serious and imminent danger, with no fear of retaliation. Every incident is analyzed to address its root causes and prevent recurrence.
8. **Involve workers and partners.** We consult workers and their representatives and involve them in decisions affecting their health and safety. We coordinate prevention measures with contractors working at our sites. We expect our suppliers to meet the same requirements in accordance with our Supplier Code of Conduct.

Signé par :
Lionel CHMILEWSKY
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Lionel Chmilewsky
CEO

Ver.	Date	Summary of changes	Prepared by
1.00	October 26, 2026	Original	Sébastien Bernard

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