

Health and Safety Policy

The Executive Board members of Kanadevia Inova are committed to the prevention of injury and ill-health of our employees and those affected by our activities. We shall ensure that the promotion of the health, safety and welfare of our employees and other involved parties is firmly embedded in both our company's and employees' culture. We will also endeavor to influence our suppliers and customers to adopt this culture.

Clear roles, responsibilities, and objectives have been identified to achieve this goal, and these are communicated from board level through line management to individual employees. We shall:

- comply with all applicable health and safety laws and regulations as well as any additional contractual requirements when we design, construct, commission and operate our plants or provide after-sale services;
- undertake all efforts to design, construct and operate our plants so they will identify, eliminate or robustly reduce health and safety risks throughout the lifecycle of the project;
- always assess risks so that we provide and maintain plants and systems of work that ensure all risks to safety or health are managed;
- provide such information, supervision and instruction as may be necessary to ensure the health and safety at work of all under our control;
- consult our workers at every level whilst developing, planning and implementing our health and safety management procedures and report back on health and safety performance and actions;
- commit to a strong health and safety leadership culture to continually improve the health and safety performance by measuring against a set of stretching targets and reviewing progress at the management level.

This policy is binding for the Executive Board, managers, and employees of Kanadevia Inova. It will be communicated to all staff, subcontractors and suppliers, and will be available to the public on the Kanadevia Inova website. This policy shall be reviewed periodically.

Zurich, 11 March 2026



Bruno-Frédéric Baudouin Chief Executive Officer (CEO)