GROUP HEALTH & SAFETY POLICY

Revision	Author	Job Title	Last Update	Due Date
01	Julien GRANGE	Group CEO	30/09/2024	31/12/2026
02	Julien GRANGE	Group CEO	24/02/2026	31/12/2026

1. AIM & SCOPE

PURFLUX GROUP believes that ensuring a healthy and safe working environment is an essential responsibility towards its employees, and thus it is fully committed to preventing accidents and injuries as well as improving working environment and workplace conditions.

This Policy outlines the basic principles to be followed at our plants and other sites worldwide by all the Group's employees and other individuals.

This Policy has a worldwide validity and applies to PURFLUX GROUP, all Businesses and Legal Entities of the Group. It was effective from the date of approval with permanent validity, except if it is necessary to review or substitute that policy, to ensure its compliance with the applicable regulations and standards.

2. KEY PRINCIPLES

With the purpose of avoiding incidents, preventing occupational disease and minimizing other OH&S related risks, PURFLUX GROUP undertakes to comply with the following principles:

- Operate in full **compliance with applicable national and international laws**, voluntary requirements and any policy and procedure in place in the business sector that constitute the international best practices for health and safety protection.

- Implement, maintain and continually improve an **OH&S Management System** within the guidelines of ISO 45001 standard or equivalent, regulatory requirements and any other applicable local legislation and standard, ensuring adequate health and safety conditions in the workplace.

- **Define** and **share responsibilities** at different levels of business practices. Senior executives shall translate these guidelines into operational procedures and identify targets and deployment plans. Furthermore, everyone has to be aware of his/her responsibility for health and safety, and therefore has to follow all the required practices.

- Spread the **culture of accident prevention and risk awareness** among employees, providing training and continuous consultations in order to stimulate and involve them to take an active part in the establishment and maintenance of the best OH&S conditions in all facilities.

- Provide the appropriate **Personal Protective Equipment** (PPE) for all employees based on working conditions, activities performed and any applicable safety standard, making sure that all employees are well trained and aware of the related safety procedures, including how to use the PPE and the related risks in case of misconduct.

- Ensure timely **identification and management of risk reduction that can lead to accidents, incidents** and **near misses** occurred in the Company's premises, by investigating their source and hence their underlying causes for, respond to, manage and escalate quickly and effectively, bringing it under control, and limiting the impact to people and business.

- Ensure the **emergency preparedness**, minimizing and safeguarding against impacts on people and the environment by setting out ad hoc plans that each site has to follow in accordance with the local regulations and training the employees for the timely execution of defined emergency response rules and procedures.

- Ensure organization, coordination and supervision of **fire prevention and protection** activities at each facility, including periodical inspection, testing and maintenance of all fire and life safety systems, definition of dedicated emergency plans for the fire control, evacuation of buildings, salvage of properties and educational programming activities.

- Minimize the **use of substances** that are potentially **hazardous** for people and environment (e.g. chemicals), promoting the use of suitable alternatives and ensuring, if any, the adoption of safe measures for related handling at production facilities, including prevention to related exposure and proper information.

- Engage with **safe contractors and business partners** (like safety representatives) by promoting the improvement in the OH&S policies throughout the whole PURFLUX GROUP's value chain and the compliance with the principles exposed in that Policy.

- Ensure continuous improvement of production facilities by investing in processes and technologies that incorporate the appropriate health and safety standards aimed at minimizing the OH&S risks. In particular, **ergonomics** and **machine safety** are key considerations in the design and upgrading of the workplace, evaluating all possible hazards and taking any suitable measure to eliminate or reduce the identified risks.

Guyancourt, 24th February, 2026

Julien GRANGE

CEO PURFLUX GROUP