



OCCUPATIONAL HEALTH & SAFETY POLICY

"Healthy Together"
Radiall - Global Policy (launched in 2020)
Validated by the Executive Committee

For Internal Use Only

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INTRODUCTION

At Radiall, we believe that the health and well-being of our employees are key drivers of our collective success. In 2020, we launched the “Healthy Together” initiative as our global health policy. This program was formally endorsed by the Executive Committee (COMEX) and reflects our deep commitment to promoting the physical and psychological health of all employees throughout their working lives.

“Healthy Together” is built on a bottom-up approach: it grows and evolves by drawing from local initiatives, feedback from the field and best practices shared across sites. It also ensures that health and safety initiatives comply with applicable regulatory requirements and integrate best practices across all sites. This inclusive and participatory philosophy makes the program robust and relevant to all contexts in which Radiall operates.

The “Healthy Together” program is guided by four key ambitions, which shape our global commitment to employee well-being:

- Settle a good level of health care plan in each Radiall site
- Reduce occupational risks
- Educate our employees
- Maintain employees at work under adapted conditions until retirement

SCOPE & APPLICABILITY

This policy applies to:

- All Radiall employees globally, across all job functions and sites
- Activities carried out both in production and office environments

All activities conducted in compliance with applicable local and international health and safety regulations.

The policy is reviewed every year to ensure alignment with our commitments. Progress is monitored internally by the bodies described below and shared in the annual non-financial report, thereby ensuring continuous transparency.

GOVERNANCE STRUCTURE

The “Healthy Together” program is governed through a structured governance that ensures global alignment and effective local deployment.

PROGRAM SPONSORS

The initiative is co-sponsored at the Group level by:

- Executive Vice President, Human Resources
- Vice President, North America Operations

STEERING COMMITTEE

The sponsors are supported by a cross-functional and international Steering Committee, composed of:

- The Program Manager
- 2 Country HR Directors
- 1 Country & Site Director
- The Group EHS Coordinator

This committee defines global directions, shares knowledge and tracks the evolution of the program.

LOCAL IMPLEMENTATION

At the local level, implementation relies on a triad of key players:

- Health Ambassadors
- Site HR teams
- Site EHS teams

Together, they ensure that the Group’s ambitions are transformed into concrete, meaningful actions on the ground.

SETTLE A GOOD LEVEL OF HEALTH CARE PLAN IN EACH RADIALL SITE

At Radiall, we aim to settle a robust health care plan at each of our locations, ensuring that all employees have access to relevant coverage that meets their specific needs.

To achieve this, the Group:

- Ensures that all employees receive health care coverage through the national safety system and private mutual/ insurance services
- Promotes employee health prevention through local initiatives, such as on-site medical check-ups and wellness programs

◆ Targets:

- Monitor access to a health coverage plan in all Radiall’s sites each year
- By 2028, monitor the proportion of employees covered by health or social protection by type of event (illness, unemployment, occupational accident and disability, parental leave, retirement)

REDUCE OCCUPATIONAL RISKS

Radiall is committed to reducing occupational risks, particularly those related to chemical exposure, repetitive movements and stress, through thorough risk analyses, targeted risk-reduction plans and proactive monitoring, with the goal of decreasing work-related injuries and absenteeism.

To achieve this, the Group:

- Raises awareness to employees on health and safety risks on operational sites as well as good working practices
- Provides appropriate personal protective equipment (PPE) adapted to the risks and exposures of each operational site
- Makes sure that all employees benefit from compensation in case of workplace accidents (subject to specific seniority conditions in certain countries)
- Promotes the implementation of health and safety initiatives through its community of ambassadors (prevention of musculoskeletal disorders (MSDs), stress management, ergonomics at workstations, etc.)
- Celebrates events such as International Work Safety Day and Healthy Together Health & Safety Day

◆ Targets:

- Commit to achieving a yearly reduction in accidents across all operational sites
- By 2030, 100% of sites will have conducted a risk analysis of their main health and safety issues — including chemical risks — and implemented an action plan, along with a governance system ensuring regular updates of these analyses
- Achieve > 75% (positive rating) at the satisfaction score in the Echo survey (safety question) each year
- Monitor absenteeism and workplace accidents on each site quarterly each year

EDUCATE OUR EMPLOYEES

Radiall's commitment is to encourage employees to take care of their health capital, helping to prevent future health issues through awareness, long-term habit and the promotion of best practices in health and safety management.

To do that, the Group favors local initiatives such as:

- Awareness talks led by specialists
- Hosting sporting events

MAINTAIN EMPLOYEES AT WORK UNDER ADAPTED CONDITIONS UNTIL RETIREMENT

Radiall is committed to maintaining employees in the workplace under adapted conditions until retirement, which includes the implementation of disability and job retention policies to ensure a supportive work environment for all.

IMPLEMENTATION & MONITORING

The implementation of “Healthy Together” is guided by a shared framework that combines Group-level coordination with local autonomy.

SITE-LEVEL OWNERSHIP

Each Radiall site is given the freedom to design and carry out the most relevant health and safety initiatives based on its own context, risks and resources. This local empowerment is a key strength of the program and reinforces its bottom-up orientation.

By focusing on shared KPIs, sites are encouraged to translate global ambitions into concrete, tailored actions that reduce workplace health risks and promote employee well-being.

GROUP KPIs FRAMEWORK (HEALTHY TOGETHER 2025)

To ensure consistent monitoring and progress tracking across the Group, a set of Key Performance Indicators (KPIs) has been defined by the Project Team. These indicators provide a common foundation to measure the effectiveness of the program, while enabling local flexibility in how objectives are achieved.

Each site is responsible for monitoring and reporting on these indicators, which include:

- Number of work-related accidents (with or without time off)
- Work accident rate (frequency and severity)
- Number of lost days
- Number of fatalities due to work accidents or occupational diseases
- Number of occupational diseases

This data-driven approach enables Radiall to continuously improve its occupational health performance, share best practices across sites and ensure alignment with long-term Group ambitions.

SIMPLIFICATION is our INNOVATION

We advance the design and engineering process for innovators, ground breakers and pioneers of technology. We reduce weight, improve durability and streamline installation to provide leading-edge connectors that drive product performance.

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