

LFB Health and Safety Policy

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At LFB, health and safety are key pillars of its corporate culture and performance. Our ambition is to ensure a safe and sustainable working environment for all employees. These issues are addressed at every stage of work, based on a common culture founded on the spirit of collaboration, high standards, continuous improvement and integrity in the service of collective performance. This approach aims not only to prevent accidents, but also to sustainably preserve the health of employees, in particular through the continuous improvement of working conditions and the prevention of occupational illnesses. It embodies the Group's core commitment to health and safety in both its strategy and operations, and is made possible thanks to the responsibility and engagement of all.

Health and safety is a lever for operational performance for the Group and the objective is clear: to strive to achieve "zero workplace accidents" and to guarantee the safety and health of all employees and stakeholders working on our sites.

This LFB Health and Safety policy applies to all Group employees, without distinction of status, profession or country, as well as to all stakeholders who come to our sites, such as our service providers, customers or suppliers.

This policy primarily aims to both prevent workplace accidents and preserve the health of employees, through the continuous improvement of our practices and work environments. Initiatives aimed at promoting well-being and quality of life at work fall under the Group's Employee Policy (*see the Employee Policy for more details on our commitments to employee health*).

This policy was developed in collaboration with the operational departments in charge of carrying out Health and Safety projects and validated by the CEO and the EHS Department. Changes to this text will be submitted to the EHS Director for approval and shared with all employees.

Our strategic commitments

To meet its ambition to prioritise health and safety in its operations, LFB has defined three major commitments which form an integrated and systemic framework that structures its actions and strengthens the promotion of collective health and safety performance within the company:

- Prevention and control of risks to improve the health and safety of all people present on our sites;
- Promotion of the involvement of all stakeholders in prevention and protection, by valuing shared responsibility and collective vigilance;
- Management of Health and Safety issues via continuous improvement.

These commitments are interdependent and derive from recognised occupational health and safety management systems: risk prevention and control form the operational basis, which fuels collective involvement and shared vigilance, which in turn feeds continuous improvement made possible in particular thanks to employee feedback. This holistic approach aims to guarantee overall performance, with each pillar reinforcing the others to foster shared responsibility and continuous optimisation.

In line with these commitments, LFB has set itself an ambitious objective: to reduce the number of work-related accidents resulting in lost time by 80% by 2030 compared to 2023.

These commitments are key to LFB's health and safety performance. They guide all of the Group's initiatives, with health and safety as a collective priority that is a key consideration in all of our activities.

Our key actions

The health and safety of employees is a central pillar of LFB's performance and sustainability. We see risk prevention and the protection of people as strategic priorities throughout our daily activities. The Group's ambition is to sustainably strengthen shared health and safety performance, by mobilising all technical, human and organisational levers to create a safe and controlled working environment for all.

The SAFE Programme (*Sécurité en Action plus Forte Ensemble* or Safety in Action Stronger Together) is the operational translation of the Group's Health and Safety policy. Co-developed with the EHS Department and field teams, it groups the Group's commitments into a single roadmap that is concrete, manageable and shared across all sites. Initiated in 2024, its aim is to develop a common language around health and safety issues to facilitate understanding and appropriation of the issues by all employees.

Prevention and control of risks to improve the health and safety of all people present on our sites

Because the safety of all is an absolute priority, LFB has committed to strengthening the prevention of occupational risks and ensuring safe working conditions across all its sites. This commitment is based on a proactive approach to anticipate at risk situations, reduce the occurrence of accidents, sustainably improve the safety of work environments and preserve the health of employees.

Our key actions:

- **Anchoring and management of a Health and Safety management system:** this approach aims to strengthen risk prevention through structured and shared governance. Relying on systematic assessment of risks and managerial rituals, it identifies situations for improvement and monitors the action plans put in place.
- **Respect and adherence to the "SAFE Standards":** these standards form the basis of LFB's Health and Safety requirements, particularly for its industrial sites. They reflect best practices in the sector and aim to guarantee a consistent level of risk prevention. This approach ensures a high level of risk management and reinforces the safety culture through common and shared practices.
- **Gradual adaptation of rules to prevent delayed risks of serious illnesses:** these rules define the best practices to be applied to limit the occurrence of occupational illnesses and later disorders. Compliance with these rules sustainably reduces risks to employee health and improves long-term prevention.
- **Rollout of preventive occupational health initiatives with the support of our occupational health units in France:** these initiatives, carried out in collaboration

with occupational health units, aim to protect the health of employees and to act upstream to prevent the occurrence of occupational illnesses.

- **Fostering of safe and secure working environments beyond regulatory obligations:** this involves anticipating and reducing risks for all stakeholders on the sites, whether they are employees, temporary workers or partners. It goes beyond legal requirements and relies on facilities and practices that guarantee a safe and controlled working environment and increase the Group's health and safety performance.

Promotion of the involvement of all stakeholders in prevention and protection, by valuing shared responsibility and collective vigilance

Health and safety are key to LFB's collective performance. Relying on more than mere compliance with rules, they are achieved through the awareness, training and commitment of all. LFB seeks to promote a culture where every all stakeholders understand their role in prevention, act responsibly and actively contribute to a safe and sustainable working environment. Through collective vigilance and the sharing of good practices, we ensure that health and safety are real levers for progress, efficiency and performance for the entire Group.

Our key actions:

- **Rollout of the SAFE Management Development trajectory:** this trajectory aims to strengthen the ability of managers to embody and relay health and safety performance on a daily basis. It includes comprehensive practical support - group engagement sessions, individual coaching in real-life situations - which encourages caution and promotes good practices to ensure consistent and responsible decisions in common, everyday situations. Specific training is provided in parallel to contract givers, to improve their mastery of safety requirements in the management of construction sites and external interventions.
- **Implementation of career paths:** systematic integration of security into career paths. Each employee, trained to perform their work under optimal conditions, can prevent risks to themselves and others. Refresher courses of this training must be completed to continue to work in certain positions.
- **Organisation of "Safety Days" annually:** these events are devoted to safety and promote awareness and sharing of experiences between employees. They allow us to promote good practices, exchange information on at risk situations and increase collective mobilisation around a shared culture of prevention.
- **Implementation of "safety liaisons" and development of their skills:** for example, nearly 200 employee volunteers are present on all sites in France and support health and safety performance alongside the EHS teams. Coming from different professions,

they detect risks, report incidents and promote best practices. This sharing of good practices contributes in particular to a positive approach to safety, a unique key element of LFB's health and safety performance.

Management of Health and Safety issues via continuous improvement

Our approach relies on rigorous incident monitoring, root cause analysis and the implementation of appropriate corrective actions. We aim to develop robust processes, harmonise practices and capitalise on feedback to continuously improve the Group's Health and Safety performance. This continuous improvement is the lever that will allow us to achieve our ambitions in terms of safety and employee protection.

Our key actions:

- **Establishment of a standard for communication of Health-Safety-Environment events:** this standard has been deployed across the entire Industrial and Quality scope to raise awareness of dangers encountered. It covers accidents with and without lost time, critical hazardous situations and environmental incidents. Each event is thoroughly analysed and communicated to both managers and the EHS & Safety teams.
- **Simplified reporting of security information via the "Safetrack" application:** This application, developed internally with the IT Department, streamlines and centralises the reporting of all types of safety events. Its simple and accessible interface allows employees to quickly report events. The tool can also be used to monitor the progress of corrective actions, thus further bolstering LFB's Health and Safety management processes.
- **Rapid funding for technical prevention actions:** LFB has allocated a specific budget to rapidly fund technical prevention actions aimed at mitigating existing risks at its industrial sites. This mechanism ensures that corrective measures are implemented without waiting for later approval of the budget, thus offering real agility to strengthen health and safety on the sites.
- **Implementation of a continuous improvement approach to EHS processes inspired by ISO standards:** LFB follows a continuous improvement approach to its EHS practices, inspired by the principles of ISO standard 45001. This approach was specifically designed to embed continuous improvement habits on a daily basis by relying on a recognised framework.
- **Permanent anchoring of "Life-Saving Rules" in practices:** these rules constitute an essential foundation at all LFB sites, to prevent serious accidents and strengthen daily safety practices in accordance with SAFE standards.
- **Integration of the Health and Safety impact assessment into projects and changes:** each project or change is assessed to anticipate its effects on the safety of employees and third parties, in order to prevent risks and integrate Health and Safety from the design and implementation of activities and equipment.

Updated version and validation procedures

Version	Date of update	Validation
Version 1.0	March 2026	Chief Executive Officer and HSSE Director

Communication of the policy

This Health and Safety policy is dynamic: it is accessible to all on the intranet and on the LFB website, presented to each new employee, and promoted throughout the year through initiatives and key events. We believe that collective engagement stems from information, listening and recognising the role of each individual.

Together, we make LFB a good place to work, learn, grow and get involved in.

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