



GROUP POLICY

Health & Safety Policy

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TABLE OF CONTENTS

1	OBJECTIVE	3
2	ANDRITZ GROUP – Health & safety commitment statement	3
3	APPLICATION.....	3
4	RIGHTS AND DUTIES	3
4.1	MANAGEMENT RESPONSIBILITY	4
4.2	EMPLOYEE RESPONSIBILITY	4
5	HAZARD IDENTIFICATION.....	4
6	LEGAL COMPLIANCE	5
7	INCENTIVE SCHEME.....	5
8	DISCIPLINARY SCHEME	5
9	CONTRACTORS, PARTNERS AND SUPPLIERS.....	5
10	COMMUNICATION, CONSULTATION AND PARTICIPATION.....	5
11	TRAINING, COMPETENCES AND SKILLS.....	6
12	IMPLEMENTATION.....	6
13	MONITORING AND CONTINUAL IMPROVEMENT.....	6
14	RELATED DOCUMENTS.....	6
15	ENCLOSURES.....	7
16	RELEASE	7



1 OBJECTIVE

This policy defines the goals and requirements for health and safety (H&S) management in the ANDRITZ GROUP. It replaces the Health, Safety and Environmental Management Policy v03 following a recommendation of our last ISO 14.001 and 45.001 Multi Site Audit to split Health&Safety and Environmental in two policies.

ANDRITZ's approach to H&S is based on the following principles:

- ANDRITZ is committed to maintaining a **safe and healthy work environment** for all its employees and other parties involved in its business activities.
- ANDRITZ strives to implement and maintain a certified **health and safety management system** according to the international standard ISO 45001 in all its legal entities, with a reporting system based on OSHA criteria.
- Health and safety **targets**, including dedicated action plans, are defined at all levels of the organization. The company/location management and the Group Executive Board are committed to establish, review and achieve H&S targets using defined KPI's such as Lost Time Injury Frequency Rate, and to support the health and safety organization to continuously improve the overall performance of its key performance indicators.

2 ANDRITZ GROUP – HEALTH & SAFETY COMMITMENT STATEMENT

At ANDRITZ, excellence begins with Health and Safety. We are committed to No Harm. We protect everyone we impact. In every action, we care for each other, making sure everyone gets home safe and sound.

Committed to No Harm

3 APPLICATION

This policy and its procedures outlined in the Enclosures define the minimum standard for all companies in the ANDRITZ GROUP. Its implementation and application are mandatory for all ANDRITZ locations and construction sites, as well as Customers' facilities, for all personnel present within the working facility operating under ANDRITZ's responsibility, including non-employees and sub-contractors.

Each ANDRITZ company is authorized to specify more stringent standards, if required. Deviations from the template formats outlined in the Enclosures are authorized if they do not contradict the intended purpose. National legislation, applicable standards, and customer H&S procedures when in customer facilities must be obeyed. If there are any contradictions, the more stringent rules shall prevail.

4 RIGHTS AND DUTIES

ANDRITZ strives to ensure that our employees right to a healthy and comfortable workplace, which is physically and mentally safe, is respected. The risks to employees' health and safety must be diligently controlled, always being aware that ANDRITZ personnel are not expected to operate in unsafe environments and conditions. Accordingly, all workers have the right to refuse to perform any unsafe



task and they have the duty to intervene whenever they identify an unsafe condition or behavior. Finally, all workers have a duty to contribute towards improving and maintaining safe and healthy working conditions through active participation.

4.1 MANAGEMENT RESPONSIBILITY

ANDRITZ Board, Company Leadership, Managers and Supervisors set examples of excellent health and safety practices, acting in any circumstance as inspiring safety leaders. They promote awareness among employees, provide adequate resources and training, and ensure a safe, healthy and comfortable working environment always.

All members of the ANDRITZ management are responsible for all issues associated with health and safety within their areas of responsibility. It is their duty to ensure that employees contribute actively and participate visibly in all the main activities related to this topic. ANDRITZ management is committed to working in consultation and cooperation with all parties involved to ensure a safe and healthy working environment for all employees.

ANDRITZ company/location managers have the duty and responsibility to ensure compliance with this policy as well as all relevant local legal health, safety, and welfare requirements.

4.2 EMPLOYEE RESPONSIBILITY

Every employee has a duty to comply with applicable and enforced ANDRITZ policies, rules and instructions, to use and properly maintain the safety equipment provided, to complete the H&S training assigned to them and to openly speak up whenever they are in need of support. Employees are encouraged to actively participate in the H&S activities to contribute to the H&S performance of the work environment.

All employees have the right and a duty to stop any unsafe activity immediately as well as to point out any circumstances involving a risk and intervene to prevent any injury, illness or property damage. They must report immediately any incident or unsafe condition to the supervisor responsible.

Employees are encouraged to raise objections to non-conformities, undesirable or unsafe situations or any other issue related to health, and safety and to report it to the supervisor responsible.

Employees shall not incur any expenses personally to comply with occupational health and, safety measures.

5 HAZARD IDENTIFICATION

All existing and potential hazards to health and safety created by ANDRITZ activities must be systematically identified, the associated risks properly assessed, and suitable preventive control measures defined and implemented as far as reasonably practicable to minimize such risks.

ANDRITZ will focus on incident prevention, but when an incident occurs, it must be carefully analyzed, results properly documented and communicated, to prevent reoccurrence of the event.



6 LEGAL COMPLIANCE

ANDRITZ will ensure compliance with ratified ILO occupational health and safety conventions, applicable laws, regulations, and collective agreements, as well as with local legislated codes of practice on health, and safety.

ANDRITZ will ensure that health and safety activities reflect the latest laws and regulations changes.

7 INCENTIVE SCHEME

ANDRITZ companies must ensure that a suitable incentive scheme is established to reinforce safe behaviors and safe practices of the work forces, with special focus on operational environments like workshops and construction sites. Recognizing and reinforcing safe behaviors is a core factor of the ANDRITZ safety culture strengthening process.

8 DISCIPLINARY SCHEME

ANDRITZ will take disciplinary actions against any worker working under its responsibility, regardless of their position, in the event of any non-compliance with established health and safety rules, regulations and legal requirements, including relevant HS-Rules issued by Customers. This specifically applies to cases where the safety of the company's own or third parties' employees or members of the public is put at risk.

9 CONTRACTORS, PARTNERS AND SUPPLIERS

The criteria applied in the selection of contractors, partners and suppliers must include their H&S performance and the ability to carry out work in a manner that does not present a risk to themselves, and/or other people in the workplace, the public, the property, the environment and/or the product. Once selected, ANDRITZ will monitor closely their H&S performance to ensure compliance to our H&S program requirements.

10 COMMUNICATION, CONSULTATION AND PARTICIPATION

All relevant H&S information must be properly communicated using suitable communication channels as defined in the dedicated procedures. Methods must be established to allow proper consultation with all involved personnel in the event of any critical issues related to H&S or in case of any change to the workplace that may affect the well-established safety conditions.

Employees should be actively involved in activities and initiatives related to H&S such as audits, inspections, incident investigations, management reviews, hazard identification and reporting, risk assessments, H&S awards and other improvement initiatives.



11 TRAINING, COMPETENCES AND SKILLS

ANDRITZ companies must ensure that every employee - including subcontractor's employees - has the competences and the skills needed to perform the assigned tasks correctly and safely.

Each ANDRITZ company is required to assess and define the training needs, associated with the different tasks and roles, considering internal, customers and legal requirements. This assessment will result in a training matrix, which will be documented and periodically updated.

The identified training needs must be covered through suitable training plans for the individual roles and positions. Completion of training must be monitored and documented. Adequate understanding of the information provided during each training must be verified through an evaluation questionnaire.

According to the complexity of the assigned tasks an adequate mentoring process must be followed, ensuring that the operative has developed the adequate skills to safely and correctly execute the job in an independent way.

12 IMPLEMENTATION

ANDRITZ maintains a network of local health and safety specialists to provide professional and targeted advice on proper implementation of the H&S Policy as well as to facilitate the development and consolidation of a suitable H&S culture throughout the entire organization.

Clear guidelines for the proper implementation of this policy are specified in the enclosures.

13 MONITORING AND CONTINUAL IMPROVEMENT

ANDRITZ companies must implement a process to monitor and assess their H&S activities and performance. The results of monitoring and self-assessment as well as trend analysis results must be incorporated into the management review process, aspects and impacts assessment, objectives planning, and development of corrective/preventive actions.

A continual improvement process allowing for active contribution by all employees is to help achieve a steady improvement in HSE performance.

14 RELATED DOCUMENTS

- ANDRITZ Business Process Manual (ABPM)
- Group Incident and Emergency Management Policy
- Group Health & Safety Reporting Policy
- ANDRITZ Code of Conduct and Ethics



15 ENCLOSURES

E01	H&S Policy Confirmation
E02	H&S Management Implementation Guideline
E03	H&S Stakeholder Analysis
E04	H&S Risk & Opportunities Analysis
E05	H&S Legal Register
E06	Occupational Risk Register
E07	Quarterly Executive Safety Tour and Interactions
E08	H&S SWOT and Continuous Improvement Plan
E09	Quarterly Safety Report and Performance Review
E10	Annual Safety Report and Performance Review
E11	H&S Disciplinary and Incentive Scheme (to be released at a later stage)

16 RELEASE

This Group Policy has been released by the ANDRITZ GROUP Executive Board.

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Digitally approved by all members of the Executive Board