

## Policy Statement on Quality, Health, Safety, Environment and ESG

At Omexom Belgium, part of the VINCI Energies group, we deliver tailored, customer-oriented solutions across the entire energy value chain. As a frontrunner in the energy transition, we are committed to integrating quality, health and safety, environmental responsibility, and ESG (Environmental, Social, and Governance) principles into every aspect of our business.

Our ambition is to grow sustainably by delivering high-quality services while promoting the well-being of our employees, respecting the environment, and upholding ethical standards. This policy statement defines our commitments to Quality, Health & Safety, Environment, and ESG, anchored in our culture of trust, responsibility, and continuous improvement.

### 1. Our Values

Our actions are guided by the core values of VINCI Energies, which are embedded in our daily operations and provide the foundation for our integrated approach:

- **Trust.** We promote open, respectful communication with all stakeholders, underpinned by mutual trust that supports transparent feedback and the safe reporting of incidents.
- **Entrepreneurship.** Our entrepreneurial mindset drives innovation and added value for our clients, always within the framework of our Code of Ethics and global environmental guidelines.
- **Solidarity.** This value inspires our commitment to sustainability and community engagement, with our teams actively contributing to a lower-impact energy future.
- **Responsibility.** We encourage every colleague to act conscientiously in all circumstances - at work, on the road, and beyond.
- **Autonomy.** Empowering our people to take initiative / ownership supports both personal growth and collective performance.

Management at all levels is responsible for implementing this policy and leading by example. Leaders are expected to actively promote these principles through their decisions and daily behavior, ensuring that objectives are understood and supported throughout the organization.

### 2. Health and Safety

Ensuring the health and safety of our employees, subcontractors, clients, and visitors is a fundamental concern. We work to prevent workplace incidents and occupational hazards by fostering a culture of safety and continuous awareness. Responsible conduct is promoted both on-site and on the road, with particular attention to working at height, electrical safety, ergonomics and mental well-being. We monitor workloads to safeguard health and recognize outstanding contributions that strengthen our safety culture.

### 3. Environmental Responsibility

Omexom plays an active role in protecting the environment and promoting sustainability. We prioritize energy-efficient and low-carbon solutions in our projects, while working to reduce emissions from our buildings and vehicle fleet. Our waste is managed responsibly, with a preference for circular procurement and minimal use of hazardous substances. These efforts are complemented by services that support our customers' decarbonization goals. Environmental performance is embedded in our management systems and is subject to regular measurement and improvement. Environmental legislation is respected and implemented.



## 4. Social and Ethical Responsibility

Omexom aims to create a fair, inclusive, and respectful working environment. We support diversity and equal opportunities throughout our recruitment and development processes, and we invest in collaboration, team spirit, and transparent communication. Our teams are encouraged to engage in community activities that contribute positively to society. Ethical standards are central to our operations, and we uphold them through strict compliance, anti-corruption safeguards, and transparent governance supported by regular internal audits.

## 5. Quality and Continuous Improvement

We maintain an integrated management system that covers quality, health, safety, environment, and ethical conduct. This system helps us define clear objectives and responsibilities, capture improvement suggestions, and perform audits to evaluate progress. It ensures that our operations remain aligned with strategic priorities, stakeholder expectations, and our organizational values. Regular reviews keep the system effective, relevant, and forward-looking. We translate this policy into measurable objectives and regularly track our progress using relevant indicators. Results are reviewed periodically as part of our management review process and used to drive continual improvement. It ensures that our operations remain aligned with strategic priorities, stakeholder expectations, and our organizational values. This policy is reviewed regularly to ensure it remains relevant, effective, and aligned with our strategic direction.

## 6. Working Together

We believe that success is achieved collectively. Omexom invests in training, motivation, and cooperation to ensure a safe and healthy working environment. Each team member contributes to shared goals and supports the well-being of colleagues, fostering a culture grounded in mutual respect. This policy is communicated to all staff and made available to stakeholders. New employees are introduced to it during onboarding, and updates are shared proactively.

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