Health and Safety Policy 2026

Our primary duty is to protect the lives of the men and women who make up the Group and form the backbone of our organisation. Together, it is important that we look after the physical and mental wellbeing of the Group's employees and our partners.
Our top priority is therefore to protect them and achieve zero injuries. This translates into particularly high standards and ambitious targets for the INFRA Group.

Zero-accident target

As an employer, we take our social responsibility seriously and are convinced that a corporate culture centred on our employees and based on a participatory approach will contribute to our success and long-term sustainability. Consequently, **health** and **safety at work** are core values for our Group and for each of its companies.
Convinced that accidents and occupational illnesses can be prevented, our approach is constantly focused on managing the risks faced by our employees, subcontractors and third parties, with the aim of achieving **'zero accidents'.**

The INFRA Group has set itself ambitious targets (to reduce accident rates year on year and to remain consistently below the national industry averages) and devotes significant resources to prevention.

Scope

This policy applies to all activities of the Group and the entities we manage and control.

Commitments

Health and safety go hand in hand every day in all our activities: *"A job well done is a job done safely."*
To continuously improve our performance, we have established management systems dedicated to health and safety. Here are the key elements :

- Ensure that health and safety risks arising from our activities are adequately managed;
- Consult our employees on matters affecting their health and safety;
- Set clear objectives and implement the corresponding action plans;
- Provide safe and healthy workplaces, suitable equipment, and safe working procedures and practices based on the results of regularly reviewed risk assessments;
- Maintain facilities and equipment in a safe condition;
- Ensure that hazardous substances are handled and used safely;
- Train employees on the health and safety issues inherent in their work to ensure they have the ability and skills to carry out their duties safely;
- Inspect workplaces, audit construction sites and regularly review practices to ensure compliance with internal and external requirements;
- Supervise, monitor and analyse health and safety performance and processes in accordance with applicable requirements;
- Provide advice and instructions on the use of our equipment and supervise employees;
- Review and revise this policy periodically to ensure its continuous improvement.

Prevention at the heart of our practices

Accident prevention is at the heart of INFRA Group's processes and organisation. This is reflected in a range of joint initiatives:

- Strengthening the role of health and safety officers on construction sites,
- Audits and site visits,
- The introduction of specific training programmes for our employees,
- The organisation of health and safety talks,

- The redesign of workstations and the improvement of equipment used to reduce risks,
- The sharing of best practice between sites and companies – lessons learnt (REX)
- Developing standard safety rules shared by all staff,
- Welcoming our subcontractors to ensure our requirements are taken on board.

Reducing stress and psychosocial risks

For INFRA, protecting both women and men also involves ensuring the well-being of its staff and preventing psychosocial risks and stress at work. INFRA is committed to preventing such situations as early as possible.

Roles and responsibilities

The INFRA Group holds each level of management accountable, within its area of responsibility, for health and safety, whilst emphasising that every employee, contractor and visitor is obliged to follow the established work procedures that will ensure their own health and safety and that of their colleagues.

We expect all employees to:

- Cooperate with managers on health and safety matters;
- Not interfere with the measures put in place to protect their health and safety;
- Look after their own health and safety;
- To wear personal protective equipment (PPE) on site;
- To report any health and safety issues to a competent person.
- To be aware of the importance of safety in everything we do;
- To contribute actively to the continuous improvement of the Group's Safety Plan.

Our collective efforts are a source of pride for each and every one of us.

INFRA Group is committed to conducting its business in compliance with all applicable local, national and international legislation, as well as in accordance with its own Health and Safety policies and procedures. Furthermore, we work together with employees, subcontractors and third parties to prevent accidents, and we keep them, as well as the public, regularly informed of our performance in this area.

I make health and safety my top priority, and I expect the same from everyone.
Only by working together will we achieve our 'Zero Accidents' target.

Tom VENDELMANS
CEO INFRA Group
5 january 2026

Tom Vendelmans