



Health and safety policy statement

Cambi's executive management recognises the importance of occupational health, safety, and welfare. This statement is a declaration of the Cambi's commitment to provide safe and healthy working conditions for the prevention of work-related injury and ill health, for all Cambi employees, and for others who may be affected by our business undertakings.

The executive team acknowledges its responsibility for ensuring that Cambi complies with relevant health and safety legislation and other requirements applicable to its business activities and work locations.

The executive team are responsible for implementing and maintaining this policy. They will ensure that health and safety matters are deemed to be of equal importance with production and the achievement of commercial targets.

The executive team shall ensure that the company operates in such a manner that the highest standards of health and safety are achieved and maintained. This includes the implementation of suitable and effective measures aimed at the elimination of hazards, reduction of risks and the prevention of accidents, injuries and occupational ill health.

The executive team are committed to continually improving our health and safety performance and will establish and implement appropriate health and safety goals.

Managers shall ensure that, so far as is reasonably practicable, no individuals are exposed to harm because of our activities.

Managers will consult with employees on matters of health, safety and welfare and will ensure that they are able to participate in appropriate health and safety activities.

All employees are expected to acquaint themselves with the company's systems for health and safety, such that:

- They shall co-operate and assist in the implementation of this policy and will always act in a conscientious manner.
- They are aware of their individual responsibility to work safely and to report any unsafe acts or unsafe conditions to line managers.
- They are aware that they may remove themselves from work situations that they consider present an imminent danger to their life or health, until such situations have been investigated and rectified where necessary.
- Their work activities are carried out with proper regard for the relevant statutory provisions and appropriate standards or other specific requirements.

The executive team will communicate this policy to all individuals working for, or on behalf of the company, to ensure that they are aware of their personal contribution. All employees will be provided with the appropriate resources, equipment, information, instruction and training to fulfil the requirements of this policy.

This policy will be monitored and reviewed by management to ensure that it remains relevant and accurately reflects Cambi's health and safety aims.

Asker, 12 June 2025

Per Lillebø, CEO Cambi ASA

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