

Hanab Group B.V.

Policy on Safety, Health, Quality and Environment

The Hanab Group plays a crucial role in the energy transition through its work in the development, construction, and maintenance of connections, networks, and installations related to energy, water, and communication challenges.

Our solutions in networks and installations for sustainable energy contribute to a world we can pass on to future generations. These goals can only be achieved with the commitment and awareness of all our employees, customers, and other stakeholders. To effectively realize this, Hanab has developed three strategic programs.

For **safety**, we have developed the program *Everyone Home Safely*.

Our primary objective in project execution is to safeguard the health and safety of our employees, our clients' personnel, and all other parties involved in our activities. Our goal is clear: zero accidents and everyone home safely every day.

For **sustainability**, we have developed the program *Green Impact Makers*.

We want to make a difference when it comes to sustainability. Together with our clients, partners, and suppliers, we choose solutions that are better for people and nature - right from the very first conversation. This is how we build a future without waste and emissions, with respect for nature.

For **quality**, we have developed the program *Love for Craftsmanship*.

At Hanab, everything revolves around doing good work. We always strive to deliver the highest quality. That's why we place craftsmanship at the heart of everything we do. We collaborate, continue to learn, and take responsibility. Craftsmanship is not just about what you can do; it's something we are proud of. It connects us and helps us grow.

To meet our expectations, we ensure that:

- Risks are assessed and either eliminated, mitigated, or minimized.
- A culture is maintained where we can address unwanted or unsafe behavior and report unsafe acts and situations so we can learn from them.
- Safe, effective, and environmentally friendly working methods are established and applied.
- Our staff are trained, qualified, and equipped with the right tools to carry out their tasks safely and sustainably.
- Legal requirements, corporate policies, and safety regulations are adhered to.

Everyone has the authority and responsibility to take preventive action!

This allows us to prevent undesired incidents, ensure the safety of those involved, and - if necessary - stop work. We make no distinction between our own employees, hired personnel, subcontractors, or client personnel. Our systems and programs are aimed at controlling activities and tasks and ensuring our services meet customer expectations. To achieve this, we use risk and incident analysis, performance indicators, and the Plan-Do-Check-Act principle.

Our core values - **craftsmanship, connectedness, innovation, and reliability** - are defined in our Code of Conduct. Management leads by example and inspires our organization to achieve these objectives.

Amsterdam, May 27, 2025
Stanley Maas (CEO)

A handwritten signature in black ink, appearing to be 'S. Maas', written over a thin horizontal line.