

Health and Safety Policy

Norican is committed to implementing a standardized health and safety program that protects its employees, its property, and the public from accidents. Norican will not compromise on incident prevention or safety and statutory compliance for any business advantage.

Norican facilities will meet or exceed all statutory or governmental regulations affecting our facilities.

Employees at all levels within Norican are responsible and accountable for the company’s overall safety initiatives. Complete and active participation by everyone, every day, in every job is necessary for the health, safety and wellbeing of all employees.

Management actively supports participation in the program and provides all necessary equipment, training, and procedures. Employees are responsible for following all procedures and working safely.

Norican will ensure that contractors working under our control and visitors to our sites comply with our health and safety requirements.

An injury, accident free and healthy workplace is our goal. Through continuous safety and loss control, we can accomplish this.

“The Goal is ZERO Incidents.”

Targets and Key Performance Indicators (KPIs)

Norican establishes measurable objectives, targets, and KPIs for this Policy. Progress is monitored and reviewed at least annually by management. Results are used to drive continuous improvement, and corrective actions are implemented where performance does not meet established targets. Relevant KPIs are defined in the table below and reviewed periodically to ensure continued alignment with business, sustainability, and compliance objectives.

Objective	KPI	Target
Prevent workplace injuries	Lost Time Injury Frequency Rate (LTIFR)	Annual reduction
Improve safety culture	Safety observations reported	Annual increase
Build safety competence	Mandatory HSE training completion	≥ 95%
Ensure corrective actions	Safety actions closed on time	≥ 90%

The policy shall be regularly reviewed to ensure that it is current and reflects the changes in the nature and demands of our business.



Thomas Körmendi, President, and CEO Norican

Date: 25 August 2026