

Employee Safety Statement

Date: March 25, 2026

Applies To: All Employees, Representatives of Novus International, Inc. and all subsidiaries

1. Introduction

At Novus International, Inc., we are committed to protecting employees, the public, and the environment from hazards presented by our products and operations. Each one of us plays a critical part in safety; while there are minimal standards in the industry, we encourage and promote a safety culture that extends beyond the workday and minimum industry standards. We aspire to meet a goal of zero employees injured & zero lost time incidents. This Employee Safety Statement is not a substitute for, nor should it be considered to replace or override applicable laws and regulations.

2. Compliance with Laws and Regulations

- NOVUS will operate our plants, laboratories, and other facilities in a manner that protects the environment and health and safety of our employees and the public in a manner consistent with and documented through the NOVUS Integrity System (NIS).
- NOVUS complies with all applicable international, national, and local laws, including environmental and safety laws.
- NOVUS works with visitors, customers, contractors, and others having permission to be at NOVUS' facilities to understand and comply with applicable laws and standards that are required for each site.
- NOVUS is dedicated to upholding the appropriate and fair labor standards as stipulated by international, national, and local laws.

3. Equipment and Training

- Safety evaluations and reviews are undertaken for facilities design and for operation through risk identification processes; all employees are encouraged to identify and prioritize safety.
- Proper equipment is a critical piece of safety in terms of incident avoidance, hazard reduction, and protective barrier control. NOVUS requires the use of PPE and other equipment such as fall protection, barriers, fire protection, and other safety devices to keep everyone safe.
- NOVUS requires initial and ongoing safety training for all employees according to applicable job responsibilities and locations.
- NOVUS prepares for emergencies through integrated emergency response plans that are routinely tested through active drills and improvements shared with all employees for the site.

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4. Communication, Reporting, and Investigation

- All NOVUS personnel contribute to physical and chemical safety. With site specific safety teams, global safety collaboration communication, and executive leadership compliance updates, all levels of the organization can impact NOVUS safety culture.
- NOVUS is committed to transparent communication across the entire supply chain on the safe use, transportation, handling, and disposal of products.
- NOVUS prepares and releases periodic surveys for anonymous employee participation in a threat-free environment.
- All NOVUS employees are encouraged and empowered to speak up if they feel that they or others are unsafe in any manner.
- Discrimination of employees, physically, verbally, or intolerance; through bias (unconscious or conscious) is not tolerated by NOVUS.
- NOVUS prohibits retaliation against individuals reporting safety, compliance or similar concerns in good faith or cooperating in investigations.
- Safety incidents, including the appropriate root cause analysis and corrective actions, are discussed with senior management. Incidents are then shared and used in training for continuing education.
- Contractors and other 3rd parties must also follow and adhere to this Safety Statement; NOVUS will monitor their compliance.

5. Non-Compliance

- Compliance with safety and environmental policies is a requirement for continual employment and continued contract relationships, as applicable.
- Non-compliance may result in disciplinary action, up to and including termination of employment or termination of contract, as applicable.

6. Policy Review and Updates

- This statement will be reviewed on an annual basis to ensure continued relevance, accuracy, and effectiveness. Updates will be made as necessary to reflect changes in laws, regulations, best practices and common operations.

Gavin Bowman
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