



WHY

Nothing is so urgent it cannot be done safe. We care about everyone working with us and are committed to prevent any occupational incident (or accident)

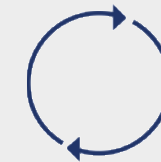
- Health and safety are Recover core values, not just priorities.
- We want to make Recover the safest place to work at: Therefore, we create safe working conditions.
- With all efforts, we cannot exclude all the occupational safety risks to 100%, but at least we want to ensure the best protection equipment.
- Demonstrating care for our people strengthens team morale and loyalty.
- Proactive safety measures prevent costly accidents and downtime.



HOW

We believe the best prevention comes from open communication

- Regular safety meetings and open forums for all staff creating a growing safety culture, including the correct use of PPE.
- Training programs that emphasize practical, hands-on experience regarding the use of PPE.
- PPE without hierarchies: Leadership commitment to safety, demonstrated through actions and good examples.



WHAT

We proactively take preventive measures to minimize risks

- Mandatory use of PPE in designated areas with strict enforcement.
- Regular PPE training and drills for employees.
- Regular inspection and maintenance of PPE.
- Customized PPE solutions for specific job roles.
- Environmentally friendly disposal of used PPE.
- Record-keeping of PPE usage and maintenance.
- Continuous improvement and review of the PPE used at Recover.

Madrid, 1st January, 2026. This policy will be renewed on an annual basis.



Anders Sjöblom
CEO

Christian Roth
COO