



Workplace Health and Safety

Amended and Restated as of April 24, 2026

Purpose

Everforth, Inc. and its subsidiaries (collectively, “Everforth” or the “Company”) is committed to providing a safe and healthy workplace for our employees. The Company recognizes that, to achieve a safe and healthy workplace, Everforth and its employees need to work together. Since employee participation is vital to providing a healthy and safe working environment, this policy sets out the responsibilities of both Everforth and its employees. All workplace incidents are preventable; our goal is zero incidents. Active participation at all levels will ensure our goal can be achieved.

Scope

This policy applies to Everforth (inclusive of its subsidiaries) and its employees.

Potential threats to Health and Safety in the Workplace

Ergonomic Hazards – *e.g., improperly adjusted workstations or repetitive movements*

Organizational Hazards -- *e.g., workplace violence*

Physical Hazards -- *e.g., extreme temperatures, weather events, natural disasters, and power outages*

Chemical Hazards -- *e.g., exposure to toxic cleaning products, paints, pesticides, gases, and fumes*

Safety Hazards – *e.g., tripping and electrical hazards*

Everforth is committed to abiding by and implementing the following preventative measures

- Monitoring workplace health and safety
- Continually evaluating and improving workplace health and safety measures
- Identifying and assessing potential hazards and operational risks
- Ensuring applicable workplace health and safety laws are observed and enforced
- Integrating workplace health and safety into all aspects of Everforth operations
- Providing adequate safety information, training and supervision
- Consulting with employees to address any potential workplace health and safety issues
- Implementing effective emergency response and management procedures including planning, training, education, drills, and communications
- Proactively working with clients to understand and identify potential workplace health and safety issues our employees may encounter at the client worksites

All employees are required to

- Adhere to safe work practices and rules
- Perform all work duties in a manner which ensures individual and co-worker health and safety
- Immediately report any threats to workplace health and safety to the Company
- Encourage fellow employees to maintain a safe and healthy work environment



Workplace Violence

Everforth's goal is to have a workplace free from acts or threats of violence and to respond effectively if such acts or threats of violence occur. Threats or acts of violence – including intimidation, bullying, physical or mental abuse, and/or coercion – that involve or affect Company employees or that occur on the Company's premises, will not be tolerated. Any potentially dangerous situations must be reported immediately to a manager or the Human Resource Department. Reports may be made anonymously and will be investigated in a timely manner.

Anonymous Hotlines for Reporting Workplace Violations Everforth

Corporate and Commercial Segment: 866.635.2739

Federal Government Segment: 855.440.0004

Website: <http://www.lighthouseservices.com/ecsfederal>

Spanish Speaking North America: 800.216.1288

Employees outside of North America: 800.603.2869

Email: reports@lighthouse-services.com

Fax: 215.689.3885

Work-Related Injuries

An employee or consultant who sustains a work-related injury or illness should inform their supervisor immediately. No matter how minor an on-the-job injury may appear, it is important that it be reported immediately. All work-related injuries must be reported to the applicable workers compensation **Safety Ready Reporting Hotline: 800-800-5003 or 877-854-6877.**

A registered nurse will answer your call and will assist you and direct you on where to seek treatment, if necessary. You will be asked for a Search Code; it is: EVERFORTH. When asked who your employer is, use the relevant name below:

- Everforth/Apex Systems (which include employees of the Creative Circle, CyberCoders, Glidefast, and TopBloc business units);
- Everforth/ECS; or
- Everforth/Quinnox

Address: 26745 Malibu Hills Road Calabasas, CA.

Everforth is committed to safe and sustainable practices in all aspects of our operations and therefore will review and update this Workplace Health and Safety Policy on a regular basis to adapt to industry changes, trends and requirements. See each subsidiary's individual Employee Handbook for more Health and Safety specifics. Questions about this policy statement should be directed to the Human Resources Department at hr.requests@everforth.com.