

Company Statement

Icomera's COVID-19 Risk Mitigation Plan

2nd December 2021

Icomera continues to take the necessary preventative steps to ensure that we are prepared for all possible scenarios in relation to COVID-19. The situation is dynamic in nature; clients can rest assured that Icomera is working to actively monitor and react to any developments swiftly.

Our approach based on the ongoing guidelines is to be as proactive as possible, to place our team's wellbeing and safety first, while at the same time ensuring that we are also acting responsibly toward the communities in which we live and the clients whom we serve.

In March 2020, we asked all of our staff who were able to work from home to do so in order to exercise social distancing as a precautionary measure. Our aim is to protect Icomera staff from infection, to help limit the spread of the virus, and to maintain business continuity. We review the necessity of this approach on a frequent basis.

The vast majority of Icomera's business functions can be efficiently performed remotely. For the remainder of our workforce – such as Icomera's Supply Chain and Field Service Engineers, who have been operating as normal throughout the last year - all possible steps have been taken to ensure that our people can carry out their tasks in safe conditions. Appropriate internal procedures remain in place regarding the steps Icomera offices and staff should take if any member of our team shows acute symptoms of having a respiratory infection, comes into contact with a confirmed case of Coronavirus, or has had contact with a person who has had contact with a confirmed case of Coronavirus in the last 14 days.

- All Icomera staff will comply with mandatory procedures issued by the Governments of their home countries, the Icomera Group, and Icomera's parent company EQUANS, in relation to limiting the spread of Coronavirus – These procedures act as common denominators for all mitigating actions and decision-making.
- Each of Icomera's regional entities have produced a local Coronavirus Business Continuity Plan which reflects the centrally communicated procedures and provides resilient support for our NOC, Technical Account Managers and Field Service Engineers. Our pandemic response expands on the office-specific and department-specific steps which will be taken to mitigate risks; regionally appointed steering groups will keep staff updated on local procedures and manage any modifications which might be required as the situation continues to develop.
- Non-essential business travel is currently restricted. Wherever possible, internal and external meetings will be taken via audio / video conferencing to reduce the requirement for business travel.

Clients with any outstanding questions or concerns about specific projects or activities should contact their Icomera account manager. We appreciate that these are challenging times for everyone in our industry – professionally and personally. We will continue to strive for normal business to the best of our ability under these exceptional circumstances.