Health and Safety Policy

Version: December 2025
Owner: President and CEO
Adopted by the Group Management Team on December 5, 2025.
This policy is to be reviewed on a regular basis.

1. Introduction

Our Sustainability agenda

We find it crucial to contribute to a sustainable development. We strive to always do our best and in a responsible manner make sure that we treat people well and that we continuously lower the negative impact on the environment.

We are acting and working determinedly to contribute to the Sustainable Development Goals within the UN Agenda 2030. Our work with sustainability is an ongoing process, a process that is and remains a natural part of our everyday work.

We believe that a strong culture is important when it comes to success and to live up to high ethical standards. Our culture is built on our core values that we have defined together; Curious Creators, Committed Together and Aim Higher. Our core values characterise who we are and what we do, how we treat each other, how we recruit employees and how we evaluate achievements as well as how we build good leadership.

A Safe and Healthy Working Environment is our responsibility

We must offer our employees a safe and healthy working environment. All companies within the Group will, as a minimum, strictly follow national laws and/or collective agreements. We shall always offer and maintain a safe and sound working environment and strive to minimise work related accidents and personal injuries.

2. Purpose and scope

All companies within the Fagerhult Group must operate in full compliance of the laws and regulations governing the activities they conduct in the countries they are located in. This Health and safety policy outlines Fagerhult Group's ambition to always provide a healthy and safe workplace. Our work to reduce injuries and illness continues endlessly. The policy reflects our values and our responsibility and shall be embedded in our strategies, processes, and daily decision-making.

The policy applies to all companies within Fagerhult Group, as well as to all employees, consultants, and temporary staff working within or under the direction of a Fagerhult Group company. We expect every individual to actively contribute to improving our workplaces and the health and safety initiatives and to comply with the policy in their daily work.

All sites within the Group must always ensure that all third parties who enter our sites are provided with the necessary information about risks that may interfere with people's health and the safety of the workplace, and checking that they are suitably equipped to safely carry out their duties in our sites. The same level of attention to protect health and safety in the workplace shall be applied, not only in internal production processes, but also in the design of the end products, in order to minimize risks for both installers and the end users.

We also require that our suppliers and business partners adopt our health and safety principles in their own operations.

3. Health and Safety

We are committed to ensuring that no one should suffer any injury or ill health due to their working environment. We shall always provide a safe and sound working environment. This involves accident prevention and aspects of both physical and psychosocial well-being. Our goal is to reach a stable level of 'zero accidents' and guarantee the operating conditions required to reduce the risk of occupational illnesses.

To actively work for a continuously improving working environment we shall:

- Pursue continuous improvement and risk reduction in technological and organizational contexts.
- Ensure continuous staff training to establish a widespread culture of safety and correct risk perception.
- Promote the reporting of near misses (i.e. an unplanned event related to work activity that did not cause injury, illness, damage to property or the environment, but had the potential to do so), and implement corrective actions, to proactively prevent accidents.
- Promote positive behaviour to encourage the active participation of the corporate community.
- Establish a culture of psychological safety to encourage people to speak up and raise concerns and ideas.
- Evaluate and select suppliers, taking into account how they implement health and safety principles in their business.

All Fagerhult Group companies shall have a system for monitoring performance that allows continuous improvement and a way of operating. This system shall involve all company representatives in risk reduction.

4. Reporting

Fagerhult Group reports on sustainability performance each year in our Annual and Sustainability Report. The sustainability areas that we focus on and the disclosures which we share in this report are based on a Double Materiality Assessment (DMA) as defined by the EU Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS). This work is reviewed annually in a process which involves the Group companies, internal and external stakeholders and experts, and is validated by the Group Management Team.

5. Framework

This Health and safety policy is part of Fagerhult Group's set of policies, which all support the ambition to contribute to a more sustainable world:

- Code of Conduct
- Code of Conduct for Business Partners, as well as the Policy for Human Rights, Policy for Working conditions, and the Policy for Conflict Minerals.
- Other Fagerhult Group policies, such as the Environmental policy, the Diversity and inclusion policy, and Anti-bribery and corruption policy.

6. Governance and responsibilities

Sustainability is embedded across Fagerhult Group's operations and is an integrated component of the Group's corporate governance framework.

Fagerhult Group has a whistleblowing function. We encourage all our employees and business partners to report any violations of our policies. The whistleblowing function is available on our website. For us, the whistleblowing function is important to maintain our high ethical standards and the customers' and the publics' confidence in us.

Each Group company's Managing Director has the ultimate responsibility for implementing and adhering to the Group's policies, to applicable regulations and guidelines at the local level, as well as to international standards on safety management. Each Managing Director is responsible for communicating the content and importance of Group policies throughout their respective company.

The President and CEO has a responsibility to update the Group companies and their HR Managers about the Health and safety policy, and possible updates thereof. The Group Management Team adopts the Health and safety policy and oversees the strategic direction of the health and safety efforts carried out by the companies.

The Board has the ultimate responsibility for the Group's sustainability work and review and approve the Sustainability statements. The CEO and Head of Sustainability regularly update the Board on progress, key sustainability matters, focus areas and related impacts, risks, and opportunities.