Health, Safety and Environment Policy

The Algol Group applies a Code of Business Conduct, which sets forth the basic ethical principles for the operations of all entities and all employees within the group. Adherence to the highest standards in health, safety and environment matters (HSE) are among the core principles of our Code of Business Conduct. With regard to those matters, the Code stipulates that:

- We provide a safe and healthy workplace for our employees.
- We comply with all laws and regulations relating to health and safety.
- We apply appropriate procedures and controls in order to minimise the frequency and impact of work-related accidents or incidents and to maintain the health of our employees.
- We actively look for ways to further improve our working conditions and working environment.
- We are committed to the safety of our environment.
- We store, transport and handle our products in a safe manner.
- We endeavour to prevent the unsafe use of any products or services provided by us.
- We comply with all laws and regulations relating to protection of the environment.
- We strive to minimise the environmental impact of our operations and to use natural resources efficiently.
- We are committed to continuously improving our internal procedures, policies and guidelines.
- We adhere, where applicable, to relevant environmental programmes, commitments and regulations.

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In order to enforce and achieve the targets defined in the Code of Business Conduct, HSE issues are given high priority at all levels of management and they are regarded as an integral part of the everyday work of each employee within Algol Group and throughout our whole value chain. The following principles, together with our Code of Business Conduct, define our HSE policy:

- We make sure that our premises, equipment and tools are safe and fit for their purpose. We maintain appropriate plans and guidelines for the handling of accidents and emergencies. Our permanent goal is to reduce the number of occupational accidents and injuries within the entire Group to zero.
- We are committed to prevention of pollution and minimizing the environmental impact of our operations by promoting recycling and waste reduction practices.
- Our work to analyze our carbon footprint is ongoing with the aim of reaching carbon neutrality.
- We provide regular training to enhance employees' skills. We provide channels for sharing the best practices.
- We are responsive, co-operative and open in HSE matters. This applies in relation to our business partners, public authorities and agencies, employees and other stakeholders.
- We monitor our performance by reviewing our targets on an annual basis in order to identify development needs and to implement improvements. On Algol Group level, our target for recorded safety observations is 1 490 pcs and performed safety walks is 145 pcs during 2026.
- Our HSE management system is audited and verified, both internally as well as by independent certification agencies on a regular basis.

The HSE policy is evaluated by Algol Group Sustainability Manager on a yearly basis.

July 2026,

Joakim Flinck
CEO of the Algol Group