

## POLICY

Valid from

24 October 2024

Approved by

Board of Directors

Eastnine AB (publ)

## Work environment and employee health policy

Employees' health and wellbeing and a quality of employees' work environment are important to Eastnine. Work environment based on empowerment and collaboration along with a robust support system for individual physical and mental health, are important contributing factors to building an effective and high performing organization. A healthy work environment also contributes to increasing Eastnine's attractiveness as an employer.

Eastnine will pursue this goal by:

- Ensuring health and safety of Eastnine's employees in all markets of the company's operations by implementing measures and protocols as per government directives, international conventions and/or industry best practices, where the framework with the most stringent criteria prevails;
- Addressing any deficiencies in work processes and routines to create empowering and open working environment;
- Not tolerating any sort of work place harassment, bullying or discrimination (see Equal Treatment Policy);
- Providing benefits and incentives for increased physical activity and access to mental health support services;
- Including health related objectives into sustainability goals, monitoring progress, and communicating this information on annual basis;
- Allocating appropriate level of resources and funding to support this policy.

The country managers will contribute to this process by:

- Promoting a positive work environment and employee health in their respective local offices;
- Identifying, resolving or mitigating risks related to work environmental and employee health;
- Working proactively towards removing or mitigating risks related to work environment, occupational injuries and general health and well-being of Eastnine employees.

All employees will contribute to this process by:

- Duly reporting any accidents, violations or other relevant observations to a designated responsible person and/or immediate manager;
- Sharing with a designated responsible person and/or immediate managers their advice, criticism, recommendations or observations on improvement of work environment and health and safety measures;
- Challenging the status quo, suggesting improvements and proposing innovations that can mitigate or remove health and safety related risks from current activities.

This policy is to be reviewed and updated on an annual basis or when necessary. Overall responsibility for the enactment of the policy will lie with the CEO of Eastnine.

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The policy was originally adopted by the Board of Directors at a meeting held on 24 October 2024.