

OCCUPATIONAL HEALTH AND SAFETY POLICY

1 Purpose and scope

The purpose of this Occupational Health and Safety Policy is to provide the basis and basic principles for a safe and healthy working environment for all Enersense employees, subcontractors and visitors and to promote health and safety as part of Enersense's day-to-day work on its projects.

Sustainable work is one of the areas of responsibility at Enersense. The double materiality analysis has taken into account both the impact of Enersense on society and the environment and the impact of sustainability issues on Enersense. The material sustainability issues and the objectives and measures targeted at them guide the Group's activities. In terms of occupational health and safety, Enersense has identified a well-managed and safe working environment as a key sustainability issue, leading to improved productivity and reduced accident and sickness absence rates.

This Policy applies to all employees, subsidiaries and business operations under the Enersense's right of supervision. The Policy must be complied with in all countries where Enersense operates. In addition to this Policy, applicable local laws must be complied with, provided that the principles set out in this Policy are always the minimum requirements to be followed.

2 Occupational health and safety as part of Enersense's sustainable work

Our people are our strongest asset, and safety is a top priority for us. We want to be the safest employer in our industry. We are committed to paying special attention to the work ability, well-being and safety of our personnel. Risks are identified and understood, and right measures are taken regarding all our operations and those involved in them. Our subcontractors are committed to our key principles through the adoption of the Suppliers' HSE Standard. Our operations are based on legal requirements and ISO 45001:2018.

We regularly monitor the development of work ability and occupational safety through various indicators. We openly communicate the status of improvement measures and encourage our employees to promptly raise safety observations and deficiencies. We aim for an accident-free and smooth working.

The following key principles guide our operations:

- Everyone has the right to stop unsafe work, regardless of their position in the organisation.
- We never compromise on safety at work or accept deviations from our occupational health and safety obligations.
- Everyone must be properly trained and guided to carry out their duties.
- We proactively manage and promote occupational health and safety, and are committed to identifying, assessing and eliminating hazards.
- The company's management will ensure adequate financial resources to maintain a safe and healthy working environment.
- We are committed to complying with and meet the highest legal and other related requirements in all our business operations, including occupational health and safety requirements.
- We are committed to continuously improving our work culture and occupational health and safety.
- We regularly consult and engage our personnel and their representatives and our subcontractors on health and safety issues, such as hazard identification and risk assessment.
- We promote arrangements to increase job satisfaction and well-being at work, as we believe that a healthy and motivated personnel is our most important asset.

Making a zero-emission society a reality.

Everyone involved in Enersense activities has an important role to play in achieving Enersense's goals and developing our working community. We want to provide everyone with a good working atmosphere and environment. We believe that together we can create a supportive, developing and open working community.

3 Approval and supervision

This Occupational Health and Safety Policy has been approved by the company's CEO and replaces similar policies previously applied at Enersense. The Group's Executive Team is responsible for the implementation of the Policy. Occupational Health and Safety function is responsible for the monitoring and interpreting the application of the Policy. The document is public.