

HEALTH, SAFETY AND WORK ENVIRONMENT POLICY

1. PARTICULARS

Risk category	Compliance
Risk assessment	Non-compliance with this policy may cause reputational damage.
External reference	Directive 89/391 EEC, ILO standard on occupational safety and health, ISO 9001, ISO 14001, local working environment authorities, UN Sustainable Development Goals.
Target group	The Health, Safety & Work Environment Policy applies to the Solar Group and constitutes the framework for our approach to health, safety, and the work environment and what this means for Solar. It serves to inform both internal and external stakeholders.
Classification	Public document available on Solar's Intranet and at solar.eu
Latest update	June 2026
Approved by	Executive Board
Responsible	Senior Vice President Operations
Contact person	Vice President, Operations, Solar Sweden

2. OBJECTIVE OF THE POLICY

The Solar Health, Safety, and Work Environment Policy (HSE) provides high-level guidance on managing and operating the work environment, health and safety standards and rules.

3. SCOPE OF THE POLICY

Solar is committed to ensuring the physical, social, and psychological safety of everyone in our workplace. We believe that health, safety, and well-being are essential to living a balanced life. Our main HSE principles are:

- Everyone at Solar must be aware of our HSE policy and our Cardinal Rules on safety as they are an integral part of our operations.
- We aim to achieve zero workplace injuries and zero occupational illness leave for our employees, visitors, and contractors.
- We value a safe and healthy work environment, and we want to create a positive and supportive culture.
- Our employees' work environment is continuously updated, and we actively seek out opportunities to improve health, safety, and the work environment.
- Reporting on health, safety, and work environment incidents is mandatory.

3.1. Safety

At Solar, we ensure that our employees follow the Cardinal Rules to keep everyone safe. We comply with all laws and regulations pertaining to the work environment and health and safety training is carried out on a regular basis. We ensure that our employees are provided with the appropriate equipment to support and maintain workplace safety. Corrective and preventive measures are taken to avoid repetitive injuries and we report deviations from our safety procedures.

3.2 Health

Our employee handbook sets out our behavioural expectations, policies, and procedures to empower our employees and foster the creation of a healthy and inclusive working environment. Sick rate and sick leave are indicators of our employees' health and well-being. We are in close dialogue with managers to monitor these metrics and to take whatever action is necessary to support a healthy work environment.

3.3 Work environment

Solar actively promotes environmental responsibility in our operations to ensure a safe work environment and to protect the environment. External auditors conduct annual audits to ensure compliance with this policy. We ensure that procedures for handling chemicals and substances that can cause harm to the work environment, health, and safety are strictly adhered to.

4. DEVIATIONS FROM THE POLICY

No deviations from this policy are allowed.

5. DIVISION OF RESPONSIBILITIES

The Senior Vice President Operations is accountable for this policy. It has been approved by the Executive Board. Day-to-day accountability for ensuring that the contents of this Policy are adhered to has been delegated to the local management teams for each entity. The policy applies to all legal entities in Solar.

The policy is reviewed annually.