

# HEALTH AND SAFETY POLICY

This Group-wide policy has been prepared by Balder's HR Department, Head of Personnel and Administration. The Group-wide policy provides guidance for all of Balder's subsidiaries, although local deviations may occur. The policy is reviewed annually and adopted by the company's Board of Directors.

## 1. PURPOSE

Fastighets AB Balder's business operations shall be conducted in such a way as to ensure that a healthy and safe work environment is maintained, both physically and psychosocially, and that any unhealthy impact on the health of employees and other people is prevented.

## 2. STRATEGY

Health and safety shall pervade all decisions made and all activities undertaken. The work environment shall be characterised by openness, and all individuals shall be treated equally and with respect. Balder accepts no form of bullying or harassment at the company's workplaces. Current legislation in the field of occupational health and safety represents a lower limit for this work, and the company strives at all times to improve the work environment, not only organisationally and socially, but also physically.

Employees shall be given the opportunity for variety at work, social contact and collaboration with other employees within the company. Conditions at the workplace shall provide employees with opportunities for development at both the personal and the professional level, and for involvement in structuring their own work situation and in change and development work that affects their own work.

This means that:

- occupational health and safety work shall be integrated into day-to-day work and consideration shall be given to health and safety in all decisions;
- regular training courses in the area of health and safety shall be offered to all employees;
- the business shall be characterised by preventive, regular occupational health and safety activities, to be viewed as a process of continuous, ongoing improvements;
- people's health and quality of life shall be considered and promoted. This means that harmful effects of emissions, noise and other environmental problems, as well as deficiencies in respect of ergonomics shall be minimised;
- all new employees and others who change job/workplace shall receive a suitable introduction;
- quick, early action shall be taken in respect of deficiencies/problems, for example in connection with rehabilitation requirements and crisis situations.

All employees, external partners and suppliers shall contribute in work to create a good work environment with a focus on health and safety, and also have a responsibility to ensure that the policy and associated action plans are followed. Balder's Health and Safety Policy shall be reviewed every year and revised as required. Measures shall also be planned and implemented every year to realise the policy. It shall be possible to follow up on these measures and report them to the management team and the Board of Directors.

Gothenburg, 9 February 2024

Board of Directors of Fastighets AB Balder