

WORK ENVIRONMENT POLICY

This Group-wide policy has been prepared by Balder's HR Department, Head of Personnel and Administration, in collaboration with the Health and Safety Committee. 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. BACKGROUND

The work environment at Fastighets AB Balder and in the company's operations shall be such that those working there do not suffer ill health or come to harm because of their work.

2. PURPOSE

Those working at Balder shall be happy and shall develop both professionally and as individuals. Occupational health and safety work shall pervade all decisions made and all activities undertaken.

The company accepts no form of bullying or harassment at the workplace. The company's work environment shall be characterised by openness, and all individuals shall be treated equally and with respect.

3. STRATEGY

Current legislation in the field of health and safety represents a lower limit for the company's health and safety work, and everyone at Fastighets AB Balder 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:

- health and safety work is a natural element of everything that is done;
- health and safety work is performed in collaboration between employer, employees and health and safety officers;
- managers and supervisors have/are given the correct knowledge, competence, resources and authorisations to be able to achieve a safe work environment;
- all employees receive the introduction and training they need to be able to work in a safe, healthy way;

- the company investigates and risk-assesses both the physical and the organisational and social work environment on a regular basis and in connection with changes, in order to take the necessary action to create a safe, secure workplace;
- all near-accidents and accidents that occur are reported and investigated, so that the company can take action;
- the company follows up on its systematic health and safety work on an annual basis;
- the company has a clear, visible leadership style with respect and care for every employee;
- the company implements collective safety measures that are appropriate for everyone in the first instance, but the company also adapts requirements and conditions according to the ability of each individual;
- the company strives continuously to ensure that each individual receives skills development that enables professional development and promotes a healthy work environment.

All employees shall contribute in work to create a good work environment and also have a responsibility to ensure that the Health and Safety Policy and associated action plans are followed.

Balder's Work Environment 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