

Group Health and Safety Policy

1. Introduction and Purpose

Billerud's vision is to challenge conventional packaging for a sustainable future. The company is positioned as a leading, innovative, and sustainable player in the global paper and packaging solutions industry, with a presence and operations around the world.

A safe and healthy working environment is strategically important for Billerud – we see it as a fundamental value, condition, and corporate responsibility that will govern all activities and behaviors within the Group. Our vision and goal are an injury-free, safe, secure, and creative workplace where all employees thrive and have opportunities for growth and variety at work, which also contributes to stable production and high product quality. Competent and committed leaders and employees are key factors that contribute to continuous improvement and a strong safety culture.

The Health and Safety Policy expresses overarching principles and general obligations for safety and the working environment. This Policy is supplemented by underlying directives and procedure descriptions, which set out more detailed rules concerning occupational health and safety.

2. Scope and Applicability

This Policy applies to Billerud and its controlled subsidiaries ("Billerud" or "the Group") and covers Billerud's business activities and operations globally. This Policy applies to everyone who works for or on behalf of Billerud, including board members, employees, interns, and contractors ("Representatives").

The Policy Owner is responsible for communicating and implementing this Policy. However, all Billerud Representatives are individually responsible for reading, understanding, and following this Policy.

3. Billerud's undertakings

Billerud shall work according to the following undertakings to prevent work-related injuries, illnesses, and ill health:

- We shall ensure that health and safety is an integral component of all activities and decisions in the entire company and that this is done in collaboration with employees and the unions representing the workers
- We shall ensure that all managers and leaders lead operations safely and prevent ill health
- We shall set clear goals for improved health and safety and regularly monitor them to ensure that they are achieved
- We shall cooperate to prevent injuries and work-related illness by systematically identifying, assessing, eliminating, and monitoring risks and other hazards to employees, contractors, and visitors
- We shall promote a good working environment where everyone can thrive, feel good, and perform well at work. We shall constantly manage risks to prevent ill health due to



organizational and social conditions in the workplace. Our goal is for all employees to have a sustainable working life and for our employee surveys to reflect continuous improvement

- We shall ensure that our employees have the skills, equipment, resources, and necessary instructions to facilitate safe working methods
- We strive to distribute tasks so that no one person is exposed to high stress and all employees have a healthy work-life balance
- We shall partner with employees, contractors, customers, and other stakeholders to share health and safety best practices
- We shall conduct and continuously improve our systematic work environment management in compliance with current occupational health and safety legislation, global standards, and other requirements so that we can ensure a healthy and safe working environment for everyone who works with us.

4. Accountability, monitoring, and compliance

This Group Policy has been approved by the Board of Directors of Billerud. The Policy Owner CEO is responsible for implementing this Group Policy, including:

- (I) developing more detailed rules (Directives) for the subject matter, consistent with the purpose and intent of this Group Policy,
- (II) ensuring that the Group Policy and underlying Directives are communicated and known to Representatives,
- (III) monitoring and following up compliance with the Group Policy and underlying Directives; and
- (IV) taking other actions, including corrective and reporting measures necessary to achieve the purpose and intent of this Group Policy.

Billerud's Representatives are expected to report violations (including suspected violations) of this Group Policy to their immediate supervisor or to the Policy Owner. Anonymous reporting of wrongdoings (whistleblowing) can be made through Billerud's Confidential Reporting System (Speak-Up Line). If you have any questions or feedback with respect to this Group Policy, please contact the Policy Owner or Legal & Compliance.

