

SONION HEALTH AND SAFETY POLICY

1 Scope and Objectives

At Sonion, we acknowledge that we have a responsibility for the health and safety impact of our business activities at all our sites and to promote health and safety in the workplace, ensuring the well-being of all employees. We recognize the importance of a safe working environment and are committed to addressing the health and safety risks associated with our operations. This Policy aims to promote workplace health and safety, ensuring the well-being of all our employees.

This Policy applies to all individuals associated with Sonion, including, but not limited to, employees, directors, officers, agents, contractors, consultants, suppliers, and business partners working for all owned or leased Sonion facilities worldwide. It extends to all business activities, operations, and relationships within and outside our organization. In Sonion, we will use our relationships with suppliers and business partners to encourage and support health and safety initiatives.

This Policy supplements the Sonion Code of Conduct, supporting our value of being responsible.

2 Our Approach and Commitments

Sonion is committed to protecting the health, safety and well-being of everyone working for us. We provide awareness and training to ensure a healthy and safe working environment for all individuals associated with Sonion, including, but not limited to, employees, directors, officers, agents, contractors, consultants, suppliers, and business partners who come into contact with our site locations worldwide.

Sonion manufacturing sites have been certified to ISO45001 since 2018. Our occupational health and safety practices are based on local and internationally accepted standards.

Sonion is committed to:

- Maintaining a safe work environment.
- Eliminating hazards and reducing occupational health and safety risks across all our operations.
- Regular risk reviews and processes for identifying and assessing workplace hazards.
- Monitoring occupational-related incidents and taking preventive measures to avoid recurrence, including Hazard Identification, Risk Assessment, and Control (HIRAC).
- Maintaining specific safety procedures for various tasks and environments, including emergency procedures, such as evacuation plans and first aid protocols.
- Fostering a culture that prevents work-related accidents, injuries, and illnesses with a zero-incident mindset approach and the importance of health and safety as a shared responsibility.
- Regular employee training programs on health and safety practices and ongoing education and awareness campaigns.
- Maintaining clear processes for reporting accidents, injuries, and near misses and emphasizing the importance of reporting to improve safety measures.
- Promoting initiatives that support employee health, such as wellness programs, mental health resources, and ergonomics assessments.
- Certifying all our strategic production locations for compliance with ISO 45001.
- Complying with all applicable health and safety laws and regulations.

Sonion will set up specific targets on the following focus areas:

- **Occupational-related illnesses:**
 - The risk of acquiring occupational-related illnesses in the workplace is tracked and reviewed.
 - Relevant employees are offered annual health check-ups and receive safety, health, and environmental (SHE) training.
- **Accidents:**
 - Lost Time Incidents (LTI)
 - Cases of fatality or serious physical injury.
- **Compliance:** Ensuring compliance with all applicable local laws and regulations in all locations and countries in which Sonion operates.

Our annual ESG Report will publicly disclose all information regarding Sonion's health and safety performance, targets, and progress. It is available to all interested parties on our website.

3 Responsibilities

Board of Directors:

The Board of Directors oversees that this Policy complies with Sonion's health and safety responsibilities and obligations by reviewing regularly provided reports on the health and safety performance and targets. It also annually approves targets and initiatives as part of the review and approval of the Sonion ESG Report.

Sonion ESG Committee:

In Sonion, the ESG Committee ensures that the health and safety strategy is consistent with and supports the Sonion ESG agenda and supports the Management Team. It monitors the implementation of Health and Safety targets and ongoing initiatives.

The Management Team:

The Management Team sets and approves the Policy, monitors performance, and is the most senior level accountable for implementation.

Managers:

Managers at all levels must ensure that the policy is made available to their employees and lead by example. They must set the tone from the top and establish a culture of integrity and respect for health and safety throughout the organization.

Responsible function/department(s):

The SHE (Safety, Health & Environment) Coordinator ensures compliance with health and safety by identifying relevant requirements and initiatives, installing internal controls, proactively addressing potential risks, and eliminating hazards.

Employees:

All Sonion employees must familiarize themselves with this Policy, know how it applies to their role, and support implementation and achieving our targets in their daily activities and decisions, including following safety procedures and reporting hazards.

Third Parties:

Sonion expects all agents, contractors, suppliers, consultants, and business partners to support and respect the health and safety standards outlined in this Policy and set occupational health and safety targets equivalent to or better than those set by Sonion.

4 Regulations, Frameworks and Resources

- Occupational Health and Safety Management System ISO 45001
- UN Guiding Principles on Business and Human Rights
- ILO Declaration on Fundamental Principles and Rights at Work
- The RESPONSIBLE BUSINESS ALLIANCE (RBA) CODE OF CONDUCT Version 8.0 (2024).
- Local Laws and Regulations

5 Responsible and Information

The Head of Compliance is responsible for this Policy and is the policy owner. If you have any questions with respect to this Policy, contact the Head of Compliance or the local head of the Health and Safety Department.

6 Policy Review

This Policy will undergo regular reviews to ensure it meets our commitments and aspirations regarding our health and safety impact. Updates will be made as necessary to align with changes in laws, regulations, or industry best practices. The most recent version of this Policy will always apply.