

## Work environment policy

Interal offers sales, processing and assembly of aluminum components.

Our goal is to appear as an attractive employer where our employees enjoy coming to work and can develop both professionally and as individuals. Interal promotes equality and diversity with a balance between gender, background and age. We believe that different experiences create innovation and dynamics in the work group.

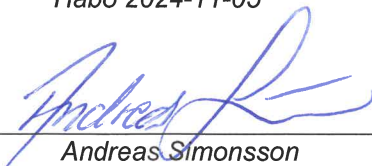
At Interal, we shall have a safe working environment where health- and injury risks are minimized. We put the individual in focus, encourage suggestions for improvement and offer varied tasks with the aim of contributing to low employee turnover. Current legislation in the work environment area shall be followed and we constantly strive to improve our work environment both from an organizational, social and physical point of view.

At Interal, we handle this by:

- Routines for deviations and emergencies, handling and purchasing of chemicals and maintenance of machines and equipment
- Regular safety committee meetings
- Security patrols that also include risk analysis of each department at Interal
- Making sure all employees receive the introduction and training required, to be able to work in a safe and healthy manner
- Reporting incidents and accidents, investigating them and taking actions, giving information about them in joint meetings with all staff
- Annual employee meetings/appraisals where the training needs of each individual are inventoried
- Continuous law enforcement regarding the work environment area
- Wellness allowance for all employees to encourage exercise and other wellness activities

Interal's systematic work environment management is actively driven by the company management in collaboration with our employees and with a transparency and openness where each of the employees is encouraged to be involved.

Habo 2024-11-05

A handwritten signature in blue ink, appearing to read "Andreas Simonsson".

Andreas Simonsson  
CEO