EAB

Built to last.®

CODE OF CONDUCT



EAB | Code of Conduct

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Revision History & Governance
Version 1.0 (15 May 2023): Original consolidated Code of Conduct
Version 2.0 (25 August 2026): Updated and divided into separate internal and external codes. Incorporation of ISO 26000 principles and the UN Global Compact, strengthened procedures for managing conflicts of interest, an operational whistleblowing procedure with protection against retaliation, and specific requirements relating to environmental protection and air pollution.

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Introduction and our core Principles

EAB AB is a family-owned international company providing solutions in steel structures, warehouse storage systems and industrial doors.

Our core promise, "Built to last", is at the heart of everything we do. It represents not only the quality and durability of our products and solutions, but also the ethical and human impact we have on society, the market and the environment.

This Internal Code of Conduct sets out our shared principles, responsibilities and expectations regarding how we conduct ourselves towards one another, our customers, business partners and local communities.

Introduction and our core principles

EAB AB is committed to integrating and complying with international standards for responsible business conduct. Our Internal Code of Conduct is based on:

1. **UN Global Compact (UNGC):** The Ten Principles covering human rights, labour, the environment and anti-corruption.
2. **ISO 26000:** Guidance on social responsibility, transparency, ethical behaviour and stakeholder engagement.
3. **ILO Fundamental Conventions:** The International Labour Organization's standards concerning fundamental rights at work.
4. **UNGPs:** The United Nations Guiding Principles on Business and Human Rights.

Who does the code apply to?

This Code applies to **all employees, managers and members of the Board of Directors within EAB AB** (the parent company EAB AB and all wholly owned operating subsidiaries and sales companies).

It also applies to consultants, fixed-term employees, agency workers and interns working on our premises or representing our brand.

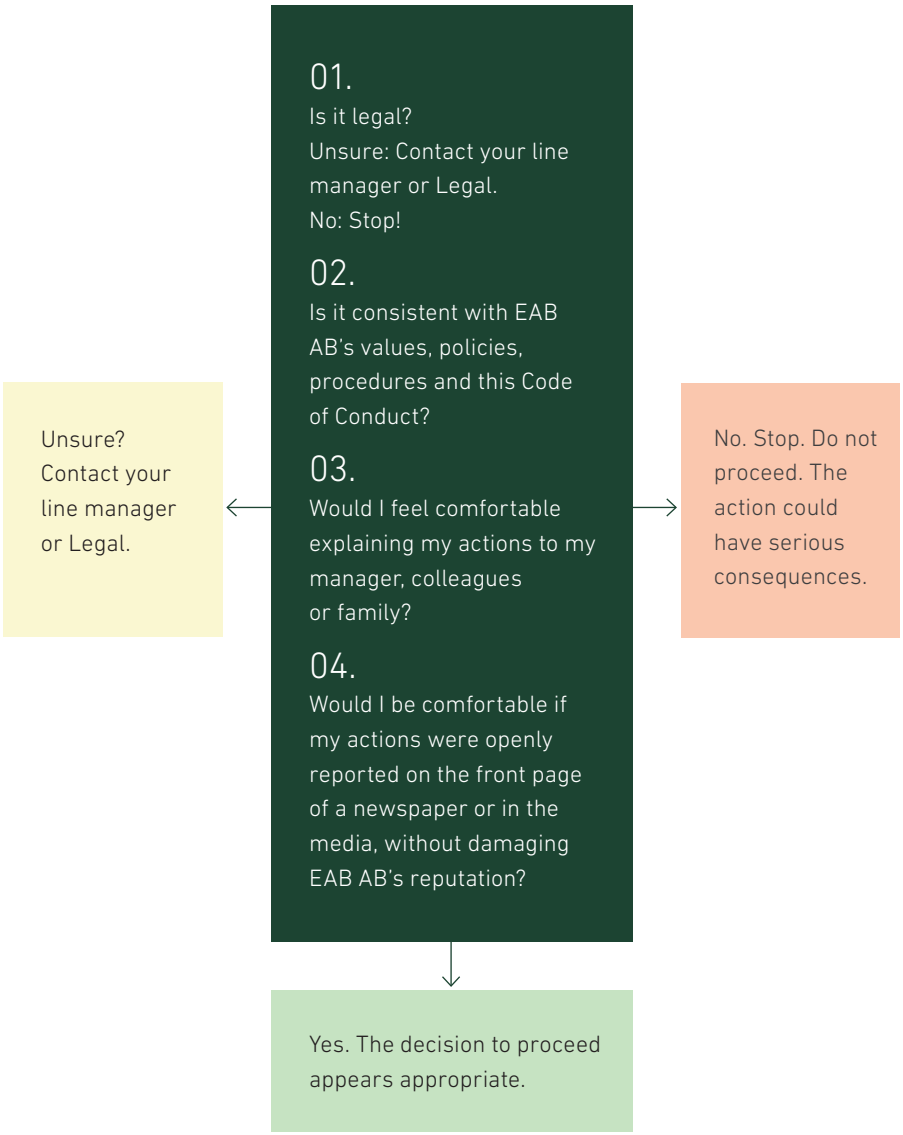


Guidance for decision-making

Our Code of Conduct does not cover all applicable laws or internal policies, nor can it address every situation that may arise at work.

When you are faced with a situation where the right decision is not obvious, use the following guidance before taking action.

The ethical compass



Human rights and working conditions

Zero tolerance for child labour
EAB AB does not accept child labour in any form. No person under the age of 15, or the higher age required for completion of compulsory schooling under national law, may be employed or perform work. Young people between the ages of 15 and 18 must not carry out night work, hazardous work or any tasks that could put their health, safety or education at risk.

Prohibition of forced labour and human trafficking
All work must be voluntary. No form of forced labour, bonded labour or human trafficking is accepted. EAB AB will never require deposits, fees or original documents, such as passports or identity cards, as a condition of employment.

Freedom of association and collective bargaining
We respect the legal right of all employees to form or join trade unions and to engage in collective bargaining. Trade union representatives must not be discriminated against and must be given reasonable opportunities to carry out their duties.

Fair wages and a living wage
EAB AB guarantees fair wages, with nationwide collective agreements serving as the minimum standard. All starting salaries and wages for new employees must be sufficient to cover basic living costs and provide a reasonable level of disposable income. Equal pay for equal work and work of equal value is an absolute requirement.

Working hours and rest
Working hours, breaks, leave and overtime pay must comply with applicable legislation, collective agreements and ILO standards.



Health, safety and diversity

A safe and inclusive working environment is our highest priority.

Health and safety (Zero Harm)
We take a systematic approach to health and safety, with the goal of zero workplace accidents (LTI = 0). All employees have both the authority and the responsibility to stop work immediately if they believe it is unsafe or involves unacceptable risk.

Diversity and inclusion
EAB AB values individual differences and promotes diversity regardless of sex, gender identity or expression, ethnic background, religion, disability, sexual orientation or age. Reasonable workplace adjustments are made to support employees with disabilities.

Zero tolerance for harassment and discrimination
EAB AB does not tolerate any form of bullying, discrimination, sexual harassment or other degrading treatment. All employees must be treated with respect.

To provide practical support to those affected, EAB AB applies a three-step procedure based on proportionality, transparency (written acknowledgement within 48 hours) and effective follow-up after 30 and 90 days. For the full procedure, measurable equality objectives and available support, please refer to EAB's Equal Treatment Plan, document 05-16-01.

Drug- and alcohol-free workplace
All work must be carried out free from the influence of alcohol, drugs or other prohibited substances.

Sustainability, environment and air pollution

EAB and our suppliers must strive to contribute to a sustainable society and consider environmental impacts throughout the value chain.

Sustainability, environment & air pollution
Our promise, "Built to last", means that we minimise our environmental impact and operate resource-efficient manufacturing processes.

Systematic environmental management
We apply the precautionary principle and work continuously to reduce our use of energy, raw materials and water.

Climate and emissions reduction
(Scopes 1, 2 and 3)
EAB AB actively implements emissions reduction programmes in line with the GHG Protocol and the Group's climate targets for 2035 and 2045.

Limiting air pollution and atmospheric emissions
In our manufacturing operations, such as welding, cutting, blasting and painting, EAB AB is committed to minimising point-source emissions to air, including dust, particulate matter and volatile organic compounds (VOCs). We achieve this by using best available techniques (BAT), maintaining extraction and filtration systems on an ongoing basis, and actively replacing solvent-based chemicals with safer alternatives. For detailed guidelines, limit values and measurable KPIs, please refer to the Group's Policy and guidelines on air pollution and atmospheric emissions 06-01-02.

Circular economy and resource optimisation
We strive to maximise the proportion of recycled steel in our products, minimise material waste and optimise residual material flows to avoid landfill.

Chemical management
Chemicals must be handled and stored safely, with up-to-date safety data sheets, in accordance with REACH, CLP and RoHS. Substances of very high concern (SVHCs) must be actively phased out.

Business ethics, anti-corruption and conflicts of interest

EAB AB applies the highest standards of business ethics and has zero tolerance for all forms of corruption, bribery, extortion and money laundering.

Prohibition of bribery and facilitation payments
No employee may, directly or indirectly, offer, give, request or accept payments, benefits or gifts intended to improperly influence a business decision or an action by a public authority. This also applies to facilitation payments.

Gifts and hospitality
Gifts and hospitality must always have a legitimate business purpose, be reasonable and transparent, and comply with local tax legislation. Hospitality or gifts exceeding SEK 500 per person and occasion require prior written approval from the relevant Head of Department or CFO. Gifts in the form of cash, gift cards, loans or equivalent benefits are strictly prohibited. During ongoing procurement processes, tender procedures or contract negotiations, giving or receiving gifts or hospitality is strictly prohibited.

Identifying and managing conflicts of interest
A conflict of interest arises when an employee's private interests, outside activities or personal relationships affect, or could be perceived to affect, their ability to make objective decisions on behalf of EAB.
Conflict of interest: Employees must not participate in the handling, procurement or decision-making process for any matter in which they, or a related person or company, have a personal or financial interest.
Declaration: Employees working in management, purchasing, finance and sales must declare in writing any potential conflicts of interest and outside activities to their line manager annually, as well as immediately if circumstances change. All reported conflicts must be documented in EAB AB's central conflict-of-interest register, together with the measures decided upon.

Fair competition (antitrust)
EAB AB competes on its own merits.
We never participate in illegal cartels, price-fixing, market allocation or improper exchanges of information with competitors.

Protection of information, assets and communications

Company assets
EAB AB's physical equipment, machinery, tools, IT systems and intellectual property must be protected against damage, loss, theft and unauthorised use.

Confidentiality and trade secrets
Employees must keep non-public information about EAB AB's designs, production methods, cost calculations, business plans and customer records strictly confidential, including after their employment has ended.

Data protection and GDPR
We respect the privacy of individuals and process the personal data of employees, customers and business partners in accordance with applicable data protection legislation, including GDPR.

External communications & social media
Only designated spokespersons, such as the CEO/Group CEO, may speak to the media on behalf of EAB AB. When employees use personal social media accounts, they must make it clear that any views expressed are their own and not made on behalf of EAB AB. Documents: Guidelines for internal and external communications 08-01-01 and IT Policy 19-03-01.

Compliance, reporting and whistleblowing

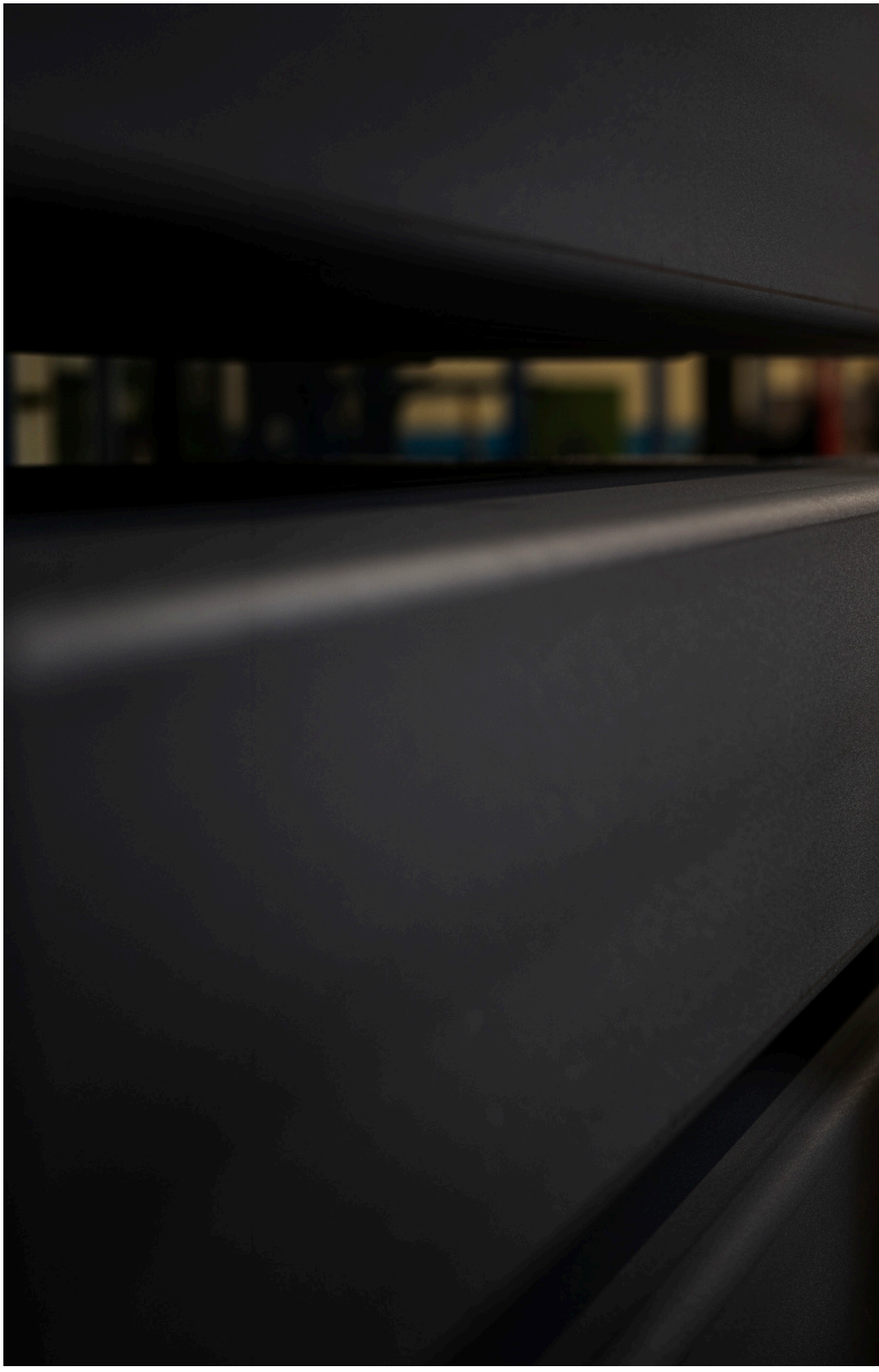
We all share responsibility for ensuring that this Code of Conduct is followed in our day-to-day work.

Reporting known or suspected violations
If you become aware of conduct or an action that breaches the law, applicable policies or this Code, you have a responsibility to raise your concerns:
1.First: Contact your line manager, HR or health and safety representative.
2. Second: Contact the CEO, another member of management or the occupational health service.
3. Whistleblowing channel: If you do not feel comfortable reporting your concerns through these channels, you can use EAB's whistleblowing form: www.eab.info/whistleblowing-report-form/

Protection against retaliation
(Non-retaliation)
EAB AB will under no circumstances tolerate any form of retaliation, disciplinary action, discrimination, harassment or deterioration in working conditions against an employee who, in good faith, reports a suspected violation or participates in an investigation. All reports will be investigated promptly, objectively and in strict confidence.

Consequences of violations
A breach of this Code of Conduct constitutes a serious breach of contractual obligations and trust and may result in employment-related disciplinary action, including a written warning, reassignment, termination of employment or summary dismissal. Where the law has been broken, the matter may also be reported to the police and claims for damages may be pursued.

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