



Health, Safety and Wellbeing Policy

iLOQ Oy (or the “Company”)

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Table of Contents

Table of Contents	2
1. Introduction	3
Scope and Objective	3
2. Content	3
Compliance.....	3
Leadership and Employee Participation	3
Risk Management.....	3
Working time and conditions	4
Right to Stop Work.....	4
Corrective Actions.....	4
Emergency Situations	4
Reporting and Monitoring	5
Training, Instructions and Communication.....	5
Supporting Services.....	5
Promotion and Continuous Improvement	5
3. Related Policies and Documents	6
4. Ownership and Periodic Review	6
5. Document History	6

1. Introduction

Scope and Objective

The purpose of this policy is to define the general principles of iLOQ regarding Occupational Health, Safety and Wellbeing. This policy applies to all personnel regardless of their role or location of performed work including remote work, as well as our contractors and visitors on our company premises.

iLOQ's key objective in occupational health, safety and wellbeing is to prevent all accidents and ensure occupational health and safety by creating a safe workplace, complying with laws and regulations, and offering comprehensive support and training. We also expect our suppliers and other business partners to comply with all applicable laws and regulations to ensure health and safety in our joint business operations.

2. Content

Compliance

Our occupational health and safety processes and procedures are based on recognized best practices and in compliance with relevant international guidelines, standards and legislative regulations. iLOQ complies with the requirements of the ISO 45001:2018 standard. We also actively strive to be a responsible employer and continuously develop our operations to ensure safe working conditions for everyone.

Leadership and Employee Participation

iLOQ's Leadership Team is committed to the effective implementation and provision of necessary resources and support for the occupational health, safety and wellbeing processes and procedures communicated in this policy. The Leadership Team and personnel are encouraged to actively participate in the development and implementation of the occupational health, safety and wellbeing processes throughout the company.

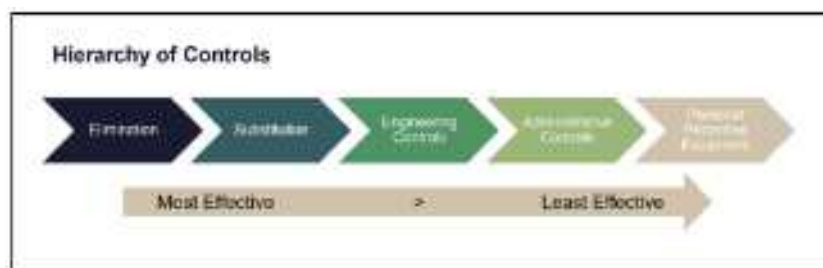
Our personnel are also expected a higher degree of personal responsibility to ensure their wellbeing and safety when working remotely or travelling for work. In Finland, the occupational health and safety committee jointly represents the employer and all personnel groups within the country through electives, and they regularly address issues, conduct investigations, and develop procedures related to occupational safety and workplace wellbeing.

Risk Management

We recognize health and safety issues according to the iLOQ Risk Management Policy and our continuous risk assessment processes and local procedures e.g., occupational health and safety committees. We

conduct regular health and safety inspections and internal audits e.g. 6S inspections within our major locations as well non-regular check-ups for ergonomics or changed equipment, if necessary, to constantly identify work-related hazards and assess potential risks. Risk assessments also consider groups requiring particular protection, such as young workers, for whom specific restrictions apply to shield them from work that could harm their health, safety or development.

We require our leadership team, leaders, employees, and other relevant stakeholders to take an active role in ensuring a safe workplace at iLOQ by eliminating health and safety risks to prevent injury and illness. Our actions to mitigate risks and hazards are implemented according to the Hierarchy of Controls.



Working Time and Conditions

We are committed to ensuring fair, safe and healthy working conditions, including compliance with applicable requirements on working time, rest periods, overtime, leave and workload management. We aim to prevent excessive working hours and work-related strain by promoting sustainable working practices, work-life balance and open reporting of concerns. We also expect our suppliers and business partners to comply with applicable labour standards related to working time and safe working conditions.

Right to Stop Work

Our personnel always have the right to stop work if they assess that working conditions are not safe or that they may cause injury and ill health. Our personnel are protected from any reprisals from reporting on work related hazards or stopping work due to work related hazards as we prioritize safety in our actions above all.

Corrective Actions

Should a work-related injury or incident occur, the primary objective is to ensure the safety and wellbeing of all individuals. Investigations will be carried out to establish the facts and implement corrective actions as soon as possible. iLOQ is also committed to acting in a comprehensive manner to ensure rehabilitation and return to work according to relevant local guidelines and the support of local medical care.

Emergency Situations

Should an emergency occur, we expect our personnel and all other relevant stakeholders to act according to local emergency instructions. Every iLOQ site must have established emergency procedures, including first aid equipment, and these must be communicated within the premises. Annual emergency drills are conducted to ensure awareness of local procedures.

Reporting and Monitoring

We encourage all our personnel to actively report any incidents and near misses to their immediate leaders and our internal deviation tool to start actions in remedying the situation and documenting the case for investigation. Relevant safety performance indicators are tracked and findings from inspections and audits are monitored and reported both internally and externally as part of our sustainability and governance reporting. They are also reviewed regularly by trained internal auditors and the appropriate responsible personnel. Our occupational health and safety processes are also reviewed as part of our certified management systems and their respective audits. iLOQ also monitors key suppliers' performance on health, safety and wellbeing through the Ecovadis Rating service and platform. The Ecovadis rating results are analysed based on iLOQ supplier requirements and Supplier code of conduct, and possible misalignments requested to be corrected by the supplier.

Training, Instructions and Communication

We provide our personnel and relevant stakeholders with regular training and information regarding safe conduct at our sites. This includes instructions and internal procedures related to safe ways of working, handling chemicals, machinery, and vehicles. Employees requiring particular support e.g. young workers are provided with enhanced instruction, and regular supervision by experienced senior staff. We also have a crisis communications process in place to ensure effective crisis communication if needed.

Supporting Services

We provide supporting services such as occupational health services or health insurances in our operating countries in line with local legislative requirements. We support and facilitate our personnel's access to these through internal communications and co-operation with the service providers. Our quality accredited occupational healthcare partner works in close co-operation to identify and eliminate hazards and risks in our operations through steering group meetings and reporting. We also offer a variety of other voluntary supporting services such as voluntary mental health services to ensure mental-health care for our personnel.

Promotion and Continuous Improvement

We actively promote and maintain the health and wellbeing of all personnel through a range of support services, policies, and procedures, with the aim to build and maintain a workplace environment and culture that supports safety, health, and wellbeing. Continuous improvement of the health and safety performance at iLOQ is ensured through our health, safety and wellbeing development actions and certified management systems' practices.

3. Related Policies and Documents

This policy is supplemented by country specific OHS policies. Our existing policies on Code of Conduct, Risk Management, Sustainability, Quality and Data protection, Remote Work and Travel also provide guidelines for our personnel related to their health, safety and wellbeing.

4. Ownership and Periodic Review

This policy is reviewed by the HR team and Occupational Health and Safety Committee annually and approved by the Leadership Team.

5. Document History

Version	Date	Author(s)	Comment
0.1	2 nd February 2024	Occupational Health and Safety Committee	Draft reviewed
0.2	26 th April 2024	HR Team	Draft Reviewed
1.0	4 th December 2024	Leadership Team	Reviewed and Approved
1.1	10th June 2026	HR Team	Minor updates
2.0	23rd June 2026	Leadership Team	Reviewed and Approved