Integrated Quality, Environmental, Health & Safety (QEHS) and Sustainability Policy

MACGREGOR

1. Purpose and Commitment

MacGregor is committed to excellence in **Quality, Environmental Responsibility, Health & Safety, and Sustainability** as fundamental pillars of our business strategy. Our policy ensures that we operate responsibly, safeguarding our employees, customers, and stakeholders while maintaining a strong focus on continuous improvement, risk management, and long-term value creation. This policy applies to all **employees, contractors, and business partners** within MacGregor's global operations and governs all **products, services, and activities** throughout the entire lifecycle, from design and engineering to installation, service, and decommissioning. MacGregor views QEHS and sustainability as **critical enablers of long-term competitiveness, operational resilience, and enterprise value.**

2. Our Commitments

2.1 Customer Focus & Industry Leadership

- We strive to **identify and meet customer requirements**, ensuring our products, services, and solutions deliver industry-leading quality and reliability.
- Through innovation, operational excellence, and proactive engagement, we support customers in optimizing **safety, efficiency, and sustainability** throughout their operations.
- We continuously improve our processes to enhance customer satisfaction and long-term partnerships.

2.2 Health, Safety & Well-being

- We foster a **Zero Harm culture**, ensuring employee health, safety, and well-being in all work environments - even with time, cost or customer pressure.
- We proactively manage risks to **prevent incidents** and ensure safe work environments for employees, contractors, and partners.
- We eliminate hazards and minimize risks through structured risk assessments and controls.
- We cultivate a **just and learning culture**, where reporting and learning from near misses and incidents drive improvement.
- We collaborate with employees, suppliers, and customers to improve safety across the value chain.

2.3 Environmental Responsibility & Sustainability

- We are committed to **reducing our environmental impact** by improving energy efficiency, minimizing waste, and promoting responsible resource use.
- We set and work towards ambitious emission reduction targets in our own operations and in our value chain.
- Our operations and product designs incorporate **circular economy principles**, striving for sustainable lifecycle management.
- We proactively and periodically **assess and mitigate environmental risks**, ensuring responsible stewardship and minimizing adverse impacts.
- We engage with stakeholders, including suppliers and customers, to drive **sustainable innovation** in maritime and offshore industries.
- We are aware of challenges related to biodiversity loss and aim to contribute to protecting **biodiversity** and ecosystem services in our value chain.
- We are committed to aligning our sustainability efforts and reporting with globally recognized frameworks such as the **GRI Standards** and **CSRD.**

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2.4 Ethical Governance & Compliance

- We operate with **integrity, transparency, and accountability** in all business activities.
- We uphold strong **corporate governance** practices, ensuring clear oversight, ethical leadership, and responsible decision-making.
- We comply with all **applicable legal and regulatory requirements**, aligning our operations with recognized sustainability and ethical business practices.
- We promote a culture where all employees and business partners are empowered to **raise concerns and report unethical behavior without fear of retaliation**.

2.5 Risk Management & Continuous Improvement

- We take a **risk-based approach** to decision-making, ensuring resilience in operations and adaptability to emerging challenges.
- We continuously seek to **identify and mitigate adverse social, environmental, and safety risks**, ensuring long-term sustainability.
- We encourage **lean thinking and operational efficiency**, ensuring continuous enhancement of our processes and management systems.
- We leverage **technology and data-driven insights** to strengthen our QEHS and sustainability performance.
- We define and review **Key Performance Indicators (KPIs)** to measure progress, inform strategic decisions, and demonstrate value creation.

2.6 Employee Engagement & Stakeholder Collaboration

- We actively **engage and consult with employees and stakeholders** on occupational health, safety, business ethics, and sustainability matters and ensure meaningful participation of workers, including non-managerial employees, in safety decision-making.
- We provide **training, leadership engagement, and the necessary tools** to enable employees to manage risks and drive continuous improvement.
- We build **collaborative relationships with customers, suppliers, and regulatory bodies** to drive progress in sustainable and responsible business practices.

3. Leadership Commitment & Implementation

- Our **executive team ensures QEHS and sustainability principles** are embedded in strategic decision-making and is taking responsibility **for QEHS performance and continuous improvement**.
- We allocate **resources and training** to drive improvements in safety, environmental responsibility, and operational performance.
- We maintain **transparent reporting and open communication**, ensuring accountability and responsiveness to evolving business and regulatory landscapes.
- This policy is **communicated to all employees, stakeholders, and business partners**, reviewed annually, and integrated into our operational and strategic framework to ensure continued alignment with our evolving business strategy and commitments.

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Signed by:

Jonas Gustavsson

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Jonas Gustavsson, CEO