

MEKO AB
Box 196 42
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Visiting address:
Klarabergsviadukten 70, C6
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Health and safety policy

Introduction, purpose and scope

A positive and safe work environment is essential for MEKO's growth and the well-being of its employees. As an employer, we take responsibility for maintaining a safe and healthy work environment and approach health, safety, and fire safety issues in a systematic and proactive manner.

The policy applies to all employees across the companies and countries where MEKO operates, including board members and employees working under any of MEKO's brands, such as affiliated workshops.

This policy shall be annually reviewed and submitted to the Board of Directors for approval.

Our commitment

MEKO is committed to fostering a workplace that is physically, psychologically, and socially healthy. We strive to offer development opportunities for all employees while actively preventing work-related injuries and illnesses. Each manager plays a key role in ensuring that effective health and safety measures are in place.

Managers are responsible for the safety of their teams. In addition to providing clear instructions and ensuring compliance, they must promote understanding of the importance of safety measures and encourage a safety-conscious culture. All employees share responsibility for their own health and safety, which includes adhering to safety regulations, promptly reporting risks or deficiencies in the work environment to their manager and taking proactive measures to prevent accidents.

Each manager is responsible for documenting all potential risks, dangerous situations, and accidents, along with the preventive actions taken. All risks and accidents must be followed up. Work adaptation and rehabilitation are integral to our health and safety efforts and should be viewed as essential components of a sustainable work environment.

Vehicle safety

Many MEKO employees operate vehicles as part of their job. It is crucial that all employees adhere to the relevant traffic laws and regulations in the country in which they are operating. Employees should maintain awareness of safety and environmental concerns while driving and collaborate respectfully with fellow road users. This applies whether using personal or company vehicles during working hours. Any fines or penalties due to violations of relevant laws and regulations will be the responsibility of the driver.

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Drug and alcohol-free workplace

MEKO has a strict no-tolerance policy regarding substance abuse. Our objective is to maintain an alcohol- and drug-free workplace, as this is fundamental to ensuring the safety, health, and well-being of our employees and creating a positive work environment. Substance abuse is incompatible with our commitment to maintaining a secure, safe, and supportive workplace. If not complied with, appropriate measures will be taken.

*This policy was adopted by the Board of Directors at the Board meeting in MEKO AB (publ) on
May 15, 2025*

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