WORK ENVIRONMENT POLICY

1. INTRODUCTION

Mips specializes in helmet based safety and is a world leader in this area. Our mission is to lead the world to safer helmets, but for us, safety is not only important within the area of helmets. It is our highest priority within all areas of the organization and should never be compromised neither regarding our products nor at our workplace.

Mips' ambition is to establish a sound and safe work environment. The aim of this work environment policy is to describe the approach to our work environment and the approach that all Mips employees are expected to follow. This policy applies to Mips AB and all its subsidiaries.

2. WORK ENVIRONMENT

Mips' work environment, which encompasses both physical and psychosocial factors, will be characterized by integrity, fairness and respect. We are committed to a positive, open and inclusive work environment, free from discrimination, violence and harassment.

Our goal is to offer safe and healthy working conditions in order to prevent work-related injury or illness, eliminate hazards and reduce work environmental risks. In order to achieve this, we will regularly ensure efforts are made to eliminate risks associated with ill health and accidents. We work regularly and systematically to detect work environment risks and based on this, we develop various areas for improvement.

Each of us has a personal responsibility to our colleagues and to Mips to take an active role in achieving a safe, healthy and respectful work environment. Mips' values, standards and moral compass, as well as targets and ambition, are defined in our policies and instructions as well as in other internal documents. All employees are expected to keep themselves informed about, and committed to, these in order to nurture and maintain a good and safe workplace.

All work environment laws, regulations and other relevant national and international rules will always be complied with. For us these set out the minimum requirements when it comes to work environment. Our aim is to create a work environment of the highest standard, beyond what is required by laws and regulations. We strive to constantly improve our work environment, both organizationally and socially as well as physically.

A sound work environment is a prerequisite for outstanding performance and is therefore also an important competitive tool and crucial to deliver on our

strategic ambitions. We believe that continuous commitment to improving the work environment will contribute to making Mips an attractive and competitive employer and will strengthen our brand.

In our workplace, our approach to a sound and safe work environment means that:

- work environment management is a natural part of everything we do;
- work environment management is carried out in collaboration between Mips, its employees and its safety representative(s);
- managers and supervisors have the right knowledge, skills, resources and authority to be able to work for a good and safe work environment;
- all employees regularly receive the introduction and training they need to be able to work safely and healthily;
- we regularly, and especially in the event of material changes, analyze and carry out risk assessments regarding our physical, organizational and social work environment in order to implement necessary measures to create a safe and secure workplace;
- all incidents and accidents that occur are reported and investigated as required according to applicable laws and regulations as well as our internal routines so that we can take necessary actions;
- we annually follow up and review our work with the work environment;
- we have clear and visible leadership with respect and care for every employee;
- we implement collective protective measures aimed to suit and cover all employees, but we also adapt work place related requirements and conditions to everyone's ability and needs;
- we offer everyone in our organization skills development opportunities aimed to result in professional development; and
- we actively promote a safe and healthy work environment.