

Occupational Health and Occupational Safety Policy

Latvijas Finieris group is certain that occupational health and safety is a critical aspect of successful operations and sustainable development within a company, which is why Latvijas Finieris cares about the occupational health and safety of all people on the company's premises, be it our employees, outsourced contractors, guests, or other people involved, and continuously works to strengthen and improve the occupational safety system of the group.

Latvijas Finieris develops a safety culture based on a commitment made by everyone, from the management to every employee, according to which safety is a shared value, and every employee is aware of their role and responsibility. Top managers set the example and provide strategic direction, middle management coordinates and encourages, while individual workers comply with the requirements and participate in improving the working environment.

Safety culture is an integral part of our routine processes, with safety requirements implemented across all governance levels, as managers provide constant motivation, ensuring continuity and consistency in compliance.

Latvijas Finieris actively promotes the involvement of employees at all levels in continuously improving workplace and process safety. This approach sets the foundation for a responsible attitude and building sustainable relations with employees, improving their well-being and increasing employees' quality of working life.

Trained and skilled workers, mutual consultations, and seeking uniform solutions serve as important safety culture and occupational safety policy tools, as part of which the following principles are observed:

- Focus on openness in communication. Open communication regarding workplace risks encourages employee participation, builds dialogue, and enables feedback. Worker-submitted safety reports are an essential method for improving the working environment and revising our processes.
- Respect in cooperation. Every employee is honest, respectful and responsible in what pertains to their own health and safety – and that of their colleagues and all others involved.

- Working environment that is not harmful to health. Regular risk assessments are carried out, and preventive risk mitigation measures are determined and implemented as part of upgrades in production, as well as continuous improvements are made to existing workplaces.
- Raising of awareness among employees. We foster the understanding of safety as a shared responsibility, and we promote the importance of a healthy lifestyle in maintaining physical well-being.

Latvijas Finieris sets priorities, goals and key performance indicators for occupational safety, and establishes action plans for achieving them by:

- developing a transparent occupational safety system, recording and investigating all employee reports, near-misses and accidents, using data as the foundation for making decisions on improvements;
- regularly monitoring and assessing progress in achieving goals, conducting inspections and audits, and randomly involving employees holding positions at all levels within the company;
- using leading Nordic forestry businesses as a benchmark for occupational health and safety.

The occupational health and safety system of Latvijas Finieris group is integrated through the ISO 45001, ISO 9001, ISO 14001, and ISO 50001 quality management standards, and is maintained in accordance with the requirements of these standards. Compliance with the system is binding for all companies of Latvijas Finieris group.

*Approved by AS Latvijas Finieris
Executive Board on 03.07.2025.
Supervisory Board on 08.07.2025.*