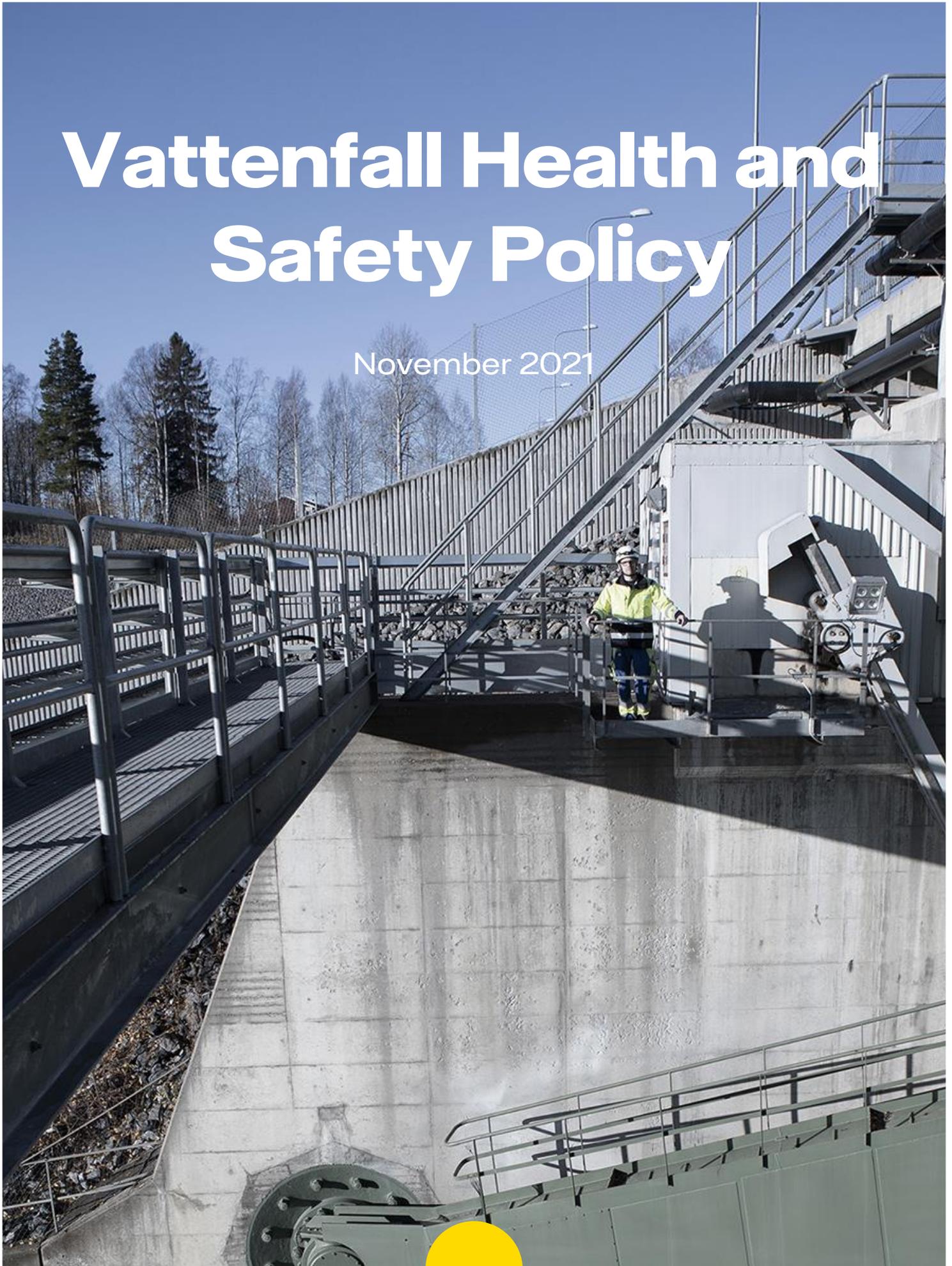


Vattenfall Health and Safety Policy

November 2021



VATTENFALL

A strong culture of care!



World class Health and Safety is a strategic priority for us. We set the highest standards, never compromise, and have a strong culture of care for everyone working at, and for, Vattenfall.

Our work within Health and Safety is both proactive and an integrated part of Vattenfall's daily business. We actively share information and always strive to learn and improve. It is every manager's responsibility to lead by example and implement best practice.

In a culture of care, everyone takes responsibility so that accidents and workrelated illnesses are prevented. I am fully committed to doing all I can to ensure the safety, health and wellbeing of everyone working at, and for Vattenfall - and I expect the same from all of you. Let this document guide us.

Anna Borg, CEO

1. Think first

Health and Safety is a choice we make every day.

Many of our operations are dangerous by nature. Be responsible and think before you act. For yourself and for everyone around you. Your health and wellbeing are important. Be vigilant, lead by example, support your colleagues and never cut corners. If you have ideas on how something can be done better or more safely, share them!

2. Keep alert

A healthy and safe workplace is everyone's responsibility.

The more we care – the better we become. Look out for signs of stress or overwork, in yourself and in your colleagues. Always act in a safe and responsible manner and never endanger yourself, your co-workers, the safety of the environment or Vattenfall's customers, partners, neighbours or operations. Stop work immediately if you or anyone else (including the environment) is in danger.

3. Stay safe

Compliance is not a choice.

Follow the rules, they are there for a reason. No one should ever feel pressured to forego safety or endanger their own health or well-being to reach business targets. Report any suspected risk or violation of health, safety, environmental or security protocols immediately – it will make us both better and safer in the long run.

4. Own your behaviour

You can make all the difference.

We are each other's work environment. Are you safe to be around? Do you identify risks and hazards and challenge unsafe behaviours? Do you care about yourself and those around you? Are you contributing to an open, active and positive atmosphere? You have the right to expect a lot from Vattenfall as an employer – and Vattenfall has equally high expectations on you.

5. Take care

Not your problem? Think again!

If you know of wrong doing report it. If you see an opportunity – act on it. Excellent Health and Safety is about more than following laws, guidelines and rules. It is also about choosing to care. Always speak up when something seems wrong or if someone is not doing well. Reach out a helping hand – one person truly caring can make all the difference.

If you have any questions, concerns or want to make a suggestion on how to make Health and Safety in Vattenfall even better – contact:
health-safety@vattenfall.de

Our Health and Safety

As an energy company Vattenfall's operations are broad, varied and play a central role in society. Some aspects of what we do are high risk, others less so. But regardless of where in Vattenfall you work, the health and well-being of you and all your colleagues are of fundamental importance. We strive to create an inspiring and caring culture where every employee feels engaged, empowered and able to perform and grow professionally, free from any harm to mind and body.

This policy describes the overriding principles for Health and Safety in Vattenfall. Our goals and targets are high, both long and short term. Results and compliance are closely monitored, and this policy will be updated yearly.

Vattenfall is committed to providing a safe and healthy work environment. We work proactively to reduce risks and eliminate hazards. Our goal is zero accidents, injuries or work-related ill-health, and we do not tolerate harassment of any kind. We go beyond legal compliance, and always implement applicable industry standards. We emphasize continuous improvement and we know that actively involving and consulting the "day-to-day experts," i.e. our employees and employee representatives, is a crucial part of the process.

All accidents and work-related ill-health are unacceptable. Part of being a responsible employer is making sure that our businesses are not structured and organised in unsafe ways and that we never allow working conditions that could harm or make people ill.

It is everyone's responsibility to be familiar with all applicable rules and guidelines, and to never behave in a way that threatens the health or well-being of themselves or others. Every manager is expected to lead by example and implement best practice, as well as engage in regular dialogue with employees and pay careful attention to any signs of unhealthy workload or other occupational risks.

"At Vattenfall we speak up when something is not right. We stop work when something is not safe. We bring to attention when someone is not doing well. And we have zero-tolerance for harassment of any kind. That applies to all of us – no exceptions."

Anna Borg, CEO

Vattenfall Health and Safety Policy - GP10

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