

## OVAKO SUSTAINABILITY POLICY

### Compliance and scope

The content of this policy covers the board, management, employees of Ovako, regardless of employment status, as well as consultants, and other actors connected to Ovako's operations. All covered by the Policy must always, as a minimum, comply with relevant legislation. More guidance in relation to this policy can be found in our Sustainability Standard.

### Environmental protection

All units shall operate in such manner that the environment is protected, including matters such as emissions to soil, water and air, biodiversity, land use, and deforestation, and conserve energy and natural resources. Ovako applies a precautionary approach to minimize environmental and climate impacts. This includes:

- A commitment to improving energy efficiency, increasing renewable energy use, and minimizing emissions and greenhouse gas (GHG) impact.
- We shall remediate negative impact from and safeguard against pollution of air, water and soil.
- Chemicals used shall always be the ones with the least environmental impact.
- All waste, including hazardous waste, shall be managed according to the highest environmental and safety standards.
- Ovako practices responsible water stewardship by minimising our water consumption, withdrawing water in a responsible way, and ensuring that all discharged water is treated according to the highest environmental standards.
- Ovako shall use resources responsibly and contribute to a circular economy. Ovako shall strive to limit all use of resources, especially virgin resources.

### Social responsibility

Internationally recognised human rights or labour rights shall be protected and always respected. This means that:

- At Ovako, safety is number one, and our vision is a zero-harm workplace
- All forms of forced, compulsory, or illegal labour are prohibited, including the exploitation of vulnerable groups
- Everyone must have equal opportunities for skill development, promotion, and equal pay for equal work, with fair and non-discriminatory treatment of all current and potential employees
- Ovako respects employees' rights to unionize, not join a union, and bargain collectively
- Ovako holds a holistic approach to including and safeguarding all and any communities economic, social, and cultural rights
- Ovako is committed to protecting the personal data of our employees, customers, and our business partners

### Fair business conduct

Ovako has a zero tolerance for all forms of corruption. All employees:

- Shall always carry out our work responsibly, ethically, and with the highest integrity, with the same expectations placed on our full value chain

### Compliance and whistleblowing

Everyone at Ovako is encouraged and expected to report any Policy violations immediately. Anonymous reports can be made via the whistleblower function on SteelTalk or Ovako.com

*This policy was approved by the Board of Directors of Ovako on July 11, 2025.*



Marcus Hedblom, President & CEO