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Group Policy

This policy applies to all operations within Prevent Group AB (SE559561975901) and its subsidiaries (hereinafter referred to as Prevent Group). The policy serves as guidance for both daily work and strategic decisions, aiming to create a shared culture characterised by transparency, respect and accountability and forms a common foundation for business management, security, sustainability, quality and responsibility throughout the Group. If you have questions or uncertainties regarding the contents of the policy, please consult the responsible manager or your nearest contact person within Prevent Group.

In this policy, employees refer to all managers, employees, hired staff, consultants, interns or similar who perform work at Prevent Group.

In this policy, partners refer to all partners, suppliers or similar parties who perform work on behalf of Prevent Group.

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1. Management system and responsibility

Prevent Group applies a certified management system that ensures operations are conducted according to the Group's common values and policies. The management system covers processes for governance, monitoring and continuous improvement of operations.

Responsibility for following and developing these processes is distributed across various levels of the organisation, where every manager and employee is responsible for contributing to ensuring that the Group's goals and guidelines are followed. It is management's responsibility to ensure that the policy is accessible and implemented in the business. All employees, partners and others performing work for Prevent Group and its subsidiaries are obliged to familiarise themselves with and adhere to the policy, as well as the current code of conduct and regulations, throughout their time with the company.

Through regular audits and training, it is ensured that everyone is aware of their responsibilities and that the management system is continuously developed to meet new requirements and challenges.

Prevent Group works to ensure the continuous improvement of its operations. The Group is also committed to complying with applicable laws, regulations, authority requirements and contractual requirements, and to identifying, monitoring and fulfilling other binding obligations relevant to its operations.

In addition to this policy, there are detailed guidelines and regulations in the company's personnel and management systems that employees and partners must comply with.

2. Management by objectives

Management by objectives means that Prevent Group systematically sets, follows up and revises business objectives to ensure that work is conducted in line with the Group's values, policies and strategic ambitions. Clearly defined goals at different levels within the organisation create a common direction and understanding of what is to be achieved, both in the short and long term.

Management is responsible for communicating overall Group objectives and guidelines to all managers and ensuring these are anchored with employees in daily operations. Each manager and employee has a responsibility to contribute to achieving the objectives and to actively participate in the process of goal formulation, follow-up and improvement work. Management by objectives is supported by a certified management system that includes regular audits, training and follow-ups, enabling the Group's objectives to be continually adjusted in response to changing requirements, customer needs and new opportunities.

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By working with management by objectives, conditions are created for a transparent and results-oriented culture where everyone feels involved in the development of the business. Management by objectives also helps to continually improve quality, work environment, security and environment and enables the organisation to act proactively in response to new challenges and threats. Additionally, the management by objectives process enables Prevent Group to quickly identify deviations and implement corrective actions, strengthening both competitiveness and long-term sustainability.

3. Transparency and communication

Prevent Group strives for openness and clear communication throughout its operations. By actively sharing information about objectives, results and changes, it is ensured that employees, partners and other stakeholders have access to relevant and accurate information.

The policy means that questions, opinions and suggestions for improvement are encouraged and received with respect, contributing to a climate where everyone feels involved and informed. Management is responsible for ensuring that communication is accessible, up to date and adapted to the needs of the business, while all employees are expected to contribute to an open dialogue.

To further promote transparency and accountability, Prevent Group has established routines for whistleblowing. This means that everyone working within the Group can report suspicions of irregularities, breaches of policy, or other deviations in a safe and confidential manner. The whistleblowing system, accessible via the Group's website, ensures that reports are handled objectively and without risk of retaliation against the whistleblower, which strengthens the organisation's credibility and contributes to a healthy work environment.

4. Quality and customer orientation

Prevent Group places great emphasis on quality and customer orientation as cornerstones of our work. The policy means that the business must continually strive to meet and exceed customer expectations by delivering services and products of high standard, reliability and professionalism. To ensure this, the Group works systematically to identify customer needs, collect feedback and use this information to improve processes and outcomes.

All employees have a personal responsibility to contribute to quality work and to follow the procedures and standards established in the management system. Through regular audits, training and follow-ups, it is ensured that quality objectives are clear and relevant and that they are continuously developed in pace with changing market requirements and customer needs.

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An active customer orientation also means that Prevent Group welcomes comments, complaints and suggestions for improvement from customers and other stakeholders. These are received with respect and used as an important source of learning and development, contributing to a culture where continuous improvement is a natural part of daily work.

By prioritising quality and customer orientation, the Group strengthens its competitiveness and creates long-term, trusting relationships with customers and partners.

5. Alcohol and drugs

Prevent Group has a strict policy regarding alcohol and drugs to ensure a safe, secure and productive work environment. It is strictly forbidden to use or be under the influence of alcohol or drugs during working hours. Moderation must be observed regarding alcohol in connection with business trips, training, staff gatherings, conferences and representation. Alcohol-free alternatives must always be offered.

If there is suspicion of influence, the employer is responsible for handling the situation with respect and discretion, while taking necessary measures to safeguard the individual's and the workplace's safety. The company offers support in the form of counselling and when necessary, assistance with treatment and rehabilitation and encourages all employees to seek help in time.

6. Work environment

Prevent Group's overall objective is to create and maintain a good and safe work environment where no employee, customer or partner risks ill health or accidents due to work. Prevent Group sees work environment efforts as an integrated part of the business and wants everyone to feel safe, respected and involved in their daily work.

Employees shall be given the opportunity to contribute to improvement work and risk management. Everyone has a personal responsibility to contribute to a good work environment, but it is the employer's responsibility to provide the necessary tools and basic conditions for this.

Systematic work environment efforts are a natural part of our daily operations and include everything from risk assessments to action plans, continuous improvements, dialogue, collaboration and follow-ups. By working in a structured and preventive manner, we reduce the risk of work-related injuries and create a safe environment for all.

The company complies with all applicable work environment legislation, relevant agreements and other binding requirements. We work actively to ensure that the work environment not only meets the minimum legal standards but also corresponds to the expectations of a modern and responsible workplace. This means that we

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continuously monitor changes in legislation and industry practice to be able to adapt our routines and working methods.

Skills development is an important prerequisite for successful work environment efforts. Prevent Group ensures that leaders and employees have the right knowledge, training and resources to work safely and prevent risks. All employees receive training in how to act in emergencies and how to report safety deficiencies and incidents.

All incidents and accidents are systematically investigated to identify underlying causes and to take preventive and corrective actions. We see learning from incidents as a natural part of our improvement efforts and to increase safety and well-being in the workplace.

Prevent Group wants to offer a safe and attractive work environment characterised by well-being, cooperation and respect. We see it as crucial that all employees feel safe in their tasks and can develop, contribute and thrive at work. Together, we create a work environment where everyone can do their best, every working day.

7. Security

Prevent Group regards security work as a crucial part of its operations, covering both physical and organisational security, where preventive measures and clear routines are central to creating a safe and secure workplace and protecting customers' assets and facilities.

All handling of the company's, customers' and partners' assets is carried out with care in accordance with applicable legislation, regulations, agreements and relevant standards.

By integrating security into daily work, Prevent Group ensures that the work environment is safe and that risks are minimised. We encourage open dialogue and cooperation on security issues, where everyone has a personal responsibility to contribute to a secure workplace, while the employer provides the necessary tools, resources and support.

Physical security

Physical security means that we actively work to protect our premises, assets and staff against accidents, burglary, theft, fire, threats, damages and other risks. The company has routines for controlling access to workplaces, uses alarm and surveillance systems where relevant and conducts regular security rounds to identify and manage potential risks.

Physical security also includes measures and routines related to the company's assets such as vehicles, protective equipment, communications and security equipment. Employees are responsible for handling these assets with care and in accordance

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with applicable laws, guidelines, routines and standards. We have routines for maintenance, calibration and service, ensuring that all assets function as intended when needed. This way, we can trust that our assets maintain a high level of security in every situation.

Personnel security

An essential part of security work is the recruitment process. Prevent Group ensures that relevant background checks are carried out on new employees and suppliers to ensure that the right person is hired or the right party is contracted, reducing risks related to unauthorised access or other security-related threats. In this way, we strengthen the protection of both our own and our customers' assets and maintain trust in the business.

To further enhance security and trust, employees sign a code of conduct before starting their employment. This ensures that everyone is aware of the company's values, confidentiality requirements and the personal responsibility to protect sensitive information both internally and externally.

Personal data

Personal data is processed by Prevent Group AB, its subsidiaries and appointed data processors in accordance with applicable data protection legislation. Any incidents concerning personal data are documented and reported to relevant parties as required by current regulations and agreements. All suspected intrusions, data leaks, or lost equipment are reported immediately to the IT department for action.

Only the personal data necessary based on the company's legitimate interest to maintain agreements and conduct operations, as well as data stored following consent or required by applicable law, are collected and processed. This means we do not handle more personal data than necessary to conduct our business and fulfil legal obligations. Personal data is regularly deleted when no longer required for the above purposes.

Anyone whose personal data is registered with Prevent Group has the right to access information about what data is processed, request correction of incorrect data, have their data erased when possible, under the law and request to receive their data in a structured format (data portability). There is also the right to object to certain processing and to file complaints with the supervisory authority.

For further information on how personal data is processed within Prevent Group, see the current guidelines for the handling of personal data on the Group's website and in the personnel system. There you will also find contact details for questions regarding personal data processing.

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Information security

Information security is an obvious and crucial part of Prevent Group's work to protect both company and customer data from unauthorised access, loss, manipulation and dissemination. By consistently handling all information securely in daily work, we build trust with customers, employees and partners. Prevent Group is committed to ensuring the confidentiality, integrity and availability of information.

Information security covers protective measures for both digital and physical information, such as IT systems, databases, emails, cloud services, paper documents, trade secrets and personal data, as well as IT infrastructure such as networks, computers, mobile phones, printers and other technical equipment.

All information not intended for the public or use outside the company is considered a trade secret and is never shared outside the organisation without management's review and approval.

Access to information is governed by the need-to-know principle, meaning only those who need the information in their work are granted access. Strong authentication methods, such as multi-factor authentication (MFA) and Single Sign-On (SSO), are used where possible to protect user accounts.

IT resources are used for work-related purposes and installation of programmes from unknown sources is not permitted. Backups are performed centrally, either on the company's servers or in approved cloud solutions. When handling sensitive documents, the company's guidelines for document classification are followed. Encryption is used for storage media and when transferring sensitive information.

The IT department is responsible for technical protection, monitoring and incident management, while each employee has a personal responsibility to follow policies and guidelines and to report deviations and incidents immediately.

Any information security incidents are addressed immediately and investigated according to current procedures. Reporting is done to relevant parties as required by regulations and agreements.

8. Social media

The social media policy covers all content produced online (i.e. text, video, music and images) and aims to provide clear guidelines for how we as a company and individuals should act in digital forums. Everyone who uses social media as part of their work at Prevent Group must follow this policy and the recommendations provided.

Social media is a powerful tool for marketing Prevent Group, building brands and creating engagement, but it also entails risks as published material can spread quickly without control. Therefore, it is important that all employees are aware that their behaviour on social media affects both themselves and the company's reputation. It is

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crucial to distinguish between acting as an employee and expressing oneself privately.

Anyone who posts on social media is always responsible for what is published, whether done in a professional or private capacity. If unsure about what is permitted in relation to employment, especially regarding posts about Prevent Group, always consult your nearest manager.

As an employee, you have a duty of confidentiality and loyalty according to your employment contract, which means you must not disclose information that could harm Prevent Group, reveal trade secrets, or publish sensitive information about colleagues, customers, partners, or suppliers.

When speaking on behalf of Prevent Group, always be clear about who you are and where you work. In private use, you should be careful so that posts are not perceived as official statements from Prevent.

Always respect privacy, legislation, copyright and others' materials and be careful with source references. Never publish offensive, insulting, or derogatory comments and show consideration for the diversity among colleagues, customers and partners.

Personal data must always be processed in accordance with applicable data protection legislation. Employees' online presence must always be characterised by respect, good judgement and clarity that opinions are personal and do not necessarily reflect the company's position.

9. Environment

Prevent Group takes environmental responsibility very seriously and works purposefully to contribute to a sustainable future. Our policy is based on complying with applicable environmental legislation, regulatory requirements, agreements and other relevant obligations. By integrating environmental considerations into all parts of the business, we aim to create long-term value for both employees and customers. Compliance with laws and agreements is a cornerstone of our environmental work.

Prevent Group ensures that operations comply with current legislation and that we are updated on changes in the environmental field. We work systematically to identify and reduce our environmental impact, for example by using resource-efficient solutions, choosing environmentally friendly materials and minimising waste. Our routines and processes are regularly evaluated to ensure we control environmental risks and meet both internal and external requirements.

Prevent Group is committed to protecting the environment, preventing pollution and promoting sustainable resource use and consideration for the climate in all relevant parts of its operations.

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Environmental awareness is a central part of our corporate culture. Prevent informs and engages both employees and customers about the importance of environmental responsibility and provides support for finding and implementing sustainable solutions. By collaborating with customers on environmental issues and offering advice, we create assurance and quality in environmental work, ensuring that our services and products have a low environmental impact.

To stay at the forefront, Prevent continuously monitors the development of sustainable initiatives and solutions in the industry. We evaluate new opportunities and implement improvements where they create added value for our customers and contribute to reduced environmental impact. Through regular audits and environmental scanning, we meet changing requirements and embrace new innovations in the environmental field.

By following this policy, Prevent Group takes active responsibility for reducing its environmental impact, promoting environmental awareness and quality and creating security for both employees and customers. Our commitment to environmental issues is a natural part of our business and helps build trust and long-term success.

10. Social sustainability

Social sustainability is a cornerstone in Prevent Group's operations and permeates everything we do. For us, social sustainability means creating a work environment where all employees feel safe, respected and involved. We strive to promote equality, diversity and inclusion and actively work to counteract discrimination in all its forms. By offering opportunities for skills development, promoting health and well-being and ensuring good working conditions, we create the conditions for both individual and collective development.

Prevent Group also engages outside the organisation by taking social responsibility in the community. We support initiatives and collaborations aimed at strengthening local communities, for example by contributing to educational efforts, equality projects and activities that promote social integration. Our goal is to be a positive force for change and to contribute to a sustainable future where people and communities can develop together.

We are convinced that long-term success is based on good relationships, mutual respect and active responsibility for social issues. Therefore, we integrate social sustainability into our decision-making and daily processes and encourage our employees to take their own initiatives to strengthen social engagement.

11. Human rights

Prevent Group has a clear and active commitment to respect and promote human rights throughout our operations. Prevent Group respects the UN's conventions on human rights and the ILO's core conventions, where we see the value and rights of

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each individual as fundamental to our work and consider this crucial to creating a safe, inclusive and sustainable work environment for employees, customers and society at large.

Prevent Group supports the following principles:

1. All people are born free and equal in dignity and rights, regardless of gender, age, ethnicity, religion, disability, sexual orientation, nationality, or other circumstances.
2. Respect for human rights is a fundamental part of our mission and decision-making.
3. We commit not to participate in or tolerate any form of discrimination, harassment, or violence against any individual or group based on their human characteristics or opinions.
4. We respect the right to freedom of thought, expression and association for all individuals, provided these are exercised within the law and with respect for others' rights and integrity.
5. We respect the right to privacy and data protection for all concerned individuals and comply with applicable legislation and internal guidelines for handling personal data.

To ensure that human rights are respected in practice, we communicate our policy to all employees and partners. We provide information, training and support regarding rights and obligations and encourage dialogue and the reporting of deviations or misconduct. Prevent Group has clear routines for handling whistleblowing, complaints and incidents. We continually monitor, evaluate and, if necessary, adapt our processes to ensure that we meet our commitments.

The human rights policy applies throughout our value chain. We set clear requirements for subcontractors and partners to respect and follow the same principles. Prevent Group conducts ongoing checks, evaluations and dialogue to ensure that our collaborations are based on shared values and that any shortcomings are addressed immediately.

We actively collaborate to prevent risks and ensure that all links in the supply chain take responsibility. Our goal is, through clarity and accountability, to create an environment where human rights are respected in practice.

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12. Anti-corruption

Prevent Group works resolutely to counter all forms of corruption and irregularities in its operations. Our stance is a fundamental part of our business and is based on openness, honesty and integrity in all business relationships. We do not tolerate bribes, undue advantages, or any kind of unethical business practices, either internally or externally.

All employees and partners are expected to comply with applicable legislation and our guidelines on anti-corruption. We work actively to identify and manage risks of corruption through training, clear routines and regular checks. If there is any suspicion of corruption or irregularities, established processes are in place to report and investigate these safely and confidentially.

By promoting a culture where transparency and accountability are in focus, Prevent Group contributes to a sound and sustainable business climate. We work closely with our suppliers and partners to ensure that anti-corruption principles are followed throughout the value chain. Our goal is to prevent risks, protect the interests of the company and customers and maintain the trust of all stakeholders.

13. Consequences of non-compliance

Prevent Group is firmly committed to cooperating with employees and partners who share our values and commitment. We consider it essential that all those involved in our operations actively work to uphold and promote our principles in accordance with this Group policy.

The consequences of not following this policy are, first and foremost, that people, customers and the company may be harmed. Such deficiencies also risk undermining the trust and confidence that are fundamental to our operations and, in the worst case, may lead to serious social, legal and economic consequences for those involved.

Those who do not comply with this policy may be subject to measures, including training interventions, warnings, or, in the final instance, termination of cooperation. The company will act upon identified violations or misconduct and will work together with the parties concerned to address shortcomings in a responsible and transparent manner. If necessary, improvements are not made within a reasonable time, we may, however, be forced to terminate the cooperation entirely.

By being clear about our expectations and consequences, we aim to create a culture where compliance with our policies is not only a requirement but also a natural part of our shared responsibility for a safe, inclusive and sustainable working life.