

# Occupational Health & Safety Policy

Excillum’s vision is to be the world’s leading innovator and supplier of premium X-ray sources. We recognize that a safe, healthy, and engaging work environment is essential for our employees to thrive, and for our company to achieve this vision and its goals.

We are committed to ensuring the health and safety of all employees, contractors, and visitors.

## Our Commitment

We are committed to complying with all applicable health and safety laws, regulations, and standards, as well as internal procedures.

We prioritize the prevention of accidents, injuries, and occupational illness through hazard identification, risk assessment, and to manage Occupational Health and Safety in a systematic way.

We provide regular health and safety training and promote awareness among employees to ensure they understand their roles and responsibilities in maintaining a safe work environment.

We encourage open communication, consultation, and active participation from all employees regarding health and safety matters to foster our culture of continuous improvement, team engagement and a safety-first mindset.

## Roles and Responsibilities

CEO and the management team is outmost responsible for the work environment and to provide leadership, resources, and support to ensure the effective implementation of health and safety procedures. Tasks related to health and safety are formally delegated from CEO to different roles within the organization.

Employees are responsible for complying with this Health & Safety Policy, reporting to eliminate hazards and reduce risks, and actively participating in maintaining a safe work environment and to adhere to our culture of continuous improvement, team engagement and safety-first.

Collaboration and consultation between management and employees is enabled via the Safety Committee. Safety Officers are elected to represent the employees in Health and Safety matters.

## Guiding principles

This policy resonates well with our guiding principles:

*We share knowledge and dare to ask for help.*

*We continuously improve.*

*We are curious and look for the best in each other.*

We hold each other accountable and do not compromise with these guiding principles.

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## All aspects

All aspects of the environment are covered by this Policy: physical, organizational, and social.

*Significant for Excillum work environment* is the hazards associated with manufacturing, research, engineering, laboratory work, and field service work which includes chemicals, high-voltage, high-pressure, ionizing radiation, non-standardized experiments, heavy lifting to mention a few. Employees working within these domains should be aware of these hazards and follow specific safety instructions and procedures.

## Communication

This Health & Safety Policy is communicated to all employees, contractors, and relevant stakeholders and is made available through our Intranet and the Excillum Quality System.

This Policy document is made available on our external website.

## Review and Revision

This policy will be reviewed annually to ensure its effectiveness and relevance. Any necessary revisions will be promptly implemented and communicated to all stakeholders.

## Contact Information

For questions, concerns, or suggestions regarding health & safety, please contact the People & Culture team.

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CEO David Lindblom

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