

Syre Data Security Policy, version 1:2

1. Policy and purpose

Syre Impact AB and its affiliates (jointly, “**Syre**”) take a practical and risk-based approach to protecting our information, systems and operations. We aim to safeguard all Syre related data including, intellectual property, employee data, customer or partner data (jointly, “**information**”).

This policy sets Syre’s commitment to safeguarding information against unauthorized access, loss or misuse.

2. Scope

This policy applies to all Syre’s employees, board members, agents, and all other third parties acting on behalf of Syre such as its consultants, or joint venture partners and anyone else with access to data (jointly, “**People and Partners**”) and related information.

This policy can be unilaterally withdrawn, adjusted, or amended by Syre at any time without prior notice.

3. Commitment

Our work involves not only digital systems, but also production processes, technical know-how and business information. We are committed to safeguarding all such information against unauthorized access, loss or misuse.

We apply appropriate technical and organizational measures based on the nature of our business. This includes controlling access to systems and facilities, protecting sensitive information, and maintaining reliable and secure operations across both office and production environments.

We work to ensure that:

- access to information is limited to those who need it to perform their work
- critical systems and production processes are protected and monitored
- risks are regularly assessed and managed in a proportionate way
- security incidents are identified, handled and learned from

We expect all People and Partners to follow our information security requirements and to handle information responsibly.

We are committed to complying with applicable data protection and security laws, including the General Data Protection Regulation (GDPR), and to continuously improving our practices as our business grows.

Our approach to information security is integrated into our day-to-day operations, including product development, manufacturing and supplier collaboration.

4. Non-compliance with this policy

All People and Partners are responsible for promoting and maintaining a workplace culture that upholds the values outlined in this policy. Violations of this policy may result in severe consequences, including termination of employment or legal action.

Version	1:2
Policy adopted by	Board of Syre Impact AB
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To be reviewed	Annually
Policy owner	Chief Financial Officer