

Syre Human Rights Policy, version 1:2

1. Policy and purpose

Syre Impact AB and its affiliates (jointly, "**Syre**") are committed to upholding human rights and promoting fair labor practices in line with international standards.

The purpose of this policy is to set out Syre's commitment to respect human rights across its value chain, including its own operations, supply chain, and the communities where it operates. Syre defines this as treating everyone equally, with respect and dignity, and aims to communicate this commitment both internally and externally.

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 (jointly, "**People and Partners**").

This policy sets a minimum standard that must be followed. Where local laws, regulations or rules impose a higher standard, those higher standards must be followed. In cases of conflict, we comply with national law while striving to uphold the principles of internationally recognized human rights.

This policy can be unilaterally withdrawn, adjusted, or amended by Syre at any time without prior notice.

3. Commitments

Regulation & International Human Rights Practices

This policy is guided by international human rights principles encompassed by:

- The United Nations Guiding Principles on Business and Human Rights
- The United Nations Universal Declaration of Human Rights
- International Labor Organization (ILO) conventions
- International Bill of Human Rights
- Children's and women's rights as outlined in:
 - The United Nations Convention on the Rights of the Child
 - The United Nations Convention on the Elimination of Discrimination against Women
- The OECD Guidelines for Multinational Enterprises
- The Children's Rights and Business Principles

Non-discrimination

Syre aims to create equal access to opportunity, so employment-related decisions must be based solely on lawful, non-discriminatory criteria such as performance, potential, qualifications, and experience. Syre will promote a positive and inclusive work environment that respects every individual. Syre provides a workplace free from discrimination, harassment, intimidation and bullying. Equal pay for work of equal value must be ensured. Discrimination based on personal characteristics, including, race, gender, religion, political affiliation, social origin, disability, age, parental or marital status, sexual orientation or other status is not permitted.

Forced labor

At Syre, we stand firmly against forced, bonded, prison and illegal labor. Employment must be voluntary, and workers must be free to end their employment at any time.

Child labor

Child labor is strictly prohibited. We, including our suppliers, must not employ workers below the legal minimum age, and in no case under 15 years. Young workers, aged 15 to 18 years, are not permitted to work during night hours or in hazardous conditions. Syre condemns all forms of child exploitation. We will raise awareness and cooperate with law enforcement to address any instances of exploitation.

Freedom of association and collective bargaining

Syre ensures that employees can freely exercise their right to organize, form, and join unions. Employees are allowed to negotiate working conditions collectively, without fear of retaliation. Where restricted by law, Syre supports alternative forms of worker representation.

Workplace and fair labor conditions

Syre provides all employees with a written contract, in a language they understand, detailing payment and working hours. Syre will adhere to applicable local laws or industry standards relating to working hours, benefits, and wages.

Where there is no local minimum wage, Syre will ensure that each worker receives compensation for a regular work week that is sufficient to meet basic needs for themselves and their families and provide some discretionary income. Overtime wages must be paid in legal tender and regularly. In the event of major layoffs or redundancies, Syre must, as a minimum, satisfy applicable local laws and industry standards.

In addition, Syre ensures that all employees are entitled to sick leave, annual holiday and parental leave as mandated by national legislation. Employees who take such leave are not faced with dismissal, discrimination or threat of dismissal.

All recruitment related fees should be covered by Syre.

Safe and healthy workplace

The health and safety of our team and supply chain always comes first. We aim to create and maintain a safe work environment that respects physical, mental and social wellbeing throughout our own operations and our supply chain.

We take all necessary measures to minimize the risk of accidents, injuries and death in the workplace. This includes having systems and processes to comply with national safety and health regulations. Employees are trained in health and health risks and instructed on how to mitigate them. Necessary and suitable personal protective equipment is always provided free of charge for workers.

All Syre facilities must meet basic health and safety standards, including adequate sanitary facilities, proper lighting, fire prevention, emergency exits, and first-aid arrangements. Free, clean drinking water must always be easily available. Every workplace has an appointed person in charge of health and safety within the management team.

We have established routines for handling incidents and complaints and for implementing corrective actions.

Syre promotes a healthy work-life balance. The Syre team are entitled to at least one day off in seven and must be given reasonable breaks from work and sufficient rest periods between shifts.

Respect for indigenous and migrant rights

At Syre, we honor the culture, heritage, and traditional rights of indigenous people and ensure the protection of cultural heritage sites. Migrant workers, contractors and other workforce members receive the same entitlements as local employees, with all employment-related fees covered by Syre. Workers employed through agents or contractors are also protected under this policy.

Land rights

We recognize that land use across our own operations and our supply chain may significant implications for human rights. We aim to minimise that impact human rights implications are taken into consideration when which we address through specific procedures and action.

We respect legitimate land and resource rights, including customary rights. We seek to avoid adverse impacts from our operations and conduct due diligence to identify and address risks. Where impacts may occur, we engage affected stakeholders in meaningful consultation and, where relevant, respect free, prior, and informed consent. We are committed to fair remediation where we have caused or contributed to harm, and expect the same standards from our business partners.

Community and stakeholder engagement

We recognize that we are part of the communities and the ecosystem in which we operate. We engage with communities on human rights matters that are important to them. We also engage with people in those communities, including migrant workers, indigenous peoples as well as other vulnerable and disadvantaged groups. Our aim is to ensure, through dialogue, that we are listening to, learning from, and considering their views as we conduct our business. We believe that local issues are most appropriately addressed at the local level.

Where appropriate, we engage with a wide range of civil society and NGOs on human rights issues related to our business. This includes issues in Syre operations, across our supply chain and with our partners and investors, through which we seek to promote respect for human rights.

4. Non-compliance with this Policy

All People and Partners are responsible for complying with the policy. Violations of this policy may result in severe consequences, including termination of employment or legal action.

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Policy owner	Sustainability Director