

KREATE GROUP HUMAN RIGHTS POLICY

Kreate Group is committed to respecting and promoting human rights in all its operations. This human rights policy applies to all our activities and guides our decision-making, practices, and relationships with employees, subcontractors, customers, and other stakeholders.

International principles

We support the United Nations Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the International Labour Organization (ILO) fundamental principles and rights at work, as well as the principles of the UN Global Compact initiative and the OECD Guidelines for Multinational Enterprises. We are committed to respecting human rights and working conditions in accordance with these principles and implementing concrete actions in our daily operations. We also strive to promote these principles throughout our supply chain. We establish agreements with reliable partners and expect them to respect human rights and labor rights in accordance with internationally recognized human rights standards and applicable labor laws and regulations.

Our commitment

Human rights are fundamental and inalienable. We ensure a safe and hygienic working environment and continuously develop our safety culture. We prohibit all forms of forced labor within our value chain, including child labor and forced labor, as well as any other means of coercion that would force employees to work against their will. Light entrepreneurship is also prohibited at our worksites. We promote equality and non-discrimination in the workplace and do not tolerate discrimination, harassment, or bullying. We address any issues promptly and proactively.

We respect our employees' right to professional organization and collective bargaining and comply with labor agreements. We allow employee representatives to perform their duties freely. We value the right to freedom of expression, including political opinion, but do not permit political activities at our worksites or workplaces.

Subcontractors and partners

We require that all our subcontractors and partners comply with the same human rights standards and principles as our group. We actively monitor subcontractors working on our sites to ensure that human rights violations such as forced labor or child labor do not occur. For other actors in the

value chain, we conduct risk analyses as necessary and mitigate risks by working with companies that have a reputable track record.

Training

We provide regular training on human rights as part of our ethical code of conduct. The training includes a printed version of the ethical code as well as online training with tests. We also provide human rights training for our subcontractors, and Kreate Group's ethical guidelines for subcontractors are available on our website. We require both our employees and subcontractors to commit to respecting human rights and following ethical business practices.

Responsibility and monitoring

The management team is responsible for implementing and supervising the human rights policy within the company. We regularly monitor compliance with the policy as part of business management and oversight and make necessary changes to address any deficiencies. We report on human rights regularly as part of our annual sustainability reporting. We review the need for policy updates annually and commit to developing and updating it in accordance with evolving conditions and regulatory requirements.

Reporting and whistleblowing

We provide a safe and confidential channel through which employees, subcontractors, and community members can report suspected human rights violations or other ethical misconduct, anonymously if desired. The channel is accessible via the company's website: <https://kreate-group.fi/en/governance/whistleblowing/>. All reports are thoroughly investigated, and appropriate actions are taken to address violations.

This human rights policy is part of our commitment to ethical business conduct and sustainable development. The Board of Directors of Kreate Group Plc approved this policy on November 19, 2024.