

Ponsse's human rights commitment

Ponsse is committed to respecting and supporting human rights

At Ponsse, we are committed to ensuring that human rights are respected throughout our group and in all our operations. Our work for human rights is based on the UN's Guiding Principles on Business and Human Rights and compliance with law. In accordance with the UN's Guiding Principles, we are committed to respecting and supporting all internationally recognised human rights, including working life rights, regardless of the location.

We address human rights in our value chain following the related due diligence obligation. We are committed to preventing any negative impact on human rights and intervening in any decreases in human rights of which we are aware.

Furthermore, we are committed to all equality and non-discrimination principles concerning human rights in all situations. This means that everyone must be treated equally without any discrimination regardless of their personal characteristics such as gender, ethnic origin, indigenous or minority status, language, religion, age, sexual orientation or any other personal reason.

Key human rights themes at Ponsse

Ponsse's human rights due diligence (HRDD) process was conducted and described at the end of 2023 assisted by external human rights specialists. Specialists from Ponsse were also engaged in the process. The process was started by conducting a human rights impact assessment (HRIA) to assess the human rights impact and risks of Ponsse's operations and specify the most significant human rights themes and standards. As a result of the HRIA, we specified the internal processes, monitoring and communication of Ponsse's responsibility for human rights and assessed development areas considering the four key groups of people related to it: 1) *our working community*; 2) *customers and end users*; 3) *employees in procurement chains*; and 4) *people in local areas and communities*.

In accordance with our HRIA, we must pay special attention to the fulfilment of our responsibility for human rights in *our working community*. We need to ensure the control of our human rights impact in our processes and practices and pay special attention to protecting the safety and health of our employees, including young employees and trainees.

For our customers and the end users of our products, we need to pay special attention to the safe use and maintenance of our products.

Ponsse is committed to ensuring and developing its responsibility for human rights regarding *employees in procurement chains*. Our goal is to prevent any decreases in human rights in our value chain, while following the due diligence obligation. In procurement activities, we need to focus partly on human rights not applicable to our own operations, including the prevention of forced and child labour. We have also identified sectors with high human rights risks related to our procurement activities (including the mining, textile and cleaning sectors) and high-risk raw materials related to our products (including certain minerals).

We ensure the fulfilment of our responsibility for human rights, including responsible procurement and product safety, also regarding Ponsse Collection products.

Ponsse's operations have an impact on *people in local areas and communities* especially through traffic around our production facilities and other locations, as well as their environmental impact. Our goal is to minimise our negative human rights impact and risks.

Ponsse is committed to continuous improvement, transparency and cooperation

We will systematically and actively monitor the impact of our operations on people and human rights. In addition, we are committed to the continuous development of our responsibility for human rights in accordance with the UN's Guiding Principles on Business and Human Rights. We will continue to develop the HRDD process to monitor the human rights impact and risks of our operations, prevent any negative impact and intervene in any diminishment of human rights.

We are committed to developing communication and transparency in questions related to our company's responsibility for human rights. Furthermore, we will develop cooperation with our key stakeholders, including our procurement and retail partners, to ensure that human rights are respected throughout our value chain.

Ponsse Group's Management Team approved the human rights commitment on 1 July 2024.

The commitment will be revised as required.

¹ Key human rights standards to be addressed in business activities have been specified in the international human rights documents that constitute the International Bill of Human Rights, including the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, and the International Covenant on Economic, Social and Cultural Rights. Key human rights standards are also listed in the ILO Declaration on Fundamental Principles and Rights at Work.