

# Communication policy

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## Scope

- The Communication Policy applies to all employees, directors, officers, consultants, and contractors.
- The Communication Policy covers all forms of communication – written, electronic and verbal.

## Purpose

- NIBE Industrier AB (“NIBE Group”) is a listed company and therefore it is under the obligation to promptly communicate information to the public that could have a significant effect on the price of its securities, such as shares and bonds.
- The Communication Policy establishes a set of principles to ensure that communication across NIBE Group is effective and appropriate and responds to the diverse information needs of our stakeholders. NIBE Group communicates in a way that helps the Group to achieve its objectives and that reinforces our stakeholders’ confidence in the Group.
- The basic principle of NIBE Group’s communication is to communicate in a way that is open, credible, and ethical.

## Our internal communication

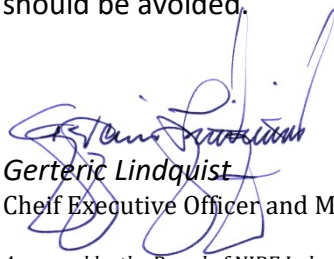
- Whenever possible, our employees shall be the first to be informed about any news – good or bad – that relates to NIBE Group.
- The purpose of internal information is to motivate employees and create an understanding for NIBE Group’s objectives and actions. Communication is a strategic management tool and leadership responsibility. Managers are responsible for keeping an open dialogue with their own employees and with other parts of the NIBE Group.
- Information is to be clear and direct, as part of a process that aims to give everyone a better understanding of their role in the process as a whole.

2021-12-17

## Our external communication

- The purpose of external information is to reinforce the image of NIBE Group as a dynamic, credible partner and an employer that takes its social responsibilities seriously.
- We want the outside world to have a good understanding of NIBE Group's values and the activities it carries out. Pro-active external communication gives us the opportunity to set the agenda in areas that are important to us.
- All employees must observe the relevant rules relating to confidential information. This applies equally both to information that concerns NIBE Group and to information that concerns our partners.
- Inside information shall only be disseminated through an authorized channel (press releases). Each employee should keep any inside information about NIBE Group strictly confidential and not trade in securities while in the possession of inside information.
- Communication with stakeholders, media and financial markets must be aligned with the NIBE Group's official stance and strategy and must only be done by duly authorized spokespersons. Any person not authorized to speak or write on behalf of the NIBE Group, asked by the media, shareholders or market analysts, or other stakeholders must decline to comment and refer them to the NIBEGroup's communication team.

All NIBE Group employees should, in their daily work, behave as if they were representatives and ambassadors of the NIBE Group. Therefore, each employee should be committed to preserving and enhancing NIBE Group's reputation. Any illegal or offensive behavior or statement, including via social media accounts, which could cause damage to the Group should be avoided.



Gerteric Lindquist  
Chief Executive Officer and Managing Director

Approved by the Board of NIBE Industrier AB 2021-12-17