	Date Released: 12-5-2025		Rev: 6-5-2025
	Doc Title: Albany International Health & Safety Policy		
	Function/Owner: EHS & Sustainability	Policy Number: 40.1	
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#### 1.0 PURPOSE:

This policy outlines Albany International Corp.'s (Albany International or the Company) commitment to, and responsibilities for, assuring the health and safety of the Company's employees, visitors, and facilities.

#### 2.0 SCOPE:

This policy applies to all Albany International employees, visitors, and facilities.

#### 3.0 DEFINITIONS:

N/A

#### 4.0 POLICY:

##### ALBANY INTERNATIONAL'S COMMITMENT TO HEALTH AND SAFETY


Albany International is committed to providing a safe and healthy workplace for the well-being of everyone involved in our operations wherever they work, and for all visitors to Company facilities.

- Our belief is that all accidents are preventable.
- Our aim is to achieve an accident, illness, and injury free environment for everyone involved in our operations.
- Our top priority is the prevention of serious injuries and fatalities.
- Our expectation is that everyone in the Company, at every level of the organization, takes personal responsibility for health and safety.

##### HEALTH AND SAFETY RESPONSIBILITIES

Senior management / leadership is responsible for:

- Setting the Company's safety performance objectives and monitoring progress against those objectives.
- Developing, implementing, and continuously improving the health and safety management system required to meet set objectives.
- Ensuring that the Company complies with all applicable laws, regulations, industry standards, and best practices.
- Leading the Company's health and safety performance by modeling safe behaviors in all activities.
- Providing support and resources to foster both physical and mental well-being across the organization.
- Providing the necessary resources, including personnel, training, and equipment, to support and maintain continuous improvement in health and safety across all facilities.
- Promoting open communication and transparency in addressing health and safety concerns and initiatives.

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Site managers and managers of field personnel are responsible for:

- Implementing Company safety training, systems, and procedures at their sites and with their personnel.
- Complying with local laws, regulations, industry best practices and standards.
- Engaging their entire workforce in the effort to achieve the Company's safety performance objectives.
- Regularly conducting safety risk assessments and continuously evaluating and improving health and safety performance.
- Leading their organizations' health and safety performance by modeling safe behaviors in all activities.
- Implementing human factor-based initiatives to promote safe practices, recognize proactive safety behaviors, and encourage employee accountability in maintaining a safe work environment.

Employees are responsible for:

- Understanding and adhering to established Company health and safety systems protocols, procedures, and guidelines.
- Fully and actively participating in regular training and educational opportunities to enhance safety awareness and preparedness.
- Identifying and promptly reporting potential hazards or unsafe conditions and safety concerns.
- Actively engaging and contributing to continuous improvement efforts in health and safety by sharing ideas, concerns, and feedback.

#### 5.0 FREQUENCY OF REVIEW AND UPDATE:

N/A

#### 6.0 SIGNATURE, TITLE, AND DATE OF APPROVAL:

N/A

#### 7.0 ADDITIONAL POLICIES TO CONSIDER:

N/A