

# Diversity and Inclusion Policy

Version: December 2025

Owner: Chief People Officer

Adopted by the Group Management Team on December 5, 2025.

This policy is to be reviewed on a regular basis.

## 1. Introduction

### Our Sustainability agenda

We find it crucial to contribute to a sustainable development. We strive to always do our best and in a responsible manner make sure that we treat people well and that we continuously lower the negative impact on the environment.

We are acting and working determinedly to contribute to the Sustainable Development Goals within the UN Agenda 2030. Our work with sustainability is an ongoing process, a process that is and remains a natural part of our everyday work.

We believe that a strong culture is important when it comes to success and to live up to high ethical standards. Our culture is built on our core values that we have defined together; Curious Creators, Committed Together and Aim Higher. Our core values characterise who we are and what we do, how we treat each other, how we recruit employees and how we evaluate achievements as well as how we build good leadership.

### The importance of creating a workplace with equal opportunities

We want every person to experience a welcoming environment that encourages them to contribute their ideas. Diversity of thinking is key to improved innovation and business decisions.

Appreciating people's differences and various skills is an important way to increase diversity, which in turn leads to better conditions for creating a more innovative culture. Each company within the Group has a responsibility to actively work to create a better balance between the genders, not least during recruitment.

## 2. Purpose and scope

All companies within the Fagerhult Group must operate in full compliance of the laws and regulations governing the activities they conduct in the countries they are located in. This Diversity and inclusion policy outlines Fagerhult Group's ambition to provide equal opportunities for all and to treat its employees equally. Diversity shall always be encouraged at all levels and we shall actively work to eliminate all forms of discriminatory treatment. The policy reflects our values and our responsibility and shall be embedded in our strategies, processes, and daily decision-making.

The policy applies to all companies within Fagerhult Group, as well as to all employees, consultants, and temporary staff working within or under the direction of a Fagerhult Group company. We expect every individual to actively contribute to improving our workplaces and the initiatives to reinforce equal opportunities, and to comply with the policy in their daily work.

We also encourage our suppliers and business partners to adopt similar diversity and inclusion principles in their own operations.

### 3. Diversity and inclusion

Diversity and inclusion is central to Fagerhult Group to improve innovation and business decisions. As diversity is the presence of differences in an organisation which include ways of thinking and characteristics, inclusion is the active and intentional effort to ensure that all individuals, regardless of their diverse characteristics or background feel valued, respected, and have equal access to opportunities and resources.

Our ambition is to give everyone the same treatment and opportunities and feel included in every aspect. We shall always provide an inclusive ambiance and working environment for all, and we appreciate different perspectives and ways of thinking.

Our Group applies equal opportunities to recruitment and treats its employees equally, irrespective of gender, marital status, ethnic or national affiliation, sexual orientation, transgender identity, race, religion, political views, age or disability.

To actively work for a diverse and inclusive working environment we shall:

- Encourage diversity at all levels within the Group.
- Actively work to eliminate all forms of discriminatory treatment towards our employees.
- Continue training and coaching of our leaders on inclusive leadership.
- Pay fair wages and provide benefits in accordance with relevant standards in the countries where the Group does business.

### 4. Reporting

Fagerhult Group reports on sustainability performance each year in our Annual and Sustainability Report. The sustainability areas that we focus on and the disclosures which we share in this report are based on a Double Materiality Assessment (DMA) as defined by the EU Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS). This work is reviewed annually in a process which involves the Group companies, internal and external stakeholders and experts, and is validated by the Group Management Team.

### 5. Framework

This Diversity and inclusion policy is part of Fagerhult Group's set of policies, which all support the ambition to contribute to a more sustainable world:

- Code of Conduct
- Code of Conduct for Business Partners, as well as the Policy for Human Rights, Policy for Working conditions, and the Policy for Conflict Minerals.
- Other Fagerhult Group policies, such as the Environmental policy, the Health and safety policy, and the Anti-bribery and corruption policy.
- Our work to reduce injuries and illness continuous endlessly.

### 6. Governance and responsibilities

Sustainability is embedded across Fagerhult Group's operations and is an integrated component of the Group's corporate governance framework.

Fagerhult Group has a whistleblowing function. We encourage all our employees and business partners to report any violations of our policies. The whistleblowing function is available on our website. For us, the whistleblowing function is important to maintain our high ethical standards and the customers' and the publics' confidence in us.

Each Group company Managing Director has the ultimate responsibility for implementing and adhering to the Group's policies, and to regulations and guidelines at the local level, as well as to international standards on working conditions and human rights. Each Managing Director is responsible for communicating the content and importance of Group policies throughout their respective company.

The Chief People Officer has a responsibility to update the Group companies and their HR Managers about the Diversity and inclusion policy, and possible updates thereof. The Group Management Team adopts the Diversity and inclusion policy and oversees the strategic direction of the diversity and inclusion efforts carried out by the companies.

The Board has the ultimate responsibility for the Group's sustainability work and review and approve the Sustainability statements. The CEO and Head of Sustainability regularly update the Board on progress, key sustainability matters, focus areas and related impacts, risks, and opportunities.