

# Diversity, Equity, Inclusion and Belonging

## DEI&B policy

Vimian Group and its segments Nextmune, Movora,  
VetFamily and Indical Bioscience



INDICAL

Revision: 01

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vimian™

**Diversity** – The measure of representation.

**Equity** - Giving each employee what they need to be successful.

**Inclusion** - Making everyone feel like a valued member of the team.

**Belonging** - An employee's sense that their uniqueness is accepted and welcomed by their organization and colleagues.



At Vimian, we welcome you to bring your genuine self to work and we strive to create an environment where you can do so.

Meaning that no matter where or what you come from or what you bring, Vimian and our family of businesses is a place where you belong.

We believe that Diversity, Equity, Inclusion and Belonging helps unlock you and your team's potential, and **together** Vimian will thrive.



# Introduction

- / Vimian Group AB (publ) and its subsidiaries, including all subsidiaries belonging to the segments Nextmune, Movora, VetFamily and Indical Bioscience collectively (“Vimian”) are committed to create and maintain a workplace that is diverse and inclusive, where people have what they need to be successful and feel that they belong.
- / The role of the Diversity, Equity, Inclusion and Belonging policy, is to create a clear statement from Vimian and our companies that we do not discriminate against anyone and show how we are creating a workplace that fosters diverse perspectives where people feel empowered, included and a sense of belonging.
- / The Diversity, Equity, Inclusion and Belonging policy applies to all employees, contractors and applicable business partners of Vimian.
- / All employees within Vimian (“Vimians”) have a personal responsibility to live the Diversity, Equity, Inclusion and Belonging policy by incorporating it into their work, as well as encouraging other Vimian employees to do the same.
- / This policy has been developed following the guidelines of the European Commission’s non-discrimination principle and quantitative and qualitative input from our Vimians worldwide.





To create and maintain a workplace that is diverse and inclusive, where people have what they need to be successful and feel that they belong, Vimian is committed to:

1. Zero tolerance for any form of discrimination
2. Attract, develop and retain a diverse workforce
3. Ensure employees have the right training
4. Encourage employees to speak up
5. Foster an inclusive work environment
6. Provide equal opportunities
7. Support parenthood
8. Support wellbeing and work-life balance
9. Track KPIs, targets and continuous improvement

# 1. Zero tolerance for any form of discrimination

Vimian does not tolerate any form of discrimination against:

- / age
- / disability
- / racial and ethnic origin
- / color
- / sex
- / sexual orientation or gender identity (including the LGBTQIA+ community)
- / religion or belief
- / political opinion
- / national extraction or social origin
- / marriage or civil partnership
- / stages in life e.g., pregnancy, maternity, paternity, menopause, and people going through In vitro fertilization (IVF)

or any other forms of discrimination covered by EU regulation, U.S. federal, state or local laws and national law.



## 2. Attract, develop, and retain a diverse workforce

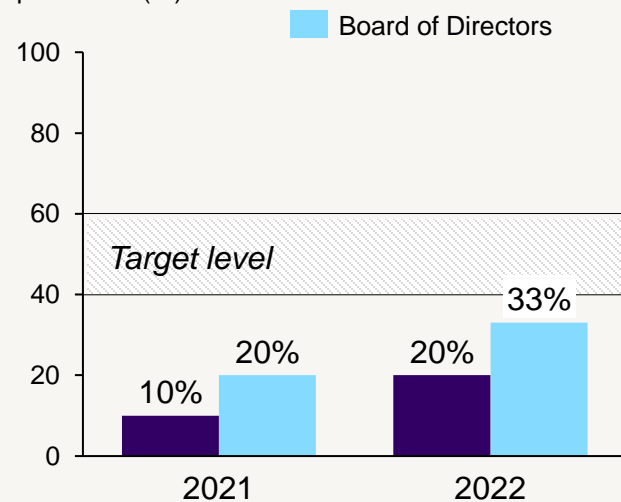
Vimian will run targeted efforts to develop, educate and upskill our talent and leaders, create career paths within the Group, ensure equal opportunities applies to all employees in the group, across all roles, and ensure our workforce is diverse and feel included. We believe those efforts are key to attract and retain talent.

### Example initiative

#### Targeted recruitment of underrepresented groups

- / In 2021, Vimian measured 10 per cent gender diversity in executive management and 20 per cent in the Board of Directors.
- / Part of the action plan was to expand the talent pool with female representatives through own network and recruitment companies.
- / One year later the executive management had 20 per cent female representation and the Board of Directors 33 per cent.
- / Neither within target of 40:40:20 per cent gender representation, however, with awareness and consistency Vimian is demonstrating progress towards the goal.
- / Note: in FY2022 Vimian had 45% women in leading positions.

Share of women Represented (%)



### 3. Ensure Vimians have the right training

To ensure Vimians are trained in our commitment to Diversity, Inclusion, Equity and Belonging, trainings are offered yearly, and recorded trainings are available on-demand for all employees across the group as well as part of onboarding new employees.

#### Example initiative

#### Launching 'Month of ethics'

- / In February 2023 Vimian launched the concept 'Month of ethics', a month educating Vimians in all foundational policies and code of conducts. The concept will continue in 2024.
- / The trainings are made available to all employees and as part of the onboarding process for new employees.





## 4. Encourage employees to speak up (incl. Whistleblowing)

Vimian encourages employees to speak up and provide safe channels to do so. If you have a question or ever think that one of your fellow Vimians or the company as a whole may be failing to follow the Diversity, Equity, Inclusion and Belonging policy, any internal policies or the law, do not be silent.

### **We want to hear from you**

If you have a concern, question or input regarding the Diversity, Equity, Inclusion and Belonging policy or any internal policies then raise it with:

- / The reporting manager or Human Resource representative in your segment
- / Legal, [legal@vimian.com](mailto:legal@vimian.com)
- / Central Vimian people function, [people@vimian.com](mailto:people@vimian.com)

### **Wrongdoing**

If you believe a violation of law or the Code has occurred, or any category of wrongdoing then promptly raise your concern with:

- / Your reporting manager or Human Resource representative
- / Legal, [legal@vimian.com](mailto:legal@vimian.com)
- / Through [Vimian's whistleblowing channel](#)



## 5. Foster an inclusive work environment

Vimian will take necessary measures to foster a workplace where all employees feel valued and respected, where they can express themselves freely, and where their opinions are heard and valued. For example, Vimian supports and encourages segment specific and local initiatives that foster a diverse and inclusive environment for all.

### Example initiative

#### Employee resource groups supporting local needs

- / Movora has an Employee Resource Group with representatives from each entity within the segment to build a meaningful and engaged Movora.
- / Indical has a Work Council that drives the dialogue between local work councils, the employees and management.
- / Vimian joins employee resource teams across the Group to listen in and ask for feedback related to diversity, equity, inclusion and belonging at their workplace. This Diversity, Equity, Inclusion and Belonging policy is one example of how employee input was converted to concrete actions for the Group.



## 6. Provide equal opportunities

At Vimian, all employees are to be treated fairly and with respect, and there should be no barriers to any employee's progression or opportunities for development.

### Example initiative

#### Supporting an employee's gender transition

- / Everyone across the Group should feel included and able to contribute in the best way they can, regardless of background, ethnicity, religion, gender, age or sexual preferences.
- / A recent example of putting this commitment into practice comes from one of Vimian's segments where the local management showed its commitment to this statement by fully supporting an employee who transitioned gender.
- / The employee's new name and how they wanted to be addressed and referred to (pronouns), was introduced to all employees. Additional training was conducted with staff in order to ensure that the employee felt fully supported by employees throughout the gender transition.



## 7. Support parenthood (parental leave, IVF, pregnancy, miscarriage)

Each segment within Vimian must ensure that each employee is given the opportunity to take the appropriate time off when welcoming a child through birth or adoption as well as being on parental leave after the birth/adoption, in compliance with local practice, laws and regulations.

Further, Vimian acknowledges that **pregnancy** and activities that are part of becoming a parent, which may include **IVF treatment, miscarriage**, as well as being **home with a small child**, may cause lasting emotional and physical impact on the individual(s) involved. Therefore, each segment within Vimian must ensure that the employees are supported to get back to their role in a pace suitable to their situation.

### Example initiative

#### Bring your family to work

- / In the Vimian office in Stockholm many of the Vimian babies have visited the office multiple times to join their parent on a meeting/workshop/event or other activity.
- / At Vimian we believe there is no 'one-fits-all-solution' to find work-parent balance, therefore, Vimian encourages you to find a work-parent balance that works for you and voice your opinion with your direct manager, HR or your leader in the segment.



## 8. Support wellbeing and work-life balance

Vimian encourages its segments to take necessary measures to ensure that employees worldwide (all genders) find work-life balance and support our employee's wellbeing both physically and mentally. Foremost, Vimian encourage its segments to:

- / Provide **flexibility** to the life situation of every employee – when and where possible. E.g. when a senior employee wishes to slowly scale down the number of hours per week or providing flexible work hours to support employees fetching their children from kindergarten/school or the nursery.
- / Encourage and **support employee's health and wellbeing**, both physically and mentally. E.g., encourage physical activity, have open conversations about stress and mental wellbeing, provide help lines to support mental wellbeing.

### Example initiative

#### Employee wellbeing program

- / Vimian's MedTech segment Movora launched a regionally adapted employee wellbeing program is to provide employees with support for their mental and physical health.
- / The agenda includes physical activities, mindfulness/relax sessions and workshops related to mental and physical wellbeing. They provide access to external mental health professionals who can help employees cope with stress, anxiety, and other mental health concerns during times of crisis.



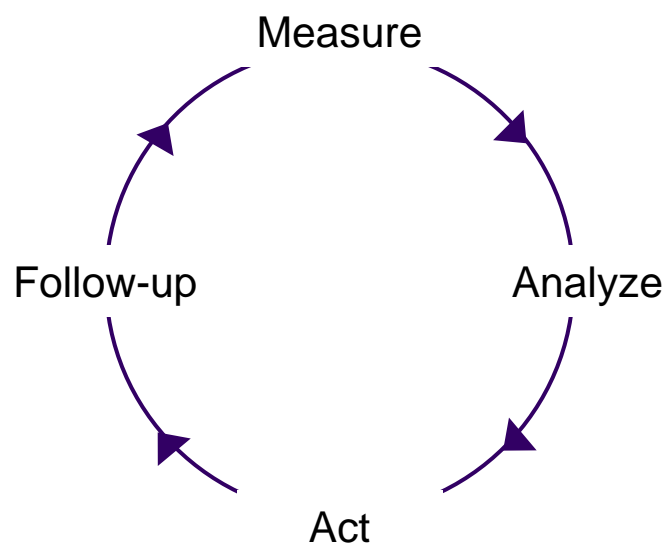
 Movora  
Mindful Mindset



## 9. KPIs, targets and continuous improvement

Vimian regularly monitor progress towards our Diversity, Equity, Inclusion and Belonging KPIs and targets, and report on our achievements and challenges at least yearly in the annual report.

- / The continuous measurement is done through employee surveys, dialogues with employee resource groups and thorough direct input from employees.
- / This policy is to be reviewed and updated at least every other year to ensure that we remain in compliance with any new or updated regulations and/or needs from our employees.



Key Performance Indicator (KPI)	Frequency	Target
<b>Gender diversity</b> at all levels in the company incl. Board of Directors, Executive Management, Leaders of leaders (or part of the segment's management team), Leaders, Non-leaders and overall.	Annually	40:40:20 (male:female:open) at all levels in the company. <i>"Open" referring to any gender.</i>
<b>Nationalities</b> Number of nationalities represented across the group. Note that it is not mandatory for employees to provide their nationality data.	Annually	Upholding a high representation of nationalities over time
<b>Sense of belonging<sup>1</sup></b> The perceived sense of belonging by our employees <sup>1</sup> .	Bi-annually (twice per year)	>80 (out of 100)
<b>Employee Net Promote Score (eNPS)<sup>1</sup></b> How likely our employees are to recommend us as an employer, a customer experience measure.	Bi-annually (twice per year)	50
<b>Talent development</b>	<i>To be defined</i>	<i>To be defined</i>

1. Measured through Group-wide employee survey and to what extent our employees agree with the statement 'I feel a sense of belonging at work' on a 4 degree scale.

For the year-to-date KPIs, see Vimian's latest [annual report](#).



## Policy implementation

- / Reviewed by General Counsel 2023Q2
- / Signed off by segment representatives 2023Q2
- / Signed off by the Executive Management Team on 2023.06.14
- / Approved by the Board of Directors 2023.06.20
- / Shared with all employees per email and townhall 2023Q3
- / Published on website available to all stakeholders 2023Q3
- / Communicated externally 2023Q3
- / Training for all employees offered on a yearly basis

## Accountability

Every employee at Vimian is accountable to comply with the policy.

## Awareness

Each member of Vimian's Executive Management Team shall ensure that his/her organization is aware of the policy and its content and that the policy is part of onboarding new employees.

## Overall ownership and of the policy

Vimian's CEO, or a person the CEO delegates to shall ensure that the Diversity, Equity, Inclusion and Belonging policy is relevant and implemented across the Vimian Group.

