

Diversity, Equity, Inclusion and Belonging

DEI&B policy

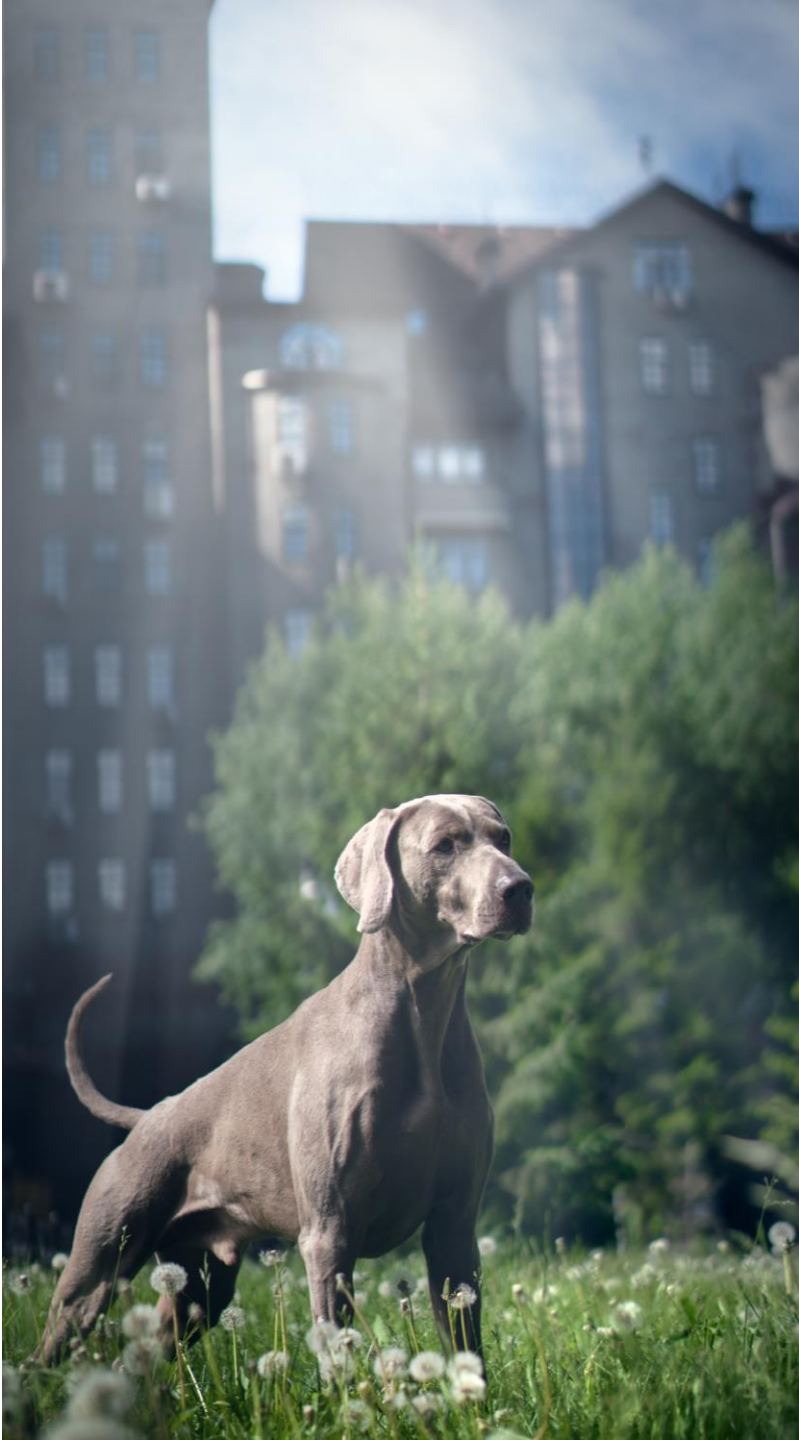
Vimian Group AB (publ) and its subsidiaries



vimianTM

Document name	Diversity, Equity, Inclusion and Belonging (“DEI&B policy”)
Policy holder	Chief Executive Officer
Other interest holders	Chief People Officer, Sustainability Director
Policy last revision date	September 2024
Version	2
Policy approved by	Chief Executive Officer and the Board / October 2024
Policy valid as of	October 2024

Revision	Date	Prepared and approved by	Information
1	2022-11	Prepared by Sustainability Director Approved by CEO and Board	Policy created with input from stakeholders, company values and international standards.
2	2024-09	Prepared by Sustainability Director And Chief People Officer	Updated to reference to added policies and reflect regulatory changes.



Introduction to the DEI&B policy (1/3)

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.

Purpose

Vimian Group AB (publ) and its subsidiaries ("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 DEI&B policy, is to create a clear statement from Vimian and our companies that we do not discriminate against anyone and provide guidelines on how we create a workplace that fosters diverse perspectives where people feel empowered, included and a sense of belonging.

Scope

Vimian employees ("Vimians") have a personal responsibility to follow the policy by incorporating it into their work, as well as encouraging other Vimian colleagues to do the same, therefore all Vimians are required to:

- read and understand the DEI&B policy
- take part of annual mandatory DEI&B trainings that cover the content of the policy

Implementation

To embed the high standards of business ethics Vimian ensures that the DEI&B policy:

- is approved by the Board
- is informed by relevant internal and/or external expertise
- specifies Vimian's expectations on employees, business partners and other parties directly linked to our operations, products or services.
- is communicated and publicly available on Vimians website to all employees, business partners and other relevant parties.
- is implemented across the group through annual mandatory trainings.



Introduction to the DEI&B policy (2/3)

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.



Introduction to the DEI&B policy (3/3)

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.





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.

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.



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
- / Central Vimian people function, 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
- / 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.

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.



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.



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.



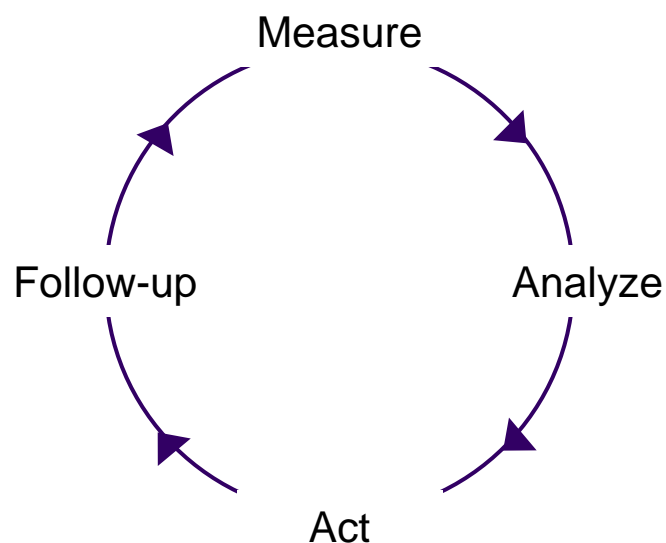
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Mindful Mindset



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
Gender diversity 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>
Nationalities 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
Sense of belonging¹ The perceived sense of belonging by our employees ¹ .	Bi-annually (twice per year)	>80 (out of 100)
Employee Net Promote Score (eNPS)¹ How likely our employees are to recommend us as an employer, a customer experience measure.	Bi-annually (twice per year)	50 by 2028
Talent development	<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](#).