

People & Culture

People & Culture policy

Vimian Group AB (publ) and its subsidiaries



vimianTM

Document name	Vimian Group People and Culture policy
Policy holder	Chief Executive Officer
Other interest holders	Chief People Officer, Sustainability Director
Policy last revision date	June 2025
Version	3
Policy approved by	Chief Executive Officer and the Board / June 2025
Policy valid as of	October 2024



Introduction to the People and Culture policy

This policy has been developed following the guidelines of the European Commission's non-discrimination principle and quantitative and qualitative input from people at Vimian 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 People and Culture policy is to create a clear statement 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

People at Vimian 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 our people are required to:

- read and understand the People and Culture policy
- take part in our annual mandatory ethics training that covers the content of the policy

Implementation

To embed the high standards of business ethics we ensure that the People and Culture 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 the Vimian website to all employees, business partners and other relevant parties.
- is implemented across the group through annual mandatory trainings.





To foster a respectful, inclusive, and supportive culture where everyone feels valued and empowered to thrive, we are committed to:

1. Zero tolerance for any form of discrimination
2. Attract, develop and retain a diverse group of colleagues
3. Foster an inclusive work environment
4. Provide equal opportunities
5. Ensure the right training
6. Support well-being and care
7. Encourage employees to speak up
8. Metrics, targets and continuous improvement

1. Zero tolerance for any form of discrimination

- / At Vimian, we are committed to fostering a respectful, inclusive, and supportive culture where everyone feels valued and empowered to thrive.
- / We do not tolerate any form of discrimination or harassment — whether based on age, disability, ethnic or racial background, skin colour, sex, gender identity or expression, sexual orientation, religion or belief, political opinion, national origin, social background, marital or family status, or any stage of life such as pregnancy, parenthood, menopause, or fertility treatment.
- / This commitment applies in every country we operate and reflects the standards set by applicable local laws, as well as EU and U.S. regulations.
- / More than compliance, this is about living our values — creating a workplace where differences are respected and belonging is a shared responsibility.



2. Attract, develop, and retain a diverse group of colleagues

- / At Vimian, we aim to attract, develop, and retain a diverse and talented workforce by fostering a culture of learning, inclusion, and opportunity.
- / We are committed to investing in our people — through targeted development, upskilling, and clear career paths across the Group — to ensure that every employee, in every role and location, has equal access to grow and succeed.



3. 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.
- / We measure twice per year through the employee survey to what extent our colleagues feel a sense of belonging in their teams.



4. 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.
- / We strive to identify and remove bias—conscious or unconscious—in our people processes, including recruitment, promotion, and performance evaluation.



5. Ensure the right training

- / We ensure that all our people are equipped with the knowledge and awareness needed to contribute to a diverse, inclusive, and respectful workplace.
- / To support this, we offer annual trainings for all employees, alongside on-demand resources accessible at any time.
- / Trainings are an integrated part of our onboarding — helping new colleagues understand our standards on ethics, diversity and inclusion from day one and empowering everyone to actively contribute to an inclusive culture.



6. Support well-being and care

At Vimian, we recognize that well-being is personal and multifaceted. We encourage each segment to take the necessary measures to support employees' physical and mental well-being and offer flexibility where possible—always in alignment with local practices, laws, and regulations.

- / Flexibility should reflect the diversity of life situations employees face. This may include accommodating gradual retirement, offering flexible working hours to support caregiving responsibilities (whether for children, elderly family members, or others), or enabling time off for significant life events or recovery.
- / Vimian supports parenthood and family life. Each segment must ensure that employees can take appropriate time off when welcoming a child—by birth or adoption—and during parental leave. We also recognize that pregnancy, miscarriage, IVF treatment, and being at home with a small child can have lasting physical and emotional impact. Employees should be supported in returning to their roles at a pace appropriate to their circumstances.
- / We also encourage broader care and community engagement—recognizing that caring for others, including elderly relatives or contributing to one's community, can be a meaningful and demanding part of life.
- / Finally, we promote health, safety, and well-being through open dialogue, proactive support (e.g. helplines, stress management), and encouraging healthy habits and physical activity.



7. Encourage employees to speak up

Speak up — we want to hear from you

Vimian encourages all employees to speak up and provides safe, confidential channels to do so. If you have a question or believe that a colleague or the company may not be acting in line with this People and Culture policy, any other internal policy, or the law — don't stay silent.

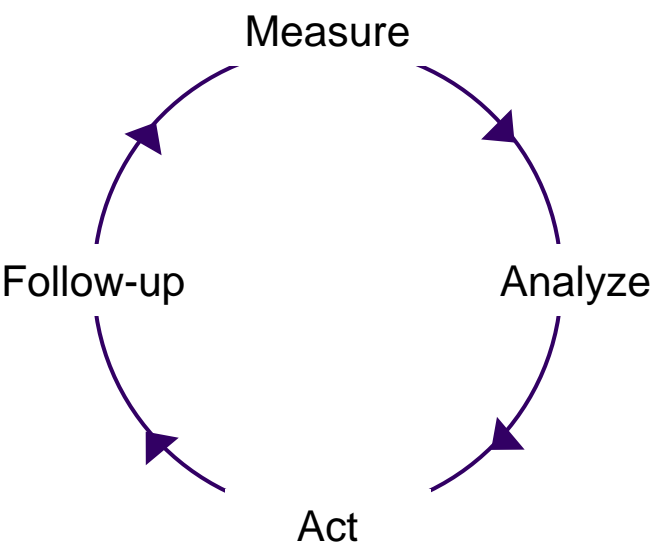
If you have a concern, question, or input, or if you believe a violation of the law, the Code of Conduct, or any form of wrongdoing has occurred, please raise it promptly through one of the following channels:

- / Your manager or HR representative in your segment
- / Legal, legal@vimian.com
- / Central People Function, people@vimian.com
- / [Vimian's whistleblowing channel](#)



8. Metrics, targets and continuous improvement

- / We believe that people and culture are central to Vimian’s long-term success. This policy outlines our shared commitments to fostering a respectful, inclusive, and supportive culture where everyone feels valued and empowered to thrive. We hold ourselves accountable to these commitments through open dialogue and by tracking progress with meaningful metrics.
- / We share our progress by reporting 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.



Metrics	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 female, male or other.</i>
Nationalities Number of nationalities represented across the group. Note that it is not mandatory for employees to provide their nationality data.	Annually	N/A
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	To be defined	To be defined

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 metrics, see Vimian’s latest [annual report](#).