

2025-02-13

Diversity and Equal Treatment Policy

The NIBE Group consists of employees from various geographical areas and cultures, in different ages and with different backgrounds regarding education and family relationships. The NIBE Group, including all its entities and employees, are convinced that people with different experiences, talents and perspectives are crucial to create the innovative climate required for long-term business success. The NIBE Group actively works towards an inclusive corporate culture that reflects the diversity of customers and the outside world, creating customer and business benefits.

With diversity, the NIBE Group refers to what makes us all unique. It includes age, gender, gender identity or expression, ethnicity, nationality, colour, social origin and functional impairment or disability. It also includes religion or other beliefs, political views and sexual orientation. We are committed to providing a safe environment for all our employees, free from discrimination or harassment, including sexual harassment. All employees should be treated with respect and dignity and be aware of their rights and obligations towards one and other. The NIBE Group works to ensure that employees' full potential is taken care of and that everyone is offered opportunities to develop. Openness and respect for the individual is part of the NIBE Group's core values that characterizes the daily work.

Therefore, all companies within the NIBE Group must strive to:

- Non-biased recruitment, where candidates are selected based on qualifications from as wide a recruitment base as possible.
- Focus on achievement, where good working performance is appreciated regardless of individual differences.
- Encourage employee development, where everyone should be given opportunities to take advantage of their capabilities to increase their skills and career.
- Train managers so that they can support an inclusive culture and work against discrimination.
- Implement procedures and systems that enable effective handling of possible cases of discrimination and/or harassment.

Group Management is ultimately responsible for compliance with this policy and achieving agreed targets. The Sustainability Council is responsible for driving the work by proposing goals and plans for Group Management.

It is the responsibility of the leaders in each operation to ensure compliance with national laws and this policy in their respective activities. All employees have a responsibility to, in accordance with this policy, be tolerant, fair and inclusive towards colleagues, customers and partners.

In the event of deviations from this policy, appropriate disciplinary action shall be taken.

Approved by the Board of NIBE Industrier AB 2025-02-13