

## DIVERSITY AND EQUAL TREATMENT POLICY

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

With diversity, NIBE refers to what makes us all unique. It includes age, gender, gender identity or expression, ethnicity and disability. It also includes religion or other beliefs and sexual orientation. All employees should be treated with respect and dignity, and have balance between rights and obligations. NIBE 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 NIBE's core values that characterizes the daily work.

Therefore, all companies within NIBE must apply:

1. **Non-biased recruitment**, where candidates are selected based on qualifications from as wide a recruitment base as possible.
2. **Focus on achievement**, where good working performance is appreciated regardless of individual differences.
3. **Employee development**, where everyone should be given opportunities to take advantage of their capabilities to increase their skills and career.
4. **Training of managers** so that they can support an inclusive culture and work against discrimination.
5. **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, disciplinary action will be taken.

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