

**POLICY**

Valid from

4 December 2025

Approved by

Board of Directors

Eastnine AB (publ)

## DIVERSITY AND EQUAL TREATMENT POLICY

### OUR VISION

At Eastnine we aspire to create a workplace that supports equal treatment, diversity and transparency in behaviour and actions. We are convinced that equality and diversity in a workplace contributes to more healthy, productive and creative environment. By diversity we mean the differences that make us all unique and includes age, gender, national, religious, sexual or cultural identity, as well as other ways to identify oneself as an individual. By equality we mean equal access to opportunities for employment, training and professional development regardless of abovementioned individual variations.

At Eastnine we acknowledge and attempt to address structural and cultural obstacles for equal treatment and diversity. We work continuously to create an inclusive workplace where every individual can develop and contribute in line with her/his full potential. For example, gender balance at all levels of management, is one of the strategic goals pursued and closely monitored by Eastnine.

We have zero tolerance for mistreatment, harassment or any form of discrimination and commit to continuously challenging our beliefs and preconceived notions as to various manifestations of discrimination and harassments at workplace.

Senior and middle management are responsible for promoting diversity and equal treatment and not tolerating any manifestations of discrimination or harassment.

### EASTNINE WILL ENSURE THAT

- Equal opportunities are offered in the company with respect to employment, training, advancement and development regardless of sex, race, gender identity or expression, ethnicity, religion or other belief, disability, sexual orientation or age.
- During the recruitment process a special consideration is given to the diversity aspect as a way to increase creative and innovative capacity of the organisation.
- Eastnine recognizes the importance of protecting women's rights as part of its human rights commitments, in accordance with the UN CEDAW Convention and ILO Conventions on gender equality.
- Gender balance at all levels of management in the company is treated as a strategic objective which is monitored continuously and reported on an annual basis.
- All employees are offered opportunities to combine work with childcare, elderly care or other specific needs related to health, family situation or other considerations. Employees are encouraged to discuss these specific arrangements with their managers.
- Equal treatment approach is integrated the way the company conducts its daily business as well as its business with customers, suppliers and other stakeholders.

- Any manifestation of harassment or discrimination is dealt with in line with zero tolerance approach. Safe and anonymous ways to report acts of harassment and discrimination are provided to all employees.
- The company works continuously with identification of discrimination risks and obstacles to equal treatment and diversity in the organization, as well as with creating processes and routines to prevent and mitigate these risks.

## SCOPE AND RESPONSIBILITY

This policy applies to all Eastnine Group employees and with regards to the equal treatment is based on the Swedish Discrimination Act (2008:567). The purpose of this Act is to combat discrimination and promote equal rights and opportunities regardless of sex, gender identity or expression, ethnicity, religion or other belief, disability, sexual orientation or age.

Managers are responsible for introducing the policy to new employees and informing them about existing channels for reporting the incidents of discrimination and harassment. Employees are in the first place encouraged to report incidents of harassment or discrimination to their most immediate managers. Should a report relate to one's immediate manager, or the manager is unable to, or has failed to deal with the issue satisfactorily, the employee should refer the matter to a more senior manager or Eastnine's CEO, or use a whistleblower channel (website or by mail) when full anonymity is wished to be preserved. The incidents of premeditated discrimination or harassment may constitute a breach of employment agreement and result in an employment contract termination and/or initiation of a legal action. Any act of discrimination should be duly documented. No retaliation follows reports of harassment or discrimination.

## RESPONSIBILITY

Responsibility for implementation of this policy: CEO

Responsibility for implementation control: Head of Sustainability

Responsibility for yearly review: Board of Directors

Time for review: At least annually

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This policy was originally adopted by the Board of Directors on 7 November 2019, and latest updated on 4 December 2025.