PONTOS
GROUP

Diversity, Equity and Inclusion Policy

May, 2024

1. Purpose

Diversity of thought drives results and innovation. We recognize that our strength lies in our people, and we are committed to fostering an inclusive culture where every team member feels empowered and valued.

Pontos commits to:

- **Driving business success** by leveraging the diverse backgrounds and experiences of our team to drive innovation and better decision-making.
- **Fostering a supportive environment** with a company culture that encourages an open dialogue on diversity issues, ensuring that all team members feel heard and valued.
- **Enhancing employee wellbeing** by providing flexible working arrangements that recognize and accommodate the individual needs of employees, contributing to their overall wellbeing.
- **Increasing the diversity of thought** with every new hire and providing equal opportunities for all employees without discrimination.

2. Definitions

Diversity: the representation of varied characteristics such as ethnic and cultural background, national origin, age, gender, gender identity, disability or functional restriction, sexual orientation, education, religion, world view, socio-economic status, thinking or communication style or other personal characteristic or interest.

Inclusion: the practice of creating an environment in which any individual or group can be and feel welcomed, respected, supported and valued.

Equity: fair treatment of individuals by providing impartial processes, guaranteeing access to sufficient resources for full participation, creating opportunities for growth regardless of background, and supporting the advancement of historically underrepresented groups.

3. Our DEI Strategy

Our DEI strategy focuses on four key areas: recruiting, training, career development and flexible working arrangements.

Recruiting plays a key role in promoting diversity. We apply diversity recruiting guidelines mandating anonymous resume review and recruiter DEI incentives to our internal recruitment processes for employees. We aim to develop and apply diversity recruiting guidelines for recruiting board members and top management for the group and portfolio companies as well.

Training is paramount to recognizing implicit bias and creating an environment for diversity to flourish. This is why we inform and educate our board members, management and all employees regarding diversity, equity and inclusion.

As comes to **career development**, we recognize that there may be unconventional paths to achieving excellence. This is why Pontos enables employees to expand one's skillsets beyond the specific position for which they are employed where such expansion can be justified by business needs of the company. Team members may also be able to pursue multi-disciplinary studies or take on job responsibilities beyond one's original role.

Flexible working arrangements enable individuals with differing life situations and various individual needs to perform their best. Towards this end, we offer flexible working arrangements and hybrid work to the extent such arrangements are feasible, while considering the limitations imposed by the employee's role.

4. Measurement and Reporting

DEI metrics are tracked as part of the sustainability process whereby Pontos collects data internally and from its portfolio companies regarding advancement towards our sustainability KPIs. This advancement is reported in the Pontos Group annual review.

5. Accountability

We view transparency as a key driver of the DEI strategy. We encourage everyone to propose improvement areas and report potential violations to the General Counsel, CFO or Chair of Pontos Oy either in person or via the Pontos Group Whistleblowing Channel.