

BEAMEX DIVERSITY, EQUITY, INCLUSION AND BELONGING POLICY (DEIB)

Our Commitment

Companies don't do anything – people within them do! In Beamex we believe that diversity, equity, inclusion, and belonging (DEIB) are essential to who we are as a company. Our values – **Open, Precise, and Enjoy** – guide us in creating a workplace where everyone feels safe to be themselves and contribute with confidence (**#bYou**).

We trust that many perspectives lead to better ideas, better decisions, and better solutions for our customers. We welcome differences in background, experience, and thinking, and we work actively to create fair and supportive conditions for all colleagues.

How We Work:

- We meet each other with openness and respect.
- We act with clarity and fairness in our processes and decisions.
- We create an environment where people can thrive, collaborate, and enjoy their work.

Discrimination, harassment, or exclusion of any kind are not accepted at Beamex. We expect everyone to contribute to a psychologically and physically safe and supportive workplace.

Equal Opportunities

We are committed to:

- Fair and inclusive hiring and promotion practices.
- Equal pay for equal work.
- Accessible and flexible working conditions.
- Providing support or accommodation when needed.

Our People & Culture teams work to ensure our practices support equity across all countries and regions.

Speaking Up

If something does not feel right, we encourage employees to raise it –without fear of retaliation.

Concerns can be shared with supervisors, People & Culture, or through the available anti-harassment and Whistleblower reporting channels. We handle all reports with care, confidentiality, and respect.

Learning and Improvement

DEIB is ongoing work. We invest in training, tools, and conversations that help us grow together as a global team. We aim for transparency in our progress and continuously look for ways to strengthen inclusion across our offices.

Leadership Responsibility

Leaders play an important role in setting the tone and building our culture. They are expected to model inclusive behavior, ensure fair processes, and create space for the many voices in Beamex.

Governance

The Director, People & Culture, supported by the Beamex P&C team, is responsible for the implementation, monitoring, and maintenance of this policy.

This policy applies to the entire Beamex Group and is reviewed annually by top management as part of the Management Review process to ensure its relevance, effectiveness, and compliance with applicable legal and other requirements.

Approved by



Jan-Henrik Svensson (May 4, 2026 15:55:21 GMT+3)

CEO, Beamex Oy Ab

This document has been approved electronically via Adobe Sign.