

Mycronic Group Diversity and Inclusion Policy

Mycronic has a diverse culture and workforce. This is fueling our innovation and enabling us to succeed and to stay competitive in a rapidly changing world and marketplace. Operating in a global market like we do, it is a necessity to have a diverse workforce to serve our customers that are spread across different markets and cultures. We actively and consciously promote and drive improvements to secure a diverse and inclusive workforce and culture. We believe that promoting diversity and inclusion gives us a competitive advantage.

Mycronic is committed to creating a diverse, respectful and inclusive place to work. Promoting a safe work environment role modeling respect, inclusiveness, openness, integrity where differences in background and perspectives are nurtured and celebrated.

This policy sets out the main principles for diversity and inclusion within the Mycronic Group:

- Diversity and inclusion means respecting that every individual is unique and the uniqueness is valued.
- Differences in the dimensions of ethnicity, race, gender, sexual orientation, age, physical abilities, religious and political beliefs and professional backgrounds are expected, accepted and valued. Deviation is not tolerated.
- Differences at all levels in the organization are encouraged and our employees should have equal opportunities in work life.
- Our employees mirror and understand the markets we serve, respecting and uniting different cultures, languages, geographic origins, professions and perspectives.
- Our diverse workforce reflects the global marketplace we serve, capitalizing on its full potential is our competitive advantage.
- Diversity plans should be developed for each country, site or division where we have companies and employees. The plans reflecting local needs and taking local legislation into account. The diversity plans should include clear goals for the identified improvement areas and be followed up at local and divisional management level.

Mycronic Group Code of Conduct also clarifies our standpoint regarding Equal employment opportunities, discrimination and Anti-Harassment. Adherence to our Code of Conduct as well as our Diversity and Inclusion Policy is required by all employees, consultants and other contracted personnel within the Mycronic Group.