DIVERSITY & INCLUSION POLICY.

In the Semcon Group, we develop products for everyone, which makes it a top priority for us to continuously widen our perspectives to understand all types of end-users in our global and diverse customer base.

To achieve this, we need a workforce with a wide range of experiences and background combined with a work climate where all employees feel appreciated as individuals and where everyone can contribute fully with their unique abilities and experiences. We are convinced that diversity and inclusiveness will provide us with sustained business performance as well as enhance our ability to attract and engage the right people from the largest possible pool of talent.

PURPOSE OF THIS POLICY

The purpose of this policy is to clarify the requirements for working with diversity and inclusion in the Semcon Group. The objective is to reinforce both the quantitative aspect of diversity, i.e. to build a diverse workforce from top management and to the entire organization. This as well as the qualitative aspect, i.e. to build a culture and leadership practice where everyone is enabled to contribute to their fullest potential.

GENERAL PRINCIPLES

We shall always strive to have an inclusive work climate and all employees shall have equal opportunities, regardless of gender, age, nationality, ethnic and cultural background, religion, disability, sexual orientation, gender identity, or other physical or social factors.

We shall always strive to secure diversity and inclusion in all our processes, such as sales and delivery, recruitment, promotions, working conditions, remuneration practices, and terms of employment and they are to be such that they are equitable, allow equal opportunities for all, and facilitate a sound balance between work and private life.

Any kind of discrimination or harassment is not tolerated under any circumstances.

SCOPE AND RESPONSIBILITY

The scope of this policy is all Semcon Group organizational entities. Possible country specific policies or guidelines shall reflect the content of this policy unless local law

prohibits it. Practices related to diversity and inclusion should always be in accordance with our Code of Conduct.

Managers have an overall responsibility to implement the Diversity & Inclusion Policy in their organizations. They shall promote a professional, positive and inclusive work environment, raise awareness of the value of differences, act as role models, as well as take timely and appropriate action for the resolution of possible issues relating to bullying, harassment or discrimination in their work areas.

All employees have a responsibility to contribute with behavior and actions that are in line with the Diversity & Inclusion Policy and our Code of Conduct. We expect all employees to assume responsibility to take action should they perceive violations against what is expressed in this policy. Primary contact should made with the immediate manager or if that is not possible, next line manager above or directly with an HR representative.

APPENDIX/GLOSSARY OF KEY TERMS

- **Diversity:** Diversity is heterogeneity related to human variance in terms of gender, nationality, ethnic/racial origin, age, religion, sexual orientation, gender identity, physical and mental disabilities, personality, etc.

- **Inclusiveness:** In an inclusive work climate, we encourage and enable everyone to contribute fully with their unique abilities and experiences for the collective benefit of all stakeholders. When we are inclusive, we create a sense of belonging where colleagues feel respected and valued for who they are.

- **Discrimination:** is the prejudicial and inequitable treatment of an individual based on their membership in a certain group or category, such as excluding or restricting certain groups of people from opportunities that are available to another group.

- **Harassment:** is commonly understood as repetitive behavior intended to disturb or upset. It can be about nuisance, mockery or intimidating others based on e.g. identity or appearance.