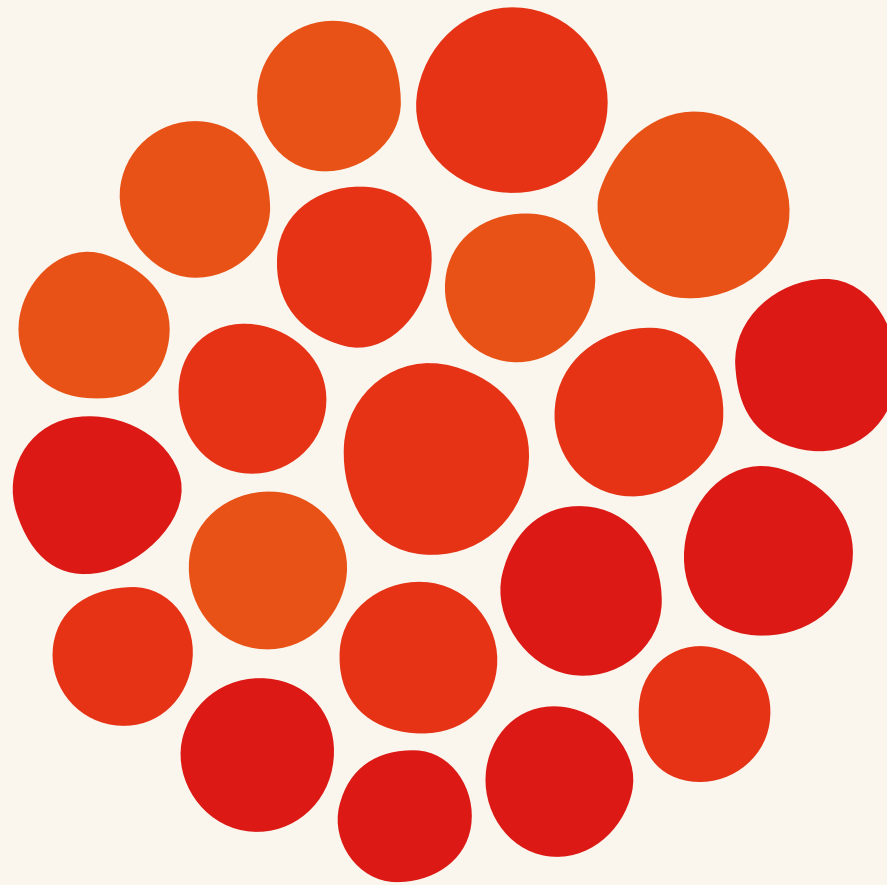




Pihlajalinna

Equality and
Non-Discrimination Policy

1. INTRODUCTION

Pihlajalinna's operations are based on the company's values, vision and mission. Pihlajalinna is committed to respecting internationally recognised human rights principles and international agreements. We comply with the valid legislation and other policies and authoritative guidelines directing our activities. This policy defines Pihlajalinna's operating principles related to equality and non-discrimination in activities related to working life.

Equality and non-discrimination at Pihlajalinna are guided by the following international principles, guidelines and initiatives:

- The Universal Declaration of Human Rights by the United Nations
- The UN Global Compact
- The International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work
- The UN Guiding Principles on Business and Human Rights, UNGP
- The OECD Guidelines for Multinational Enterprises on Responsible Business Conduct

Our operations are also guided by the following principles, policies and guidelines, among others:

- Pihlajalinna's Code of Conduct
- FIBS Diversity Charter

This Equality and Non-Discrimination Policy is supplemented by Pihlajalinna's equality and non-discrimination plan, Personnel Policy and human rights commitment.

2. EQUALITY AND NON-DISCRIMINATION PRINCIPLES

2.2 We do not tolerate discrimination

Pihlajalinna is an equal place of work. We do not tolerate any forms of discrimination based on ethnic background, age, gender, sexual orientation, religion, disability or other factors. We ensure that all decisions related to recruitment, remuneration and promotion are based on the competence and performance of each employee. We also treat all of our customers and cooperation partners equally and without discrimination.

2.3 We promote diversity, equity and inclusion in the work community

We have made a commitment to the UN Global

Compact initiative, and we have signed the national Diversity Charter of FIBS (Finnish Business & Society). We are committed to promoting diversity, inclusion and equality in the work community. We guarantee equal treatment and opportunities for personnel, customers and partners regardless of factors such as age, gender, nationality, ethnic background, language, world view, religion, health status, disability, sexual orientation, political background, socio-economic status or marital status.

2.4 We treat others with respect

We treat other people, such as the members of our work community, our customers and our cooperation partners, appropriately and with respect. We do not tolerate inappropriate behaviour, sexual harassment or any other kind of harassment, such as bullying, intimidation or threats. Moreover, we do not tolerate any forms of violence.

2.5 Our recruitment is open and transparent

We engage in open and transparent recruitment where the selection criteria for each job are predetermined on the basis of the skills required for

the position and/or the working conditions, for example. Pihlajalinna communicates with candidates transparently throughout the recruitment process. The aim of Pihlajalinna's recruitment activities is to create a diverse work community where candidates of different backgrounds and all ages are considered, and candidates are not excluded on inappropriate grounds.

2.6 We guarantee equal opportunities for competence development

In the development of personnel competence, the principle is to guarantee equal and non-discriminatory opportunities for training and competence development for all permanent employees as well as employees on long fixed-term contracts.

3. MONITORING

At Pihlajalinna, the realisation of equality and non-discrimination principles is regularly monitored and assessed through employee surveys and by collecting and analysing statistics on the placement of women and men in different personnel groups and positions. A survey of wages

and pay gaps is carried out as part of the monitoring, and these statistics are included in the equality and non-discrimination plan.

4. POLICIES AND DECISION-MAKING

This Equality and Non-Discrimination Policy applies to all Pihlajalinna Group companies. It applies to both Pihlajalinna employees and practitioners.

The owner of this Equality and Non-Discrimination Policy is the Executive Vice President, People and Culture. The Group's HR function is responsible for updates and amendments to the policy.

Pihlajalinna's Board of Directors approved this Equality and Non-Discrimination Policy on 13 December 2024.