

# Framery Diversity, Equity and Inclusion policy

We promote diversity, equity, and inclusion (DEI) throughout our operations and see DEI as a strategic asset. This policy states our approach and commitments to our workplace and Framerians.

Remaining the forerunner of our industry requires us to embrace the diversity of thought in our operations, as it fuels our creativity and innovation, and enhances our problem-solving. By involving a wider range of perspectives and abilities we ensure informed and balanced decision-making and inclusive operations. We always aim to find the best possible solutions that ensure efficiency and support our growth while also valuing and respecting the contributions of Framerians. We commit to diversity, equity, and inclusion because it not only allows us to retain our talent, making everyone feel valued and empowered, but also provides us access to a broader talent pool.

## Our Approach to Diversity, Equity and Inclusion (DEI)

We promote DEI in our operations to ensure a good and safe work environment for every Framarian. Our community is built upon our values and culture which are clearly stated in our Culture Handbook. We make annual DEI action plans and commitments together with Framerians.

Equity is not always achieved by giving or treating everyone the same. Instead, true equity can require a diversified approach for different people. Therefore, when justified, we use affirmative action to ensure true equity.

We prioritize diverse candidate pools to achieve balanced representation in our employee groups. We protect our culture of flat hierarchy to maintain easy access to people and information in our workplace. Our anti-harassment measures, whistleblowing process, and guidelines for safer spaces enhance the protection of our people's rights.

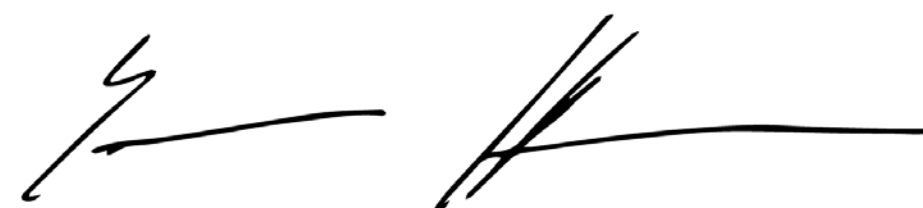
## Our Commitments to Framerians

- ✓ We are an equal opportunity employer and committed to a culture of diversity, equity, and inclusion in the workplace, where our people can feel they belong.
- ✓ We actively fight against discrimination and harassment, recognizing that they can stem

from both individual biases and actions as well as systemic structures.

- ✓ Raising awareness, shaping attitudes, and eliminating the negative effects of prejudices and biases is our ongoing goal.
- ✓ We protect our culture of flat hierarchy to promote Framerians' sense of equity and continually enhance our interaction channels and practices to ensure that everyone has a voice.
- ✓ We analyze the equality of our compensation practices and data yearly, such as gender pay gaps, and proactively take needed actions to ensure equality.
- ✓ We are committed to the UN Global Compact and support its 10 principles in the areas of Human Rights, Labour, Environment and Anti-Corruption.

We need everyone at Framery to commit to this policy and work together, remembering that even the smallest contribution matters. Together, we'll ensure a diverse, equal and inclusive community for us all.



Samu Hällfors  
CEO

