EQUALITY AND DIVERSITY POLICY

This Equality and Diversity Policy has been adopted by the Board of Directors of Addtech AB (publ) and amendments and exemptions may only be issued by the Board of Directors.

1 February 2023, Stockholm, Sweden

Equality and Diversity Policy

The Addtech Group's (Addtech) vision is to be the leading provider of leading technical solutions for a sustainable tomorrow. Addtech is convinced that future development is dependent on the ability to utilize all resources within our group. All employees shall have the same opportunities when working for Addtech. We apply zero tolerance against discrimination, harassment, sexual harassment and bullying.

By diversity and inclusion Addtech means that every employee, within their own abilities, qualifications and experiences, is an equal part of our group. All employees regardless of gender, ethnical background, religion or other belief, age, sexual orientation, gender identity and gender expression or physical ability should have equal access to development and career opportunities.

Gender equality and diversity of our employees are of strategic importance for sustainable profitability and to remain an attractive employer.

We are committed to

- Actively conduct equality work by promoting equal rights and obligations for all in terms of job content, terms of employment and development opportunities.
- Augment the knowledge about and the general awareness of equality and diversity.
- Recruit with a positive approach to diversity, to assure we select the best person for the job, based on merit and experiences. In all recruit processes we should have background and gender diversify candidates.
- Pursue a wage policy that eliminates any unequal difference in wages.
- Offer all employees the same opportunities for development, education and training.
- Promote equal rights to parental leave.