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# Policy on equality, diversity and inclusion

## Introduction, purpose and scope

Our view of diversity and equality is based on the understanding that people's differences contribute to an attractive and dynamic workplace. We aim to offer a workplace where differences are respected and appreciated. Our employees and customers must feel a sense of inclusion.

The policy applies to all employees across the companies and countries where MEKO operates, including employees working under any of MEKO's brands, such as affiliated workshops. MEKO's Board of Directors have a separate diversity policy, which is available on MEKO's website.

This policy shall be annually reviewed and submitted to the Board of Directors for approval.

## Our commitment

We strive to ensure that our workplaces reflect the diversity among our customers and society. All current and potential employees must be treated fairly and without prejudice, regardless of gender, gender identity or expression, sexual orientation, religion or belief, ethnicity, disability, or age. This means that we do not tolerate discrimination in recruitment, salary setting, promotions, termination of employment or in our daily interactions with one another.

All customers and other stakeholders shall be treated fairly and without prejudice. Every employee should feel included and be seen as an integral part of the team and organization, with their contributions valued in both context and relation to their specific role. No employee should be subjected to harassment, such as bullying, psychological abuse, social exclusion, sexual harassment, or any other form of mistreatment. Recruitment, professional development, and promotions will be based on competence, qualifications, skills, and performance

## Implementation

At MEKO, our employees play a crucial role in reaching our goals and fostering an inclusive workplace. To ensure everyone is aligned with our values, all employees undergo training in MEKO's code of conduct, while HR personnel and managers receive additional training on unconscious bias.

We are committed to increasing the representation of female employees and managers, with specific targets set to achieve this. Targets are reported yearly. Inclusion levels are assessed through our annual employee survey, and the results are shared in MEKO's Annual- and Sustainability Report.

*This policy was adopted by the Board of Directors at the Board meeting in MEKO AB (publ) on May 15, 2025*

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