

Document name: Diversity, Equal Treatment, and Inclusion Policy	Document type: Group Policy	Version: 1.1
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Medicover Diversity, Equal Treatment, and Inclusion Policy

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1 Introduction

Medicovert's organizational culture is founded on our values and our Medicovert Code of Conduct. These foundations shape our ethical awareness and organisational sensitivity and define the rules for relating with and between our people based on principles of diversity, equality and inclusion ("DEI").

2 Purpose of this Policy

The purpose of this Diversity, Equal Treatment, and Inclusion Policy (this "**Policy**") is to define Medicovert (Medicovert AB (publ) and its subsidiaries, "**Medicovert**" and each a "**Medicovert company**") commitments to ensuring diversity, equality and inclusion in people related practices across all its worldwide organisational units.

As this Policy cannot address all local legal matters in all countries in which Medicovert operates, *where a law conflicts with this Policy, the stricter prevails.*

3 Scope

This Policy is an organisational policy and it applies to own workforce at Medicovert, understood as employees or coworkers hired in entities of Medicovert, in line with the given country general laws or labour laws.

4 Policy

At Medicovert, we want to ensure our people are respected, accepted, and treated equally. We believe that good practices of diversity, inclusion, and equal treatment is key to making Medicovert a healthy organization where people feel good and want to build their professional future. We believe that practicing DEI will increase innovation and contribute to the growth of our company, which will help us create a greater added value for our people, our patients, and our customers. And this is why:

We promote and apply the principles of diversity, inclusion, and equal treatment in our policies and practices at every stage of an employee's hire-to-retain life cycle, including (a) recruitment, (b) establishing or terminating hiring relationship, (c) setting terms of employment (including remunerating and rewarding), (d) providing access to professional development and promotion opportunities.

We maintain a Diversity, Equality, and Inclusion Strategy to monitor diversity parameters in our organisation and deploy adequate action plans.

We prevent and combat every form of discrimination, harassment, and bullying related to protected characteristics, such as (a) age, (b) disability, (c) gender identity, (d) marital or family status, (e) racial and ethnic origin, (f) religion or belief, (g) sexual orientation, (h) political opinion, (i) colour, (j) national extraction or social origin, or other characteristics protected by fundamental human rights.

We assign key roles to managers at all levels to set a good example and apply the principles of diversity, inclusion, and equal treatment at work.

We provide our employees with solutions that allow them to report misconduct related to diversity, inclusion, and equal treatment. We do not accept any retaliation actions against people reporting this misconduct in good faith. We respond to these notifications on misconduct systematically in line with our whistleblower notifications management processes.

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5 Definitions

In this Policy, we use the following definitions:

Own Workforce, Employees or Our People: every person (employee or coworker) hired in legal entities of Medicover, who by the given country general laws or labour laws is subject to protection against discrimination, harassment, and/or bullying.

Diversity in the workplace: occurs when the organisation respects various human differences, including but not limited to (a) age, (b) disability, (c) gender identity, (d) marital or family status, (e) racial and ethnic origin, (f) religion or belief, (g) sexual orientation, (h) political opinion, (i) colour, (j) national extraction or social origin, or other characteristics protected by fundamental human rights.

Equal treatment in the workplace: occurs when people have the same access to opportunities and are treated equally in comparable situations in (a) recruitment, (c) establishing or terminating hiring relationships, (d) setting terms of employment (including remunerating and rewarding), (e) providing access to professional development and promotion opportunities, regardless of the protected characteristics.

Equalizing opportunities - differentiation in treatment objectively justified by a legitimate aim to be achieved, provided that the means to achieve that aim are appropriate and necessary (e.g., job opportunities for persons with disabilities or excluded from the labour market).

Inclusion in the workplace: occurs when an organisation creates a work culture, policies, and practices ensuring everyone feels valued, respected, and supported, no matter who they are or where they come from.

6 Responsibilities

This Policy is reviewed and amended if required by the Chief People Officer (CPO) and comes into force after authorization by the CEO and approval by the Board and its publication via the online channels available to employees.

The CPO is responsible at top management level for equal treatment and opportunities in employment; for issuing clear company wide policies and procedures to guide employment practices, and for linking advancement to desired performance in this area.

Country HR heads are responsible for implementation of this Policy in their respective business areas.

This Policy can be supplemented by country HR heads to the extent required by the adequate country regulations, after prior agreement with the CPO (subject to the *stricter prevails* principle set out above).

7 Grievances and Questions

Any grievance or any other case of misconduct or violation of this Policy should be reported openly or anonymously via one of the reporting channels below:

- Line manager
- HR representative or Legal department head
- Whistleblower channels of Medicover, subject to local requirements.

Any doubts or questions related to this Policy can be directed to:

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- Line manager
- HR representative (HR head, HR manager, HR Business Partner or other HR person)
- Legal department head

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