



Diversity Policy

Document Owner
Document Holder
Approval

Date of Approval

Chairperson of the board of directors
CFO

Board of directors of Bentley Endovascular Group AB
(publ)

2024-06-25

Diversity Policy

Bentley Endovascular Group AB (publ)

1. PRINCIPLES

- 1.1 Bentley's Code of Conduct states that we apply the UN Global Compact's ten principles for sustainable development globally. For the area of employment, the UN Global Compact has four principles:
- Companies must ensure that freedom of association is maintained and support the right to collective agreements;
 - abolish all forms of forced labor;
 - abolish child labor; and
 - follow the principle of non-discrimination in employment and professional life.
- 1.2 The basis of this policy is that diversity promotes innovation, creativity, growth and profitability.
- 1.3 Bentley's diversity policy applies to employees, management and the Board.

2. WORK FOR DIVERSITY

- 2.1 We pay special attention to the advantage of diversity and breadth among our employees, in management and the board, and strive for gender equality of any kind.
- 2.2 All employees must be treated with dignity and respect and offered an opportunity to develop in their careers.
- 2.3 All employees will be recruited, selected, evaluated, and promoted based on objective criteria without regard to their gender, marital status or parental status, ethnic or national origin, sexual orientation, religious beliefs, political affiliation, age, disability or other categories such as protected by applicable laws.
- 2.4 This policy shall be interpreted and applied in the light of Bentley's Code of Conduct as well as the legislation on gender equality or diversity that is in force at the respective time.

* * * *