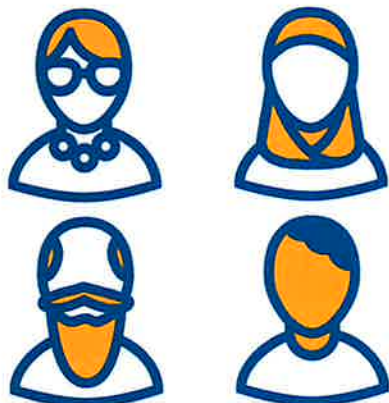


Diversity Charter Finland



An organization supporting diversity ensures equal opportunities, rights and treatment for all. It appreciates and utilizes the variety of know-how amongst its staff, the needs of all its stakeholders, and manages its operations successfully.

Diversity Charter Finland includes the principles of social responsibility – fair and inclusive organization, customer orientation, transparent interaction and co-operation, as well as fair management.

By signing this Charter we pledge to develop management and service practices supporting diversity within our own organization. By doing so, we also strengthen our reputation as a responsible organization.

We offer equal opportunities

We ensure equal treatment and opportunities for all our employees, customers and partners, regardless of their age, gender, nationality, ethnic background, language, worldview, religion, health, disability, sexual orientation, political view, socioeconomic status, marital status etc., which may lead to discrimination.

We recognize and utilize individual know-how and needs

We strengthen inclusiveness in our organization by building a corporate culture that is based on respect, fair treatment and mutual trust. We also strive to create procedures and working conditions that allow all employees to use their work-related skills and knowledge, and that support their well-being. In addition, we strive to ensure that our services and products are accessible to all. By recognizing individual differences and the potential individuals have, we will have an opportunity to improve our operational capacity.

We manage our employees and customers with fairness

We set the goals for diversity management and define the actions to reach them. We evaluate and develop our procedures to pursue equality and justness. We maintain continuous dialogue with our stakeholders in order to respond to changes taking place in our operational environment. All our employees are allowed to fully utilize their individual work-related capabilities, competences and skills. We develop the availability and accessibility of both our products and services. Through these actions, our organizational competitiveness and productivity have the potential to increase.

We communicate our goals and achievements

We declare our diversity management commitment in both our internal and external communications. We also openly and clearly communicate our goals and achievements to all our stakeholders.

The responsibility for implementation of this Charter lies with everyone working within our organization.

Signature and name clarification

Tuula Lehto

Company / Organization and date

10 December 2025

Bihlayalinn Plc.