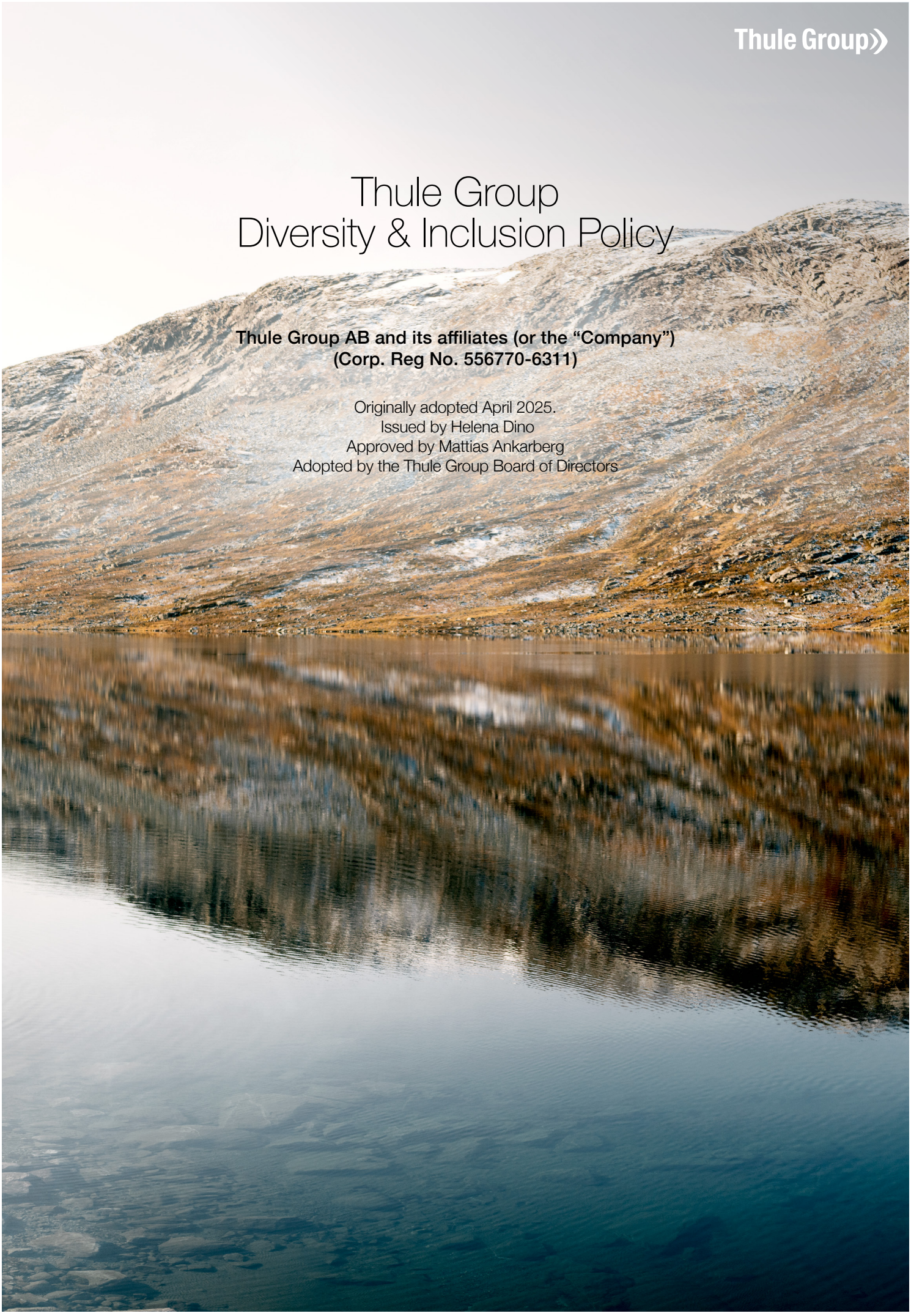


Thule Group
Diversity & Inclusion Policy

Thule Group AB and its affiliates (or the "Company")
(Corp. Reg No. 556770-6311)

Originally adopted April 2025.
Issued by Helena Dino
Approved by Mattias Ankarberg
Adopted by the Thule Group Board of Directors

Thule Group's Commitment

Diversity and inclusion are fundamental values for Thule Group.

Thule Group is a modern company that promotes an active lifestyle, and we share people's passion for work-life balance. It is essential for us that Thule Group is a mirror of our evolving society; in terms of who we employ, and how we are perceived by our employees, as well as by our customers and business partners along our value chain.

We strongly value the unique qualities of every human being, and believe that diversity can enrich the workplace, and enrich our business potential. We draw strength from the different ideas and perspectives of our diverse workforce. We thrive and learn from people who are from different countries, ages, faiths and ethnicities, and it brings an interesting, creative, and resilient dynamic to the organization, that keeps us in touch with the world around us. With over 40 number of nationalities, from five continents and multiple countries, diversity is not just a catch-phrase for Thule Group, but a reflection and celebration of the world that is a daily reality of ours.

Respect for diversity and inclusion throughout our value chain

Respect for human integrity is strongly linked to upholding of human rights. We hire individuals based on merit, their skills, and qualifications, regardless of ethnicity, gender, ability, socioeconomic status, religion, or sexual orientation. Thule Group believe firmly believes in equal opportunities, and mutual respect, and strive to uphold these values throughout our value chain; in our business operations, in our relationships with employees, customers, suppliers, and other stakeholders around the world. These values are enshrined in our Code of Conduct, anti-Discrimination policy, Human Rights Policy, and Thule Group Corporate Governance Manual. We also do not engage in business relationships where there are known cases of discrimination or violations against human rights, and we ensure that our business relationships and operations are compliant with the Supplier Code of Conduct. We also have a Thule Whistleblowing Program where any violations of our Code of Conduct can be alerted to the organization directly. We are continuously making efforts to improve the transparency, and accessibility for stakeholders to raise grievances and seek remedy through our platform.

Training and Compliance

In accordance with our values, each Thule Group employee shall be guaranteed equal opportunity, and safeguarding from any form of discrimination and harassment in his or her area of responsibility. Diversity training is a priority for Thule Group to manage our global company, and we unconditionally ensure that all employees get equal rights and opportunities in terms of work, employment, and conditions. The following conditions must be fulfilled across the Thule Group to uphold this Diversity and Inclusion Policy.

a. It shall be clearly stated in the Thule Group's recruitment notices and hiring processes that we do not exclude any individual based on ethnicity, nationality, gender, marital status, maternity or paternity status, religion, disability, or sexual orientation.
b. Hiring decisions shall be based on professional background, educational qualifications, and competence.
c. All employees shall be given equal opportunities for equal pay and pay raises in similar positions.
d. Provide reasonable adjustments or accommodations to employees with disabilities to allow them to have equal terms, opportunities, and conditions in the workplace.
e. Information should be provided to all employees, and other stakeholders in a clear manner about the procedure to raise a grievance, and seek remedy for cases of harassment or discrimination in the work environment.
f. All employees must undergo the diversity training. The HR departments are responsible for initiating and update the training.
g. All Thule Group sites shall provide an inclusive work environment that fosters mutual respect and acceptance people of diverse backgrounds and encourage employees to have a balanced and active life.
h. There are different diversity challenges around the world, based on the location, and therefore different responses and efforts are required to minimize discrimination and provide equal opportunities. Each site in every country that Thule Group exists shall provide a Local Diversity Plan for actively incorporating diversity and inclusion within the workplace, with concrete action plans.

i. The Local Diversity Plan shall set measurable goals to achieve a diverse workforce and management team, and state the timeframe for when the actions and plans are to be executed. The Local Diversity Plan shall be sent to Senior Vice President Human Resources & Sustainability each year and included in the budget process. The following should be included in the plan:

   i. An annual internal benchmark of the salary levels for all employees *(gender disaggregated)* who are in the same grade and position.

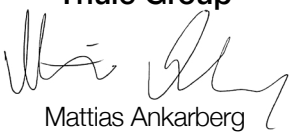
   ii. Annual mapping of how many people *(including from diverse or minority backgrounds)* were considered and interviewed for vacant positions, including how many people *(including from diverse and minority backgrounds)* were promoted to higher positions or managerial levels for internal and external management positions.

   iii. Annual documentation of how many employees participated in the diversity training, and when. It is also necessary to include the trade union or the work councils where this is mandatory to have their input, understanding and support of our Diversity Plans.

   iv. Provide annual documentation of hiring practices that are compliant with local laws and regulations of a country, state or collective agreements and no discriminating clauses are included.

Malmö April 3, 2025

Thule Group



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