



# Equality and Anti-Discrimination Policy

Nordbex AB develops, constructs, and operates modular BioCCUS (bioenergy with carbon capture, utilisation and storage) plants. By integrating energy production with carbon capture in urban environments, Nordbex delivers clean energy solutions while enabling the reduction and removal of CO<sub>2</sub> emissions.

## 1. Purpose

Nordbex is committed to being an inclusive workplace where all employees are treated with respect and provided with equal opportunities. This policy aims to prevent discrimination, harassment, and victimization, while actively promoting equality and diversity.

## 2. Scope

This policy applies to all employees, managers, consultants, interns, and others engaged in Nordbex's operations including SPVs.

## 3. Core Principles and commitment

Nordbex does not tolerate discrimination or harassment in any form. We actively work to create a work environment based on the seven protected characteristics (grounds for discrimination):

- Gender
- Gender identity or gender expression
- Ethnicity
- Religion or other belief
- Disability
- Sexual orientation
- Age

Nordbex shall:

- Work systematically to promote equality and diversity
- Ensure fair and unbiased recruitment processes
- Provide equal opportunities for development and promotion
- Maintain zero tolerance for harassment and discrimination
- Regularly monitor and evaluate the work environment

## 4. Definitions

Discrimination means that someone is disadvantaged or treated less favourably than others in a comparable situation.

Harassment refers to behaviours that violate a person's dignity and are connected to any of the protected characteristics.

Victimization (or abusive conduct) refers to actions directed at one or more individuals in a way that may lead to ill health or exclusion.

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## 5. Responsibilities of Managers

Managers have a particular responsibility to:

- Lead by example
- Act immediately upon suspicion of discrimination or harassment
- Ensure that all employees are aware of this policy
- Promote an inclusive work environment

## 6. Responsibilities of Employees

All employees are expected to:

- Treat others with respect
- Contribute to an inclusive work environment
- Report unacceptable behaviour

## 7. Reporting and Handling

If discrimination or harassment is experienced or observed, it should be reported to a manager, HR, or another designated contact person. All cases must be handled promptly, confidentially, and fairly.

## 8. Follow-up

This policy shall be reviewed annually and revised when necessary to ensure it remains relevant and effective.

Nordbex strives to be a workplace where everyone feels safe, respected, and included.

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