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# **Diversity Policy**

## **Bentley Endovascular Group AB (publ)**

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## **1. INTRODUCTION**

Bentley Endovascular Group AB (publ) (hereinafter “Company”; Bentley Endovascular Group AB (publ) as well as its subsidiaries hereinafter “Bentley”, the “Group” or “we”) is an international medical technology company with headquarters in Sweden and subsidiaries in Switzerland and Germany.

The Company recognises the benefits arising from employee and Board diversity, including a broader pool of high-quality employees, improving employee retention, accessing different perspectives and ideas and benefiting from all available talent. Diversity includes, but is not limited to gender, marital or family status, sexual orientation, gender identity, age, disabilities, ethnicity, religious beliefs, cultural background, socio-economic background, perspective and experience.

## **2. PURPOSE**

The board of directors (the “**Board**”) of Bentley Endovascular Group AB (publ) has adopted this Diversity Policy (the “**Policy**”).

This Policy defines the Company’s commitment to creating a fair and inclusive workplace, ensuring equal opportunities for all employees. This Policy shall be followed in all the countries where the Company has operations.

## **3. SCOPE**

The Policy applies to all permanent and temporary employees of the Company (including any of its intermediaries, subsidiaries or associated companies). It also applies to any individual or corporate entity associated with the Company or who performs functions in relation to, or for and on behalf of, the Company, including, but not limited to, directors, agency workers, casual workers, contractors, consultants, and suppliers. All employees and associated persons are expected to adhere to the principles set out in this Policy.

## **4. PRINCIPLES**

4.1 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 labour;
- abolish child labour; and
- follow the principle of non-discrimination in employment and professional life.

4.2 The basis of this Policy is that diversity promotes innovation, creativity, growth and profitability.

4.3 Bentley's Diversity Policy applies to employees, management and the Board.

## **5. WORK FOR DIVERSITY**

5.1 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.

5.2 All employees must be treated with dignity and respect and offered an opportunity to develop in their careers.

5.3 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.

5.4 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.

## **6. ASSOCIATED DOCUMENTS**

- Code of Conduct Policy

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