



VERISURE DIVERSITY, EQUITY, INCLUSION AND BELONGING POLICY

MARCH 2025

Executive Summary

This Policy outlines our commitment to fostering a respectful, equitable, and inclusive environment for our workforce and relevant stakeholders. It establishes the principles that promote a diversity-conscious and inclusive experience - essential elements in our relationship with members of our workforce. Our goal is to nurture a culture and leadership that champions inclusion, fostering pride and a greater sense of Belonging.

Issuing Department: Group HR

Owner: Group Chief HR, Communications and ESG Officer

Version: 1.1

Introduction

At Verisure, we understand that we have a key role as an employer, as a business, and as a social actor in promoting a culture of Diversity, Equity, Inclusion and Belonging (DEIB) in our Company. The dedication, passion, and talent of our teams are the pillars of our organisation. This is why we strive to create an environment where everyone can express their unique identity and perform to the best of their ability and why Our People is a core value of our Verisure Environmental, Social and Governance (ESG) Strategy. Embracing DEIB allows us to better serve our diverse communities and facilitate our teams to live up to our core values.

This Policy establishes principles for seeking to enable access to opportunities and uphold a merit-based approach in all our HR processes. We strive to minimise biases, promote Diversity and cultivate a culture and leadership that are committed to Inclusion and Belonging.

This Policy reflects Verisure’s approach to Diversity, Equity, Inclusion and Belonging as of the date of this Policy. Our ability to achieve full compliance with our global policies may be impacted by local laws, regulations, and market practice in the various jurisdictions in which we operate. To the extent our policies are published externally, it should be noted that they are subject to change from time to time, are published externally for informational purposes only and should not be relied on for investment decisions by any person.

Capitalized words can be found in the definitions section of this document.



Inside the DEIB topic, our double materiality assessment identified three subtopics represented by Impacts, Risks, or Opportunities (IROs):

Topic	Subtopic	Main IROs
Diversity, Equity, Inclusion & Belonging (DEIB)	DEIB with our employees, customers, and communities	<ul style="list-style-type: none"> Increasing job creation and recruitment from new pools of talent, including people who may have difficulty finding meaningful and rewarding work, while strengthening internal engagement and enhancing our external reputation (<i>Positive impact</i>) A diverse workforce will enhance our reputation, function better, and increase engagement and productivity. (<i>Opportunity</i>) Reputational loss stemming from the absence of promotion of equity, fairness, and inclusion within the organization (<i>Risk</i>) Reputational loss and failure to achieve our Company's recruitment targets, due to the limited representation of diverse groups (women, younger and more senior people and people with disabilities) and the absence of initiatives in this area (<i>Risk</i>)
	Meritocracy and Inclusion	<ul style="list-style-type: none"> Promoting internal growth through a performance-based professional development (<i>Positive impact</i>)

Other Relevant Documents

This Policy should be read in conjunction with the following documents:

- Verisure [Code of Conduct](#)
- Verisure [Anti-Harassment and Non-Discrimination Policy](#)
- Verisure [Speak-Up Policy](#)

Key Principles

Engaging with our people	We foster a diverse and inclusive environment and always act with trust and responsibility. Our mission as <i>'people protecting people'</i> is to strive for employee engagement and facilitate access to opportunities for growth.
Ethical Standards and Compliance	At Verisure, we strictly comply with all applicable local laws and regulations. We conduct all DEIB initiatives with high level of integrity and adhere to the ethical standards outlined in the Verisure Code of Conduct.
Responsibility to respect human rights	We recognise Human Rights as fundamental standards that protect individual dignity and equality beyond legal obligations. Our commitment extends to our communities and our social network, where we partner only with those who respect laws and share our values in line with the United Nations Global Compact (UNGC) principles, the Organisation for Economic Cooperation and Development (OECD) guidelines, and the International Labour Organisation (ILO) Fundamental Principles and Rights at Work.
Non-discrimination	In access to job opportunities and throughout employee experience, we are committed to preventing any form of discrimination based on personal characteristics such as: gender, sexual orientation and gender identity, age, disability, race, ethnicity, religion, political opinion, nationality, socio-economic background or life stage.
Commitment to our communities	<p>We are committed to DEIB, by safeguarding human rights and protecting vulnerable groups in our communities, we drive positive change both within and beyond our organisation.</p> <p>We support the development and Inclusion of underrepresented groups, including in our diverse supplier networks, contributing to both societal and business ecosystems.</p>

Who Must Follow This Policy

All members of our workforce have the responsibility to follow this Policy in their daily work. Any breach may result in disciplinary action. When in doubt, always seek guidance from your DEIB representative.

How do I comply?

1. Commitments

- We are committed to supporting our colleagues through DEIB by promoting better talent attraction, retention, engagement, and performance.
- We include in our talent pools those in our society facing employment barriers, some of them belonging to less favourable segments, through meaningful and rewarding jobs. We draw on this very valuable source of talent for our continuous growth while improving our competitive advantage.
- We promote an inclusive environment, with focus on lowering barriers for diverse pools of talents to be represented and thrive, independently of individual characteristics such as gender, age or disability, providing access to opportunities through meritocracy.
- Diversity in our workforce helps us to better understand the needs of the variety of customers we protect, so that we can offer solutions that provide peace of mind in a more customized way.

2. Lines of Action

- **Creation of access to job opportunities:** Our HR processes are guided by fairness, free from bias, and any form of discrimination. Our recruitment, hiring, performance evaluations, promotions, and retention decisions are based on merit and capability. This commitment is reinforced by various programmes and initiatives designed to attract, train, and develop the best talent pool tailored to local needs.
- **Compensation:** We are committed to ensuring fair compensation across functions, geographies, and organisational levels based on merit. Our holistic approach to remuneration integrates cash compensation (fixed and variable components) and might include benefits and long-term incentive plans. We closely monitor external and internal indicators of competitiveness and fairness to evaluate salaries, ensuring they align with economic and social factors. Additionally, we respect compensation regulations designed to prevent pay gaps and we seek to ensure fair remuneration based on factors such as position and performance.
- **Training and awareness:** Raising awareness and providing specific training on DEIB topics are key to building a truly inclusive environment. We promote ongoing DEIB training, encouraging all members of our workforce to actively participate. These programmes cover topics such as unconscious bias or strategies for embracing Diversity and promoting inclusion in daily work practices. We put effort into making these training opportunities accessible to everyone and encourage feedback and suggestions for improvement.
- **Flexibility:** We recognise that supporting a flexible work environment is an important factor for our people and operational management, enhancing productivity, employee engagement, and Inclusion. Together, we aim to build a culture of empathy and flexibility, addressing both individual and team needs. We respect the right to disconnect.
- **Prevent harassment and discrimination:** Each of us is responsible for respecting the dignity of every individual. We foster an environment where everyone is treated fairly, regardless of their background, beliefs, choices, or personal characteristics. To maintain this work environment, we have zero tolerance for discrimination or harassment and implement proactive measures to prevent such incidents. We encourage members of our workforce to raise any concerns they might have

with their line manager or HRBP (Human Resources Business Partner). For those who may feel uncomfortable doing so, our Speak-up Platform is also available for raising concerns, including anonymously. For further information, please refer to Verisure [Anti-Harassment and Non-Discrimination Policy](#) and Verisure [Speak-Up Policy](#).

- **Inclusive culture and leadership:** Everyone is responsible for fostering an environment where all individuals, regardless of their background, feel heard and valued. Leaders at all levels are expected to serve as role models, demonstrating the importance of DEIB values through their actions, as stated in our Verisure RISE Leadership Model. We encourage open dialogue, respectful communication, and the sharing of diverse perspectives. We understand that raising awareness is an ongoing learning process, and we should remain open to change, adapt, and promote best practices.
- **Psychological safety:** We strive to create an environment where every member of our workforce feels safe to express thoughts, ideas, and concerns without fear of judgment or retaliation. We all have the responsibility to address biases while encouraging our workforce to speak up in case of concerns.
- **Accessibility and support:** We seek to support professionals with disabilities and neurodivergent profiles by reducing barriers that hinder their ability to perform their jobs effectively. We continuously strive to provide more inclusive and accessible solutions. We also foster partnerships with organisations that can help us become a more inclusive and accessible company for people with disabilities.

3. How can I contribute?

- **Promote the formation of Affinity Groups:** We encourage participation in Affinity Groups as these platforms allow us to communicate, share experiences, exchange best practices, and contribute to a more inclusive employee experience. Verisure Affinity Groups play a key role in fostering an environment where everyone is valued, included, and empowered to succeed. They help us to embrace Diversity and improve our employee lifecycle. We ask everyone to be active DEIB allies and foster a culture of Inclusion and Belonging, where collaboration, respect, and understanding drive our success. The Affinity Groups Playbook serves as a guide for creating and developing Affinity Groups, so it should be accessible to all.
- **Practice inclusive communication:** Inclusive language and content should be used in all scenarios. We believe that all communications, regardless of format or audience, should reflect our commitment to DEIB. The Inclusive Communications Guidelines provide specific recommendations, should be promoted across the workforce.

4. DEIB Ambition

Verisure is committed to promoting gender representation and Verisure should have a public ambition for overall women representation and another public ambition for women in leadership positions, both to be reached by 2030 on a best effort basis.



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Furthermore, our goal is to provide fair compensation for all of our workforce, reflecting their roles and contributions. In this regard, Verisure should publish a maximum Adjusted Gender Pay Gap figure.

To further reinforce our commitment to DEIB, we hold periodical Verisure DEIB Committee meetings. This committee is responsible for reviewing our DEIB roadmap, monitoring progress, defining strategic initiatives, and addressing the specific needs of different countries to support them.

Who does what?

Group	Responsibility
Verisure Management Team	<p>Sponsors this Verisure DEIB Policy, promotes it throughout the organization, and serves as a role model of it.</p> <p>Approves ambition for female representation and adjusted gender pay gap</p>
Country management teams and functional leaders	<p>Identify and address DEIB needs specific to their businesses.</p> <p>Foster an inclusive work environment that is free from all forms of discrimination.</p>
Human Resources	<p>Provides policies, standards, processes, templates, and guidelines for dealing with DEIB matters, in collaboration with DEIB/ESG functions.</p> <p>Manages any risks or opportunities that arise around DEIB issues, always considering the Company's strategy and position in this regard.</p> <p>Oversees and coordinates prevention, training, and communication programmes related to DEIB.</p>
DEIB functions	<p>Design and implement strategies, procedures, initiatives, and programmes that embrace diversity, promote an inclusive workplace, job opportunities and foster a sense of Belonging for the whole workforce.</p> <p>Proposes ambitions for female representation and adjusted gender pay gap</p>
Legal team	<p>Collaborates closely with Human Resources on the matters described above and offers guidance on specific issues.</p>
Managers and leaders	<p>Facilitate that their teams are aware of this Verisure Policy, as well as related processes and guidelines.</p>



Actively promote an inclusive work environment that is free from discrimination.

Support, cooperate with, and, when necessary, lead fact-finding exercises or disciplinary actions related to DEIB issues.

VDEIBC (Verisure Diversity, Equity, Inclusion & Belonging Committee)

Review the DEIB roadmap to identify needs and monitor progress.

Prioritise strategic initiatives and discuss country-specific needs and how to support them.

Definitions

Adjusted Gender Pay Gap

Refers to the difference in average salaries between men and women performing comparable roles, considering factors such as full-time versus part-time status, job family, performance, internal grade, relative level of responsibility, and the country of employment.

Affinity Group

An Affinity Group is a network of colleagues centred around inclusion on specific DEIB dimensions such as gender, disability, sexual orientation or gender identity. These groups provide workforce members opportunities to engage with corporate culture, promote professional and personal development, and unite for a shared purpose. They also play a vital role in fostering an inclusive environment where everyone feels valued and included.

Belonging

Belonging in the workplace is achieved when individuals feel that their uniqueness is accepted and valued by the organisation and its workforce. It refers to a series of everyday experiences that make individuals feel safe and accepted, fulfilling their emotional need to belong to a group. When team members are appreciated for their individuality and encouraged to maintain their uniqueness within the team, they experience a strong sense of belonging.

Diversity

Refers to the range of traits, characteristics, identities, perspectives, cultures, beliefs, backgrounds, and experiences that distinguish individuals within a group. It reflects the broad spectrum of human differences found in the society where the group exists and operates. While diversity incorporates countless aspects that make each individual unique, it is often understood through key dimensions such as gender, age, disability, sexual orientation & gender identity, race, ethnicity, and other distinguishing factors.

Equity

Refers to the fair treatment of all individuals, ensuring that organisational norms, practices, and policies facilitate access to opportunities, based on meritocracy and minimizing barriers and biases.



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Equity involves the ability to thrive in an environment of respect and dignity.

Inclusion

Refers to how we empower our workforce to work to the best of their ability and feel comfortable and confident being their authentic selves. Inclusion makes sure that everyone's voice is heard, valued, and respected.

Questions and Speak Up

If you have any questions regarding this Policy, please contact your DEIB representative.

We encourage those who encounter or witness misconduct within the organisation to speak up, either to their line Manager, Legal or HR or through the Speak-Up platform (<https://www.verisurespeakup.com>). We investigate all incidents and take disciplinary actions where they are substantiated. We have zero tolerance for retaliation against those who speak up in good faith. For further questions and support, please contact any member of the Group HR or Legal / Compliance.

Version Control

Version	Effective Date	Description of Change	Owner	Approval Trail
1.0	Dec 2024	First issue	Verisure HR, Comms and ESG Officer	Verisure Board (11/12/2024)
1.1	Mar 2025	IRO (page 3) updated and legal disclaimer added		Verisure Board (27/03/2025)