Diversity, Equity and Inclusion (DEI) Policy

1. Purpose

This policy describes Essity's shared commitments and expectations for DEI to serve as an enabler for employees to thrive, the development of high-performing teams, and our profitable business growth.

2. Scope

This policy is valid within the entire Essity organization and all legal entities within the Essity Group.

3. Description

3.1. Principles

Essity's DEI initiatives shall:

- Support Essity's Beliefs and Behaviors
- Supplement the Code of Conduct
- Follow applicable law of all jurisdictions in which Essity operates
- Enable achievement of Essity's strategy and goals
- Be supported by a clear strategy and measurable goals
- Be rooted in continuous improvement with regular review cycles

3.2. Definitions

- **Diversity -** the uniqueness each person brings
- **Equity -** supporting the diverse needs of individuals
- **Inclusion -** intentionally and actively embracing diversity
- **Inclusive Leadership** – the ongoing practice of:
  - Being aware of bias and mitigating your own and others' biases
  - Leveraging diversity in teams to improve decisions and boost innovation
  - Working to eliminate structural barriers that impact individuals

These definitions reflect our approach to how value is created in the workplace and marketplace

At Essity, we view DEI as a business advantage. In a diverse, global business, success depends on understanding different contexts, engaging diverse perspectives, and responding with agility. This is why building our capability around DEI matters: it enables our people to thrive, supports the development of high-performing teams, and supports our profitable business growth.

3.4. Measurement

Understanding the positive impact and progression of DEI is critical for our journey. As a result, we monitor our DEI performance through both leading and lagging indicators including but not limited to global goals, pay equity, training and education and succession planning.

3.5. Organizational Structure

To ensure purposeful action takes place, we organize the work engaging senior leadership, people leaders, all employees and external partnerships.

3.6. Open and Respectful Workplace

We engage in fair workplace practices and expect everyone to be treated with dignity and respect. We value inclusion and encourage each other to contribute and speak openly. Harassment, intimidation, bullying or other inappropriate behavior in the workplace is not tolerated.

3.7. Equal opportunities and non-discrimination

We place value on having a diverse workforce and our aspiration is to help every employee reach their full potential. We recruit, select, evaluate, and promote employees based on objective criteria without regard to gender, marital or parental status, ethnic or national origin, sexual orientation, religious belief, political affiliation, age, disability, or other categories protected by applicable law.

3.8. Reporting Channels

Essity allows employees to raise concerns about this policy or the Code of Conduct in a safe and confidential way. The channel is available 24 hours a day, seven days a week in multiple languages via website or by phone.

Essity does not tolerate retaliation against any individual who, in good faith, raises a concern or participates in an investigation. All reports are handled in accordance with the Code of Conduct processes and applicable laws.

4. Change management of the policy

The content of this Policy shall be reviewed on a regular basis.

5. Follow up of this policy

The application of this Policy shall be continuously assessed pursuant to procedures applied by Group Function Human Resources, from time to time.

6. Document history

Version	Description of changes from last version
6.0	Updates towards: Diversity, Equity, and Inclusion Policy, goals, and definitions.

Previously the policy's document ID was GP HR 01. The policy was first issued Oct.28 2014.