ROYAL UNIBREW

DIVERSITY, EQUITY & INCLUSION POLICY

Version 1.4
November 2026

Our aspiration

Royal Unibrew strives to be an attractive workplace for all employees as well as an innovative and dedicated company to our customers and business partners.

We embrace and capitalize on diversity by creating an inclusive environment in which diversity is seen as a strength and where all employees feel valued and can realize their full potential. Ensuring inclusion, equity, and diversity will contribute to the achievement of our vision and goals in a competitive global business environment.

Our workforce

We strive to have a diverse workforce with a strong blend of - but not limited to - educational background, work and life experience, diversity of beliefs, nationality and gender. These are fundamental elements for an engaging culture where people deliver ambitious business results. We actively use our recruitment process to ensure a strong focus on diversity.

Our workplace

We strive to create an inclusive workplace that reflects and values the local and individual differences in our workforce, making everyone feel accepted and respected regardless of age, race, colour, sexual/religious orientation or disability. Transparent communication, openness to new perspectives and information sharing and enable a culture of shared accountability and responsibility.

Our opportunities

We strive to create a work environment that provides employees equal opportunities in terms of personal and professional development, and we address unconscious bias in our efforts to ensure equal opportunities.

Our leaders

actively support our commitment to inclusion, equity, and diversity. We ask our leaders to live the Royal Unibrew culture while nurturing the uniqueness in their leadership style. We believe that authentic leaders bring a diverse range of competencies and skills to our company and are role models in the leadership culture and style that create high engagement and performance in our teams.

Scope

This Policy applies to all Royal Unibrew locations and may be supplemented by local diversity policies.

Reporting of concerns

Any concerns or suspected or actual breaches of this Policy can be reported confidentially through the local HR Manager/Director, Local Managing Director, or the Head of DE&I. If the employee is not comfortable with this, or in case action has already been taken as described above, and the employee believes that the issue has not been handled correctly, the employee is encouraged to report the issue to Royal Unibrew Whistleblower reporting system at: **https://whistleblowersoftware.com/secure/RoyalUnibrew** - where reporting is anonymous.