

Policy on Diversity, Equity and Inclusion

1 PURPOSE

Biotallys is committed to fostering and preserving a culture of inclusion and belonging by embracing and respecting employee differences, treating employees fairly, promoting personal and professional growth and ensuring equal access to employment opportunities.

Each employee is unique. This uniqueness can be in skills, thought, gender identity or expression, age, disability, ethnicity, cultural or socio-economic background, religion, sexual orientation, political or ideological beliefs, family or marital status, language as well as other potential characteristics.

The collective sum of the individual differences, life experiences, knowledge and talents that our employees invest in their work drives innovation and contributes to our business success.

This Biotallys diversity, equity and inclusion policy is linked to and inspired by our company values 'Passion – Accountability – Teamwork – Wellbeing – Innovation with impact'.

2 SCOPE

This policy applies to all employees of Biotallys and it extends to our treatment of vendors, suppliers, contractors, visitors, customers and job applicants.

3 COMMITMENTS AND RESPONSIBILITIES

Biotallys' diversity, equity and inclusion initiatives are applicable – but not limited – to our practices and policies on recruitment and selection, compensation and benefits, professional development and training, promotions, social events, employee consultations, terminations and to our ongoing development of a fair and flexible work environment.

We base employment decisions on merit, considering qualifications, skills, performance and achievements.

Diversity, equity and inclusion requires purposeful action every day. Every employee at Biotallys is responsible for:

- Respecting the dignity and diversity of all people;
- Creating an inclusive and collaborative environment that is free from discrimination, harassment and bullying;
- Enhancing their awareness of potential unconscious bias;
- Encouraging respectful communication at all times.

Additionally, persons with a leadership role are accountable for specific diversity, equity and inclusion responsibilities like - but not limited to:

- Ensuring that employment-related decisions are free from discrimination;
- Mitigating potential unconscious bias in employment decisions and talent practices;
- Consistently displaying inclusive leadership behaviours valuing all perspectives and listening to diverse points of view;

- Role modelling inclusive and respectful behaviour in the work environment and at all work-related activities;
- Encouraging employees to collaborate, make suggestions, respect and listen to diverse opinions;
- Appropriately addressing behaviour not consistent with this policy or applicable legislation relating to diversity, equity and inclusion.

4 REFERENCES

This diversity, equity and inclusion policy is supported by other policies, including:

- our company values
- our code of conduct
- our whistleblowing policy
- our employment regulations and employee handbook

5 CONSEQUENCES

Employees who do not comply with this policy or fail to show change towards appropriate behaviour, will be subject to appropriate disciplinary action, as mentioned in the employment regulations or employee handbook, up to and including termination of employment.

6 REPORTING

If an employee believes he or she or another individual has been subjected to inappropriate conduct or behaviour, the employee is advised to report the relevant facts to or seek assistance from the line manager, the HR department or the confidential advisor. In case an employee believes the conduct or behaviour can not (or no longer) be processed by the normal reporting line, the employee is advised to report the relevant facts to the Compliance Officer as defined by the company's Whistleblowing Policy.

7 RETALIATION

Any employee who reports conduct reasonably believed to violate this policy or in good faith provides information in connection with a report or investigation of any of such conduct will not be subject to any form of retaliation.

8 ENTRY INTO FORCE

This policy enters into force on January 1 2024.

The company reserves the right to unilaterally amend or modify this policy at any time according to the needs of the company. The valid version of the policy can always be consulted on the intranet of the company.