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## Diversity policy Board of Directors

MEKO AB strives to promote diversity among the board members and has therefore established a diversity policy for the Board of Directors as support for the shareholders' nomination committee in its proposal regarding the election of board members to the annual general meeting. This policy shall be annually reviewed and submitted to the Board of Directors for approval.

The goal is for the board to have competence in the social, business and cultural conditions that prevail in the regions and markets where the MEKO Group's main operations are conducted.

Criteria for nomination of board members include knowledge of the company's industry, markets and business environment, and may include criteria such as knowledge in finance, specific areas relevant to the company, geographical representation and business background. This is to ensure a competent board with the right knowledge, experience and expertise.

With the aim of maintaining and improving the board's effectiveness overall, board members must be nominated based on merit and with consideration of diversity aspects such as gender, age, nationality, education and professional background.

*This policy was adopted by the Board of Directors at the Board meeting in MEKO AB (publ) on  
May 15, 2025*

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