

## Diversity, Equity and Inclusion Policy

*FLSmidth is a global company committed to diversity, equity and inclusion. With an enduring aim to be an employer of choice, FLSmidth recognises that attracting, developing and retaining a diverse and inclusive workforce is not only the right thing to do but a precondition for creating the winning teams needed to succeed as a market leader in a sustainable way.*

The foundation for this success relies on our commitment to having a diverse, equitable and inclusive workplace where there is space for everyone to grow, develop and contribute in a safe, flexible and welcoming environment free from harassment, bullying or discrimination irrespective of personality, gender, age, ethnic or national origin and religious beliefs, disability, political or sexual orientation, family status or other diversity characteristic. We do not treat any underrepresented groups differently and there is zero tolerance for discrimination of any kind and reported incidents are handled with the attention they deserve.

We strive to attract and retain diverse, talented people across the globe to understand and drive the markets we operate in and to expand into new markets. Embracing a diverse, inclusive and highly qualified workforce increases our ability to create value for our stakeholders. Although selection of candidates is based on having the best qualifications and experience, it is recognised that diversity improves our culture, thereby improving productivity and growth.

We encourage and support all employees to realise their full potential and ambitions through equal access to career, learning and development opportunities for a challenging and rewarding career with us through a culture underpinned by equitable and inclusive behaviours and workplace processes that support the same.

August 2023

Mikko Keto, Group CEO

A handwritten signature in blue ink, appearing to be 'MK', written over a faint, large watermark of the FLSMIDTH logo.

