



Diversity, Equity and Inclusion Policy

iLOQ Oy
(hereinafter, including any subsidiaries, the “**Company**”)

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1. Introduction

1.1 Scope

The purpose of this policy is to define the general principles of iLOQ regarding Diversity, Equity and Inclusion. This policy applies to all personnel, contractors and stakeholders that come in contact with our company and operations. We are committed to fostering a workplace and culture where diversity, equity, and inclusion are ensured. We value our employees' and stakeholders' differences and see them as opportunities to enhance our innovative capabilities, and better serve the needs of our customers and the communities around us.

2. Content

2.1 Approach

iLOQ takes a holistic approach to being a diverse, equitable and inclusive workplace and company. Our values “We believe in people”, “We base our business on sustainability, respect and results” and “We are changing the game” support our commitment to care for and enrich our people and work community as we continue to grow globally.

We recognize that to truly change the game, we must foster an environment where every individual feels valued, respected, and empowered. Our dedication to sustainability extends beyond our business practices to the sustainable growth of our diverse and talented workforce, ensuring equity and inclusion are at the heart of everything we do.

As we continue to expand globally, our commitment to DEI becomes even more crucial. We understand that our ability to innovate, achieve remarkable results, and truly enrich our work community is greatly enhanced by the diversity of our people. We are devoted to ensuring that all employees, regardless of their background, identity, or perspective, have equal access to opportunities and are treated with respect and dignity.

This commitment is not just a reflection of our values; it is a fundamental part of our strategy for growth and excellence. We pledge to continually evaluate and improve our policies, practices, and culture to ensure that DEI remains at the forefront of our journey towards a more diverse, equitable, and inclusive future.

2.2 Principles

Diversity

Diversity at iLOQ refers to the composition of the group: the fact that group members differ from each other in terms of, for example, gender, age, health, sexual orientation, social class, disability, religion, citizenship and language background. Diversity promotes the group's ability to understand and solve different problems and offers plenty of different perspectives and views.

iLOQ values diversity. We actively seek to attract, retain, and develop a diverse workforce that represents different backgrounds, experiences, perspectives, and skills. We co-operate with a diverse set of partners, stakeholders and customers to ensure innovation and creativity for the betterment of communities around us.

Equity

iLOQ maintains fairness and equity in all employment practices, including recruitment, promotions, and compensation. We provide equal opportunities in professional development by ensuring everyone's access to the information needed about iLOQ's purpose, vision, and strategy and by ensuring access to learning and development opportunities relevant to own work.

Remuneration is based on performance, role, competencies and skills ensuring that our employees are rewarded fairly for their work and contributions. Opportunities and decisions about promotions are made fairly and transparently.

Inclusion

Inclusion at iLOQ means that every member of the organization feels belonging, valued and empowered, regardless of their background. Inclusion emphasizes valuing different people and taking into account their unique characteristics and experiences. Inclusion aims to create an equal and non-discriminatory environment where everyone has the opportunity to participate and influence.

iLOQ is committed to building a workplace where all members of the work community feel valued as themselves and receive support from other members of the community. We strive to build an inclusive environment where everyone feels a sense of belonging, regardless of race, religion, gender identity or expression, sexual orientation, national origin, age or other aspect of life. We expect all our stakeholders to interact with respect, dignity, and courtesy. Harassment, bullying or discouragement are not accepted at iLOQ, and we condemn all forms of discrimination towards our personnel or stakeholders.

3. Ownership, interpretation, date of validity and periodic review

This policy is reviewed by the HR team annually and approved by the Leadership Team.

4. Related Documents

iLOQ Code of Conduct

iLOQ Recruitment Policy

iLOQ Warning Policy

5. Control of the document

Version	Date	Author	Change
0.1	11 th December 2023	Anuliisa Koskinen / Joonas Koivula	Draft for Approval
1.0	12 th December 2023	Leadership Team	Reviewed and Approved
2.0	4 th December 2024	Leadership Team	Reviewed and Approved
3.0	26 th November 2025	Leadership Team	Reviewed and Approved
4.0	23 rd June 2026	Leadership Team	Reviewed and Approved