



Tieto Diversity and Inclusion Charter

2026

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1. Diversity and Inclusion

Tieto is committed to promoting diversity and Inclusion. We strive to foster a culture that values difference and recognizes that people from different backgrounds and experiences bring valuable insights to the workplace and enhance the way we work. Diversity and inclusion are key elements shaping our company culture and enabling better decision making. Innovation often builds on a variety of perspectives from different people with a variety of backgrounds. Our true Nordic heritage and values are built on transparency and openness towards all kinds of differences.

Being a diverse company improves our attractiveness as an employer.

Tieto promotes an inclusive workplace where differences are welcome and respected, where different ideas and perspectives are expressed and listened to, and where each employee finds a sense of belonging and has an equal opportunity to grow – and to be the best version of themselves. All managers at Tieto need to work actively to ensure diverse teams, including a balanced gender composition and mixed nationalities reflecting the markets Tieto operates in.

Tieto supports international human rights as outlined, by the International Bill of Human Rights. This document complements Tieto Code of Conduct policy.

1.1 Diversity and Inclusion definition

Diversity can be described as valuing differences and having an utmost respect for everyone as an individual regardless of sex, gender identity, nationality, religion, belief system, race, age, disability, sexual orientation, political opinion, union membership or social or ethnic origin.

Inclusion in a workplace can be described as the realization of a work environment in which all individuals are treated fairly and respectfully, have equal access to opportunities and

resources, and can contribute fully to the organization's success. Inclusion and diversity are not inter-changeable but inter- dependent. There can be no equality of opportunity if difference is not valued, harnessed and taken account of.

Tieto shall comply with relevant national legislation, shareholders expectations, customer requirements and employees' anticipations. This Diversity and Inclusion charter applies to all of us - managers and employees - at Tieto.



2. Tieto Diversity and Inclusion charter

Our Diversity and Inclusion charter follows the principles set in our Code of Conduct policy, which states: Tieto hires and treats its employees on equal terms and does not allow any discrimination with regard to sex, gender identity, nationality, religion, belief system, race, age, disability, sexual orientation, political opinion, union membership or social or ethnic origin.

We are proud to promote a culture of equal opportunities and diversity in which appointments to jobs, wages, benefits, leadership and personal development as well as access to training depend on everyone's ability and performance. We shall also help keep the working environment free from bullying, harassment or similar. We have zero tolerance for any behaviour that can be perceived as degrading or threatening.

3. Responsibility

We all have a part to play in fostering a diverse and inclusive company. The Tieto CEO together with the Group Executive Team are responsible for diversity and inclusion at the company. But all of us as employees have the responsibility to adhere to this charter and related policy and incorporate diversity and inclusion in day-to-day operations. Managers are responsible for informing and educating their organizations

about the content of this charter, and for promoting inclusive behaviour and minimizing bias in the workplace. Let us together make it happen.

The Diversity and Inclusion charter is part of the Code of Conduct policy and Tieto Management System and applies to all employees in Tieto and its affiliates.





4. Implementation and priorities

As a company, we aim to reflect the societies we operate in and meet the expectations of our stakeholders. Our ambition is to be inclusive for all – across both majority and minority groups alike. The concrete priorities and commitments of this charter are as follows:

We have clear ambitions for gender balance

We are working toward a gender-balanced workforce and leadership, supported by defined targets and regular follow-up:

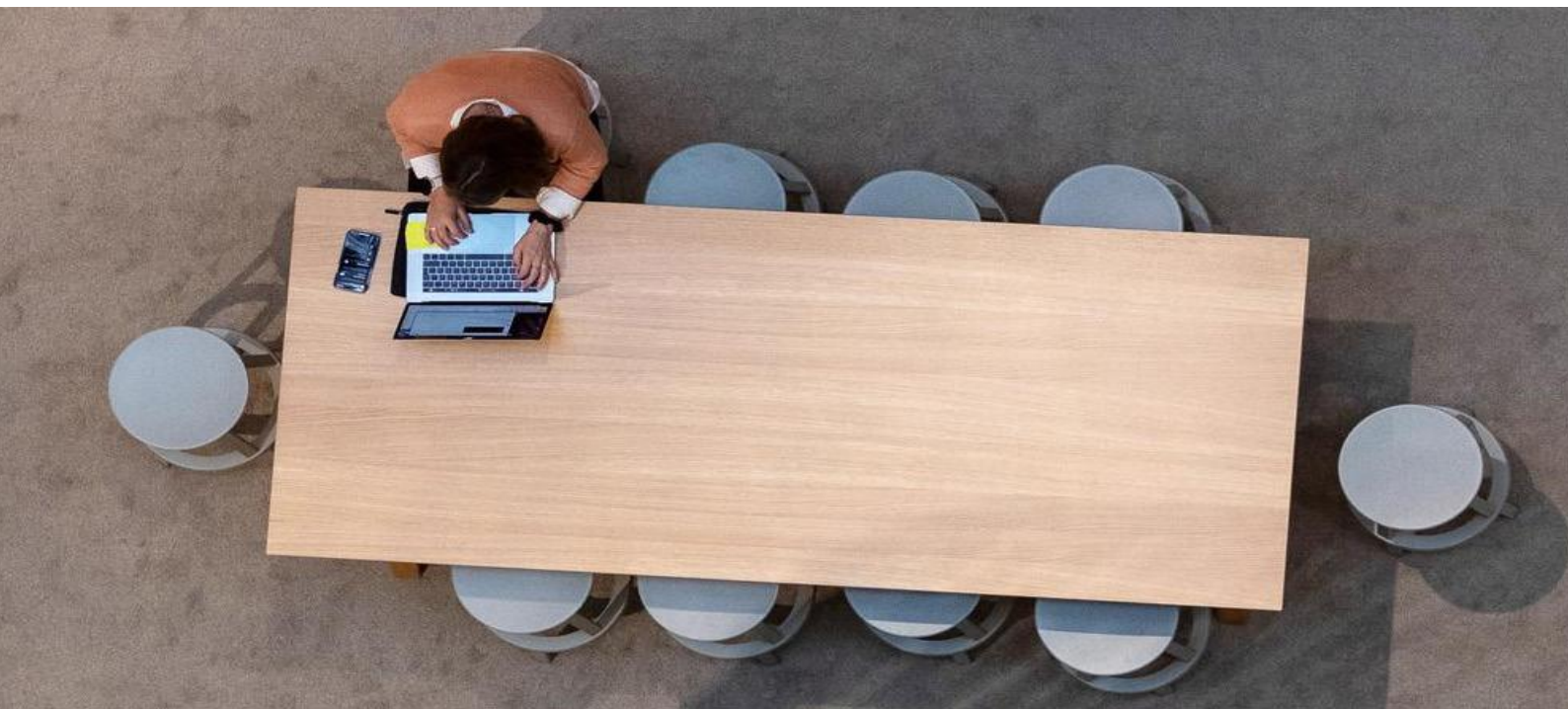
- A balanced gender representation across our workforce (49/49)
- 32% underrepresented gender in leadership positions by 2028
- 33% underrepresented gender in all board positions by 2026
- Ensure the unexplained gender pay gap remains below 5% threshold and is further reduced towards 2026
- 100% people managers annually trained on Diversity, Equity and Inclusion

We reflect the diversity of the markets we serve

We aim to strengthen diversity across nationalities, cultures, and backgrounds, with a particular focus on leadership representation. We promote internal mobility and career opportunities, and we invest in early talent and future skills to build a more diverse pipeline for our industry.

We are committed to an inclusive workplace for all

We work actively to remove barriers and create equal access to opportunities, including for people with disabilities and individuals from underrepresented backgrounds such as refugees. Through partnerships and targeted initiatives, we aim to broaden access to careers in technology and support long-term inclusion.



5. Governance

Tieto Diversity and Inclusion charter is made available for everyone in the company. Everyone is responsible for its implementation.

HR will provide quarterly updates to the Group Executive Team on development within prioritized areas and specific targets set as part of this charter.

The Diversity and Inclusion targets and roadmap will be revised and updated yearly in Group Executive Team.

Achievements and development are to be transparently shared with all employees.

6. Channels for reporting and concerns

There are several channels through which to seek guidance or report a concern:

Manager or local HR partner It is the duty of managers to help employees understand and apply the Diversity and Inclusion charter. Many concerns can be resolved by them. However, those employees not comfortable with talking to their manager(s) may contact their local HR partner.

Compliance in Tieto Violations and/or concerns may be reported confidentially to the Compliance function in Tieto, who will ensure anonymity and confidentiality. You can report violations, ask questions or raise concerns directly to the Group Compliance Officer. Communication to the Group Compliance Officer is confidential for all others than the compliance team and is kept with legal privilege.

Tieto Whistleblower Channel Reports of violations may also be made through our external whistle-blower channel facilitated by BDO <https://tietoevry.whistleblownetwork.net>.

All reports can be made in full anonymity and confidential / legal privilege.