

# Catella Group Diversity, Equality & Inclusion Policy

## 1. Introduction

This Catella Group Diversity, Equality & Inclusion Policy (the “**Policy**”) applies to all subsidiaries and affiliated companies of Catella AB (the “**Catella Group**”) in relation to all aspects of employment, such as board members, CEOs, MDs, partners, directors, employees, contractors, consultants and freelancers. This Policy is adopted by the Board and is reviewed at least annually, or more frequently if deemed necessary. Deviations from this Policy may only be made if prescribed by local laws or regulations. Wherever local regulations or applicable regulatory requirements are stricter than the requirements set out in this Policy, the stricter standard shall be applied. Any deviation shall be reported to the CHRO.

### 1.1. Objective

The objective of this Policy is to set out the principles for how the Catella Group defines and works with diversity, equality and inclusion (“**DE&I**”) across the organisation. The Catella Group aims to safeguard those who may face inequality or harassment in all areas of employment.

## 2. Scope & purpose

The Catella Group believes that diverse businesses perform better. DE&I are all about promoting and accepting the things that distinguish us from those around us. It is about ensuring that we are receptive to the needs of those with unique characteristics and that we are supportive and inclusive of them. The Catella Group recognises the responsibility we carry to contribute to a sustainable workplace and the wider society. We therefore consider DE&I to be important drivers for productivity, innovation and collaboration. Furthermore, we believe that greater diversity amongst employees allows for a larger mix of skills, ideas, experiences and perspectives.

With **diversity**, we refer to diversity in gender, age, culture, nationality, ethnicity, physical abilities, political and religious beliefs, sexual orientation, and other attributes.

With **equality**, we refer to our strategy target of gender equality, as well as ensuring equal access to opportunities across e.g., development and career paths, remuneration and working conditions.

**Inclusion** for us means that all employees in the Catella Group are respected, accepted, and valued equally, regardless of their differences.

## 3. Our objectives

With regards to this Policy, our objectives are:

- Build and maintain a unique workforce profile that delivers competitive advantage, utilising the power of our differences and treating everyone equally and respectfully.
- Create an inclusive culture where all employees, regardless of differences, have a sense of belonging, feel welcome, safe and have equal opportunities to reach their full potential.
- Actively working to eliminate any unconscious barriers and biases, that limit the potential of a diverse workforce.
- We leverage the value of diversity, equality and inclusion, enabling us to deliver the best services and experiences to our stakeholders, as well as improving our own financial and reputational performance.

#### 4. Our responsibilities

The local MDs or the CEO, as applicable, has the ultimate responsibility to ensure that the objectives and responsibilities stipulated in this Policy are upheld and delivered upon. Where possible they may delegate the execution to local HR to ensure, implement and safeguard these responsibilities.

At Catella,

- employees shall always have the responsibility to respect, promote and contribute to the objectives stipulated in this Policy;
- we strive to be a diverse workforce, that is committed to challenge existing perceptions by applying a broader perspective on individual differences;
- DE&I must be a natural element of all aspects of employment such as recruitment, selection activity, reward and recognition, promotions, career opportunities, as well as learning and development;
- it is important that every individual is valued and has the same access to working conditions, benefits, and career development opportunities such as training and education as well as promotion;
- we do not accept discrimination against ethical or social background, genetic characteristics, religious belief, political opinion, union affiliation, sexual orientation, disability, family status, gender, or age.

#### 5. Reporting

The local MDs or the CEO, as applicable, shall upon the request of the CHRO, provide information on how the local entity upholds and delivers on the objectives and responsibilities stipulated in this Policy. Actual, suspected or potential breaches of this Policy shall be reported to the local board by the local MDs. For Catella AB and group companies without local management, the CEO is responsible for reporting any actual, suspected or potential breaches of this Policy to the Board.

Individuals within the Catella Group who become aware of actual, suspected or potential breaches of this Policy, are encouraged to report the matter to the local HR and/or the local MD, or, where applicable, the CEO. If, for any reason, it is not suitable or appropriate to raise the issue through

these channels, the Catella Ethics Hotline<sup>1</sup> or, if deemed necessary, the Whistleblower function<sup>2</sup> may be used. Both functions report to central Catella Group functions and/or external parties and will ensure confidentiality and safeguard the privacy of the reporting individual.

Contact person(s):  
CHRO

## Revisions

DATE:	VERSION, CHANGES MADE AND NAME OF PERSON WHO MADE THEM
2016-05-30	Version 1.0, Created policy, Niklas Bommelin, Group Project Management / Investor Relations (niklas.bommelin@catella.se)
2018-05-28	Version 1.1, Updated policy, Johan Nordenfalk, COO, johan.nordenfalk@catella.se)
2019-05-27	Version 1.2, Updated policy, Marcus Holmstrand, CFO, (marcus.holmstrand@catella.se)
2020-05-26	Version 1.3, Updated policy, Mathias de Maré, Head of Group HR (mathias.demare@catella.se)
2022-10-27	Version 2.0, Revised policy, Mathias de Maré, Head of Group HR (mathias.demare@catella.se)
2023-05-10	Version 2.1, New policy template, Mathias de Maré, Head of Group HR (mathias.demare@catella.se)
2024-05-22	Version 2.1, no updates, Mathias de Maré, Head of Group HR (mathias.demare@catella.se)
2025-05-20	Version 2.1, no updates, Mathias de Maré, CHRO (mathias.demare@catella.se)
2026-05-12	Version 2.2, minor updates, Johanna Bjärnemyr, CLO, (Johanna.bjarnemyr@catella.se)

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<sup>1</sup> The Ethics Hotline is available on the [Catella Group Intranet](#) and via the e-mail [ethics@catella.se](mailto:ethics@catella.se) (an inbox shared between Catella Group departments of HR, Legal and ESG).

<sup>2</sup> Please refer to the Catella Group Whistleblowing Policy.