

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 of directors of Catella AB 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 Head of Group HR. The objective of this Policy is to set out the principles for how the Group defines and works with diversity, equality and inclusion (“**DE&I**”) across the organisation. The Policy states that the Catella Group aims to safeguard those who may face inequality or harassment in areas such as, but not exclusively, recruitment, development and pay.

2. Scope & purpose

Catella 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 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 MD or 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, religious belief, political opinion, union affiliation, sexual orientation, disability, family status, gender, or age.

5. Reporting

The local MD or CEO, as applicable, shall upon the request of the Head of Group HR, 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 of directors by the local MD or CEO.

Individuals at Catella that are aware of actual or suspected breaches of this Policy, are encouraged to file a report to local HR and/or local MD or CEO. If for whatever reason it is not suitable or desirable to raise the issue with them, the Catella Ethics Hotline¹ or, if deemed necessary, the Whistleblower

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

function², may be used. Both functions report to central Catella Group functions and/or external parties, who will safeguard the privacy of the reporting individual.

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Revisions

DATE:	VERSION, CHANGES MADE AND NAME OF PERSON WHO MADE THEM
30 May 2016	v.1.0, Created policy, IR, Niklas Bommelin
28 May 2018	v.1.1, Updated policy, COO, Johan Nordenfalk
27 May 2019	v.1.2, Updated policy, Head of Group HR, Mathias de Maré
26 May 2020	v.1.3, Updated policy, Head of Group HR, Mathias de Maré
27 October 2022	v.2.0, Updated policy, Head of Group HR, Mathias de Maré

² Please refer to the Catella Group Whistleblowing Policy.