

Gender equality and diversity policy

Responsible for policy: CEO

Approved by: The Board of Directors of
Storskogen Group AB (publ)

Note: This is a summarized version of Storskogen's Gender Equality and Diversity Policy for external publication. For questions, please contact us at code@storskogen.com



Contents

| | |
|--|----------|
| INTRODUCTION | 3 |
| Background..... | 3 |
| Scope..... | 3 |
| Purpose..... | 3 |
| STORSKOGEN'S AIMS | 4 |
| Overall aims..... | 4 |
| Recruitment..... | 4 |
| Women in senior positions..... | 4 |
| Appointment of subsidiary boards..... | 4 |
| Appointment of subsidiary CEOs..... | 4 |
| Working conditions, pay, benefits and other terms of employment..... | 4 |
| Active measures..... | 5 |
| Discrimination..... | 5 |
| Targets, evaluation and reporting..... | 5 |
| Compliance..... | 5 |
| Contact details..... | 5 |



Introduction

Background

Storskogen's work on gender equality and diversity aims to realise Storskogen's overall vision of being the best owner of small and medium-sized enterprises. For us, diversity is about valuing each individual's unique experience, characteristics, differences and skills in order to tap their full potential. Storskogen believes that gender equality and diversity contribute to profitability, professionalism and a long-term perspective and are essential for the continued growth and development of the Group and the subsidiaries, both nationally and internationally. By working proactively on gender balance and diversity across the business, Storskogen can indeed be the best owner of small and medium-sized enterprises, both nationally and internationally.

Our concept of diversity covers age, ethnic origin, social and cultural background, gender, gender identity or expression, sexual orientation, religion or beliefs, and disability. Although gender is already included in our concept of diversity, we have chosen to single out gender equality in our policy to stress the importance of active efforts to achieve gender balance in every area. Our work on gender equality and diversity is therefore of strategic importance and a long-term undertaking. For Storskogen, gender equality, diversity and inclusion are ultimately means to tap into a wide variety of unique experience, characteristics, and skills, making them a factor in consistently increasing profitability and ensuring that we remain an attractive employer. Our employees are our most important asset, and without them we are nothing.

This policy outlines Storskogen's goals and ambitions for gender equality and diversity in our operations. It should be read in conjunction with Storskogen's Code of Conduct, which provides guidance on our responsibilities and expected behaviours in our daily work.

Scope

This policy applies to Storskogen Group AB (publ) and its group companies. Subsidiaries in the Group must be informed of this policy and create and implement their own documents, such as a plan for active measures as required by Swedish law (see sections 2.8 and 3). They must also have processes and tools to actively promote gender equality and diversity in their operations. All employees are personally responsible for adhering to this policy and ensuring their behaviour aligns with both this policy and Storskogen's Code of Conduct.

Purpose

The purpose of this policy is to ensure Storskogen meets the expectations of shareholders, customers, employees, candidate companies, authorities, and other stakeholders in promoting gender equality and diversity in both day-to-day operations and the long term.



Storskogen's aims

Overall aims

Storskogen's overall aims for gender equality and diversity are:

- Relations with and between employees are to be based on mutual respect and transparency, shaping our interactions and operations.
- Promote and support an inclusive workplace culture where everyone's unique experiences, differences, and skills are seen as assets.
- Aim for gender balance and high levels of diversity, ensuring equal rights in terms of employment, working conditions, and career opportunities, and preventing workplace discrimination.
- Exceed legal requirements and collective agreements in our gender equality and diversity efforts, integrating these values into daily operations and specific initiatives.
- Provide a good working environment from physical, psychological, and social perspectives, ensuring respect for fundamental human rights and freedoms.

Recruitment

Employees are to be recruited, promoted, and replaced solely based on qualifications and skills, regardless of age, ethnic origin, social and cultural background, gender, gender identity or expression, sexual orientation, religion or beliefs, political convictions, trade union membership, civil status, or disability.

Women in senior positions

Storskogen encourages gender equality and balance at all levels, including senior positions, to ensure we remain an attractive employer.

Appointment of subsidiary boards

We emphasize diversity and gender balance in forming teams and boards, basing nominations on merit to maintain and enhance board effectiveness. We believe gender-balanced and diverse boards lead to similarly balanced management teams.

Appointment of subsidiary CEOs

In appointing subsidiary CEOs, we prioritize gender equality and diversity alongside skills and qualifications.

Working conditions, pay, benefits and other terms of employment

All employees should have equal opportunities for career and personal development, regardless of their background. We promote a culture where combining a career with parenthood is possible and encourage both parents to take parental leave.



Active measures

Storskogen will implement positive measures to prevent workplace discrimination as required by EU and national legislation, including annual wage mapping. This process involves continuous investigation, analysis, action, and evaluation in working conditions, pay practices, recruitment, training, and work-parenthood balance.

Discrimination

We do not tolerate discrimination in any form. Employees must not be subjected to harassment, bullying, reprisals, or abuse. Any incidents should be reported to a superior or HR, or anonymously via our whistleblowing service <https://report.whistleb.com/storskogen>.

Targets, evaluation and reporting

Storskogen will set relevant targets and active measures for gender equality and diversity, using appropriate indicators to measure, evaluate, and report progress.

Compliance

If you as an employee see any instances of this policy not being followed, you should immediately raise this with your immediate superior or HR. If for any reason you do not feel comfortable speaking to your superior, or if you have made a report or complaint and feel that it has not been taken seriously, you can always contact a member of Storskogen's group management team or report the matter through Storskogen's external whistleblowing service, which you can use anonymously: <https://report.whistleb.com/storskogen>.

Contact details

The respective subsidiary CEO is responsible for the general review and implementation of this policy in its operations. If you have any questions or need further assistance, you are welcome to contact us at code@storskogen.com.