

# EQT Diversity and Harassment Policy

## Purpose

This EQT Diversity and Harassment Policy describes and aims to clarify the values and standard of EQT's conduct when it comes to the areas of Diversity and Harassment. EQT is committed to providing a workplace that is free from any form of discrimination or harassment. Everyone - including employees, entrepreneurs, clients and vendors - will be treated with respect regardless of age, gender, ability, ethnicity, religion, culture or sexual orientation. Respect is one of EQT's core values, which means acting with integrity and having respect for each other and external stakeholders in everything we do. EQT also requires that everyone engaging with EQT in any manner, including employees, entrepreneurs, clients and vendors - adheres to our Diversity and Harassment Policy.

## Scope

The EQT Diversity and Harassment Policy applies to all directors, officers and employees of EQT, as well as EQT's Industrial Advisors.

## EQT Values

The EQT values guide our actions and reflect who we are and what we believe in. These values are an integral part of EQT's broader Code of Conduct and inform our Diversity and Harassment Policy. They are described below:

- **High performing** means giving people responsibility and freedom to act and base evaluation on performance
- **Respectful** means acting with integrity and having respect for each other and external stakeholders in everything we do
- **Entrepreneurial** means being innovative, action-oriented and having a sense of urgency about driving change
- **Informal** means being non-hierarchical – everyone is encouraged and expected to speak their mind
- **Transparent** means being open and honest, with each other as well as with external stakeholders

## Diversity

EQT seeks to recruit, promote and compensate on the basis of merit, regardless of gender, ethnicity, religion, age, nationality, sexual orientation, union membership or political opinion. Discrimination and harassment are not acceptable. EQT is convinced that when bringing together people with diverse backgrounds, talents and experiences, a more dynamic and successful organization is created. One important part of the EQT value creation model is the extensive and diverse network to recruit experienced board members and advisors who can bring useful experience and independent views. In addition, The EQT Women's International Network (WIN) was launched to help implement a framework to help improve gender diversity across the firm.

## Harassment

At EQT, we are committed to providing a safe work environment that is free from harassment of any kind. Harassment is defined as conduct that interferes with a person's work performance or unwanted behaviour that a person finds offensive, intimidating or humiliating. Harassment can be based on age,



gender, ability, ethnicity, religion, culture or sexual orientation and may include, but is not limited to spoken or written words, physical gestures, jokes and images.

### **Reporting and Questions**

EQT will promptly take appropriate action to address any form of harassment or discrimination that is brought to our attention. To confidentially report an incident involving an EQT employee, please contact [egt.legal@vinge.se](mailto:egt.legal@vinge.se)

If you have questions related to diversity, inclusion and harassment please contact the HR team at [humanresources@eqtpartners.com](mailto:humanresources@eqtpartners.com)