



Diversity and Inclusion Plan

Approved by Investor AB's Management Group
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C1 - Public

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1 Introduction

This Diversity and Inclusion Plan (the “Plan”) summarizes our view on Diversity and Inclusion and is based on our aspiration to create a workplace and a culture that is ambitious, inclusive and free from discrimination.

Long term value creation is only possible if we attract and retain world class competence and talent. Our aspiration is to recruit from a broad talent base and contribute to a business life that is based on meritocracy and free from unconscious bias.

At Investor, we strongly believe that different competences, perspectives, and experiences are of value to successfully develop our business and to solve complex problems in a complex world.

This Diversity and Inclusion Plan applies to the Investor AB group of companies, excluding operating subsidiaries. For the sake of clarity, the Plan excludes our subsidiaries, EQT and our listed portfolio companies.

This Plan is written by the HR function and approved by the Management Group. It is reviewed and approved annually.

2 Foundations for Diversity, Inclusion and Non-Discrimination

Respect for the individual is of fundamental value and we take our responsibility to prevent discrimination seriously. This Plan is based on the following fundamental beliefs:

Diversity

At Investor, we strongly believe that different competences, perspectives, and experiences are of value to successfully develop our business. We strive to be curious and seek diversity in people and ideas. We believe that exploring different perspectives is necessary and adds value. We continuously need different ideas and input from each other and from the outside world to make the best business decisions.

Inclusion

Our aspiration is that all employees are encouraged and comfortable to express opinions and constructive ideas. Our aspiration is also that all employees feel a sense of belonging and feel valued as individuals at Investor.

Non-Discrimination

Investor has a zero tolerance for any kind of discrimination.

3 Diversity and Inclusion Focus Areas

To create a workplace and a culture that is inclusive and free from discrimination, Investor, specifically, addresses the following six areas:

1) Working Conditions

- The working conditions at Investor should be sustainable and inclusive.

2) Work and Parenthood

- Investor strives for a workplace where employees shall be able to combine their work with the responsibilities that come with parenthood. Investor shall actively work to make sure employees are not disadvantaged because of their parenthood in any aspect, including promotions, professional development, compensation, and benefits.

3) Professional Development

- A proactive and structured approach to learning and professional development is important to support all employees to realize their full potential and become ready for more complex tasks, projects or roles.

4) Recruitment

- We have a structured recruitment process, aiming at finding the best candidates and eliminating as much unconscious bias as possible.

5) Remuneration

- Investor shall ensure that wage discrimination does not occur. If gap analyses would show any unreasonable (Sw. osakliga) differences in remuneration between female and male employees, such differences shall be addressed immediately.

6) Harassment and Discrimination

- Investor has a zero-tolerance policy against any kind of harassment or discrimination.

Investor has a Diversity and Inclusion group in place, where employee representatives and representatives from the Extended Management Group meet annually to discuss Investor's strengths and development areas regarding Diversity and Inclusion, in our capacity as employer.

On an annual basis, we report age representation and the distribution between female and male employees. This information can be found in our annual report and on our website.

4 The ownership perspective

As mentioned in the introduction of this Diversity and Inclusion Plan, it applies to Investor as a company and employer. However, for complete context, please find below a brief summary of our view on Diversity and Inclusion in our capacity as owner.

Diversity and Inclusion is one of three sustainability focus areas that are material to Investor in our role as an engaged owner. Investor believes that building long-term successful companies and business life that is based on meritocracy and free from unconscious bias, require people with different backgrounds, experiences and perspectives. It is also our belief that diverse teams characterized by inclusion drive innovation and better decision-making.

Investor's direction and targets towards 2030 are:

- To actively promote diversity in different dimensions and encourage our portfolio companies to do so as well;
- That Investor and all portfolio companies measure the perceived level of inclusion among employees on a regular basis; and
- To reach a balance between women and men of at least 40/60 in boards and for executive management on an overall portfolio perspective and, to maintain a balance between women and men of at least 40/60 in Investor's group management.

For boards and executive management teams, we annually report the distribution between women and men as well as the nationality representation, at an aggregated portfolio level. This information can be found in our annual report and on our web site.

Please find out more about our sustainability targets [here](#)