

EQUALITY AND DIVERSITY POLICY

This Group-wide policy has been prepared by Balder's HR Department, Head of Personnel and Administration. The Group-wide policy provides guidance for all of Balder's subsidiaries, although local deviations may occur. The policy is reviewed annually and adopted by the company's Board of Directors.

1. PURPOSE

Fastighets AB Balder shall be an attractive employer that is characterised by openness and inclusion. All employees shall be treated and addressed with respect and dignity, and have the same rights, obligations, opportunities and influence in all significant areas of working life.

2. STRATEGY

A positive attitude towards equality, diversity and inclusion shall be integrated into and pervade day-to-day activities. There must be no discrimination based on gender, gender identity or expression, ethnic origin, religion or other belief, disability, sexual orientation or age.

To achieve this, Balder works to:

- make sure that workplaces and working conditions suit all employees;
- prevent discrimination and harassment;
- provide all employees with opportunities for development and training;
- conduct regular pay reviews in order to identify any pay differences;
- take action to reduce any pay gaps and guarantee a fair and equal process for agreements on wages and other remuneration;
- help all employees to combine work and parenthood.

All employees shall contribute to this work and also have a responsibility to ensure that the Equality and Diversity Policy and associated action plans are followed.

Balder's Equality and Diversity Policy shall be reviewed every year and revised as required. Measures shall also be planned and implemented every year to realise the policy. Outcomes and measures shall be reported to the management team and the Board of Directors, and be possible to follow up in the company's Annual Report and Sustainability Report.

Gothenburg, 9 February 2024

Board of Directors of Fastighets AB Balder