

EQT Diversity & No-Harassment Guidelines

Purpose

This EQT Diversity and No-Harassment Guidelines 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 No-Harassment Guidelines.

Scope

The EQT Diversity and No-Harassment Guidelines 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 No-Harassment Guidelines. 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 in any work related event 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 nourishes an open and honest culture where all employees are encouraged to speak their mind. In addition, employees should raise concern about behaviours with their managers if such behaviour could be a potential risk to themselves, their colleagues, EQT's business or reputation, or to any other stakeholder.

EQT expects that employees live by EQT's ethical standards and blow the whistle if they experience anything within EQT that does not comply with laws, rules, regulations or internal policies. Employees are encouraged to communicate concerns directly to either relevant managers, responsible Human Resources Director or the EQT Compliance team.

In the event the employee feels that the issue raised does not get an appropriate or adequate response, the concern should be elevated to the General Counsel. EQT also provides an alternative anonymously whistleblowing channel for employees, which can be reached from any device, including smartphones.

The whistleblowing channel, <https://report.whistleb.com/eng/eqtintern>, is administered by WhistleB, an external service provider.

For more information, see the EQT Whistleblowing Guideline.