

Policy on *Diversity, Equity and Inclusion*

Objective

The policy on diversity, equity and inclusion aims to create a desirable and fair working environment and to support the welfare of all Stefnir employees and the company's board of directors.

The policy ensures that everyone has equal opportunities, and it promotes diversity in the composition of the employees and board members.

The objective of the board of directors is for Stefnir to be a model company which reflects the diversity of the society and the clients we serve.

The workplace

Diversity and equity are fundamental aspects of Stefnir's activities and are reflected in the investments the company makes on behalf of the funds it manages. There is zero tolerance of unfair discrimination, harassment

and bullying at Stefnir. We promote equal opportunities for everybody and we value different opinions.

At Stefnir we strive to create a positive and motivational working environment and to support our employees in their work and private lives. There is a strong emphasis on attracting and retaining outstanding employees and on being a desirable workplace. Each employee should be valued irrespective of their origin, nationality, gender, religion, view of life, disability, restricted working capacity, age, sexuality or gender identity.

A diverse workforce gives us a competitive advantage as it helps attract and retain the best people, which in turn makes the company perform better. We respect different points of view and take a critical approach. We believe that critical debate lays the foundations for better decision-making.



Diversity, equity and inclusion

The board of directors of Stefmir aims to promote diversity, equity and inclusion in its activities and when performing its fiduciary duties.

- Special attention will be paid to diversity when hiring new people in order to strengthen the team of employees at the company.
- Introduce the company to different social groups, including students to inspire their interest in the company as a place to work.
- Analyse all the company's written and spoken communications with the aim of furthering diversity.
- Teach employees and other stakeholders the importance of diversity, equity and inclusion at the workplace.
- Increase the number of women employees so that they represent at least 40% of the workforce by the end of 2024.

Responsibility

The managing director is responsible for implementing the policy and shall take an appropriate response to any deviations from the policy. The policy is also designed to promote good governance at the company and is applicable to all of its activities. Employees are encouraged to notify their supervisor, or another person as applicable, if they believe any incidents of discrimination, harassment or bullying have occurred at the company.

Reviewing the policy, publication and transparency

This policy and its objectives are reviewed annually by the board of directors of Stefmir and published on the company's website. Stefmir's annual reporting of non-financial information, which is based on the Nasdaq ESG Reporting Guide, contains information on ESG factors in Stefmir's activities.

¹Diversity is defined as differences in a certain context, such as origin, nationality, gender, religion, view of life, disability, occupational disability, age, sexuality or gender identity.

Equity is defined as the access to equal opportunities to use one's own enterprise irrespective of defined differences.

Inclusion refers to the actions taken to understand, support and utilize people's individual strengths so that they feel welcome and valued.
