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# Diversity, Equity and Inclusion Policy

How we strive to become more diverse, equitable, and inclusive at Capital Four

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CAPITAL FOUR MANAGEMENT FONDSMÆGLERSELSKAB A/S  
CAPITAL FOUR AIFM A/S

(JOINTLY REFERRED TO AS "CAPITAL FOUR")

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FOUR

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## Purpose and Scope

This Diversity, Equity and Inclusion (“DEI”) Policy (in the following referred to as the “Policy”) communicates our commitment to continuously develop the culture of Capital Four to be truly diverse, equitable and inclusive. This Policy outlines our approach, principles, and the concrete steps we take to deliver on our DEI commitment and principles.

This Policy applies to all employees and all functions of the Company. Employees are at the core of Capital Four, and collective involvement in DEI efforts is essential to realize the Company’s ambition.

It is expected of all employees to behave respectfully and to embrace diversity in all its forms.

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## Definitions

**Diversity:** Refers to the makeup of our workforce and describes the variation in personal, physical, and social characteristics. It is any dimension that can be used to differentiate groups and people from one another.

**Parameters:** *Including but not limited to* age, nationality, gender identity, sexual orientation, religion or belief, political affiliation, cognitive thinking, disability, social background, race, and ethnicity.

**Equity:** Focuses on fair treatment of employees and providing equitable access and opportunity for all.

**Inclusion:** Describes (a) the process of involving, including and valuing all employees at Capital Four and (b) the extent to which individuals have a sense of belonging and affiliation with the Company.



## 01 Mission and Objectives

Our DEI mission is rooted in the characteristics of the organizational culture that Capital Four strives for:

*We foster a culture where colleagues can thrive and accomplish great outcomes together. We firmly believe that by embracing diverse perspectives in all we do, we create an environment that cultivates good decision-making. We aim for a workplace where our people can learn and grow to create great results for our stakeholders and a positive impact on society around us.*

Our objectives are to create an inclusive and engaged workplace where we commit to creating equal opportunities and supporting employees to thrive and grow. Specifically, we focus on:

- a. Increasing the Company's gender balance on all levels
- b. Increasing diversity in regard to education, experience, and cognitive thinking
- c. Providing equal opportunities for all employees regardless of age, nationality, gender identity, sexual orientation, religion or belief, political affiliation, cognitive thinking, disability, social background, race, and ethnicity.

## 02 Research-Driven Approach

As a company, Capital Four has a wide range of opportunities to further develop DEI. Based on internal data collection and attention to different perspectives, we have prioritized our efforts and concluded on our key DEI principles. To support each principle, we will endeavor on a series of initiatives that target opportunities to improve what has appeared in our research. The initiatives will be reviewed by the Senior Management team on an ongoing basis.

### Recruiting a Diverse Workforce

We believe that a diverse workforce with unique perspectives and uncommon insights can be utilized to challenge and improve common practices.

To promote an equitable recruitment process, Capital Four is committed to adopting internal processes regarding (i) inclusion of underrepresented candidates in each applicant pool, (ii) diverse internal representation in the recruitment process, (iii) widened search for applicants beyond traditional sources, (iv) promoting partnering with DEI focused recruiters and organizations and (v) reducing the potential for bias in hiring through structured questions and unconscious bias training for hiring managers.







### Creating an Inclusive and Engaged Workplace

We cultivate an inclusive work environment where all employees' contributions and perspectives are encouraged and valued.

Our efforts will be driven by continued engagement and transparent communication with employees on DEI topics, supported by training and raising awareness as appropriate.

We will employ an engagement survey annually, feeding into our cycle of targeted initiatives and providing data (including benchmarking) to gauge our progress in DEI.

### Supporting Employees

We aim to support our employees throughout their employee life cycle in the Company.

Programs include parental leave policy, paid parental leave, health benefits and fitness and wellness benefits. We offer flexible work arrangements to help employees balance work, life, and family or care responsibilities effectively. Furthermore, we provide employees with development tools and resources to invest in their professional career growth.

### Creating Equal Opportunities

We want to ensure that all employees are provided with equal opportunities and fair treatment throughout their employment with the Company, be it general working conditions, pay or career development.

We want to obtain this by having the right policies, practices and reporting in place and act on targeted areas for improvement which will have a meaningful impact for our employees.

### Increasing Representation of Diverse Talent in Leadership Positions

We strive for a more diverse talent and minority representation in leadership positions as we recognize representation on leadership level as essential to foster an inclusive workplace as well as to attract, retain and develop diverse talents.

We believe our DEI principles will enable continuous improvement on representation in leadership positions.

The Company will not tolerate harassment, bullying or discrimination. Actions and behavior could be interpreted as harassment even if it was not the intent. It is expected that all managers and employees proactively counteract and prevent any direct or indirect bullying, harassment, or discrimination. Capital Four has a whistleblower set-up in place for employees to have an independent process for reporting information on violations.

## Suppliers

The Company expects all suppliers to adhere to the principles laid out in the UN Global Compact and have introduced it as a requirement for all new suppliers that the Company engage with. If the Company becomes aware of any severe issues related to breaches of the principles of the UN Global Compact by a supplier, the Company will engage into dialogue with the supplier. If the Company does not deem the answer of the supplier to adequately address the issue, the Company may terminate the supplier contract. The Company will rely on policy level assurance provided to the Company by the suppliers and will not perform own supplier audits.

## Review and Approval

This Policy shall be reviewed at least annually, provided that it shall be reviewed and amended from time to time if material changes to the legislation or the Capital Four organization make this necessary.

Approved by the CEO and the President on February 10<sup>th</sup>, 2023

Sandro Näf, CEO

Torben Skødeberg, President

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