

Introduction

This Diversity and Equality Policy (“the Policy”) applies to Trill Impact AB and its subsidiaries (collectively “Trill Impact” or the “Firm”) and members of staff (“Employees”).

Trill Impact is committed to promoting diversity throughout the Firm and to providing an inclusive working environment. All employees and business associates should feel valued and respected, regardless of race, gender, marital/civil partnership status, age, disability, religion or belief, color, national origin or sexual orientation. We recognize that each Employee brings unique capabilities, experiences and characteristics to work.

We strongly believe that diversity management benefits individuals, teams, the Firm as a whole, as well as business associates and have therefore enacted this Policy.

Trill Impact’s Policy goes further than regulatory standards, in that, rather than just complying with the law, the Firm believes that there are business and personal benefits to be gained from valuing the differences between people.

Purpose

Diversity and equality efforts will be undertaken by Trill Impact’s entire business. The purpose of this Policy is to inform the Firm’s Employees about how we progress diversity and equality and what is expected from each Employee in order to comply with the Policy.

Objectives

Trill Impact recognizes its talented and diverse workforce as a key competitive advantage. Our business success is a reflection of the quality and skill of our people. Progressing diversity makes us more creative, flexible, productive and competitive.

Therefore, our workplace, working methods, work organisation and working conditions will be arranged to promote fair treatment for both women and men as well as for employees of different national or cultural backgrounds. All employees will have equal opportunities for training, promotion and development at work and shall also receive equal salary for work of equal value.

Trill Impact does not tolerate any physical, psychological, sexual or verbal harassment or any illegal threats towards staff members or business partners. Sexual harassment includes any unwelcome sexual approaches or statements.

Responsibility

The Firm’s Executive Management has the overall responsibility for ensuring that this Policy is complied with and expects all Employees to encourage diversity and equality principles throughout the Firm.

Guidelines

To clarify Trill Impact's ambition regarding diversity and equality, the Firm has established the following guidelines:

- *Trill Impact's ambition is to be at the top tier in the private equity industry when it comes to gender balance.* The Firm evaluates gender balance and gender equality on a continual basis and all managers are encouraged to aim for this goal in their respective teams, given local conditions in the industry, legal requirements, candidate pools and other factors.
- *All employees shall have equal salary for work of equal value.* Salary must be set on the basis of clear criteria that is well known by all employees and all salary differences must be justified on the basis of these criteria. To identify and rectify potential unfair salary differences, from a gender or diversity perspective or with regard to industry developments, the Firm conducts regular benchmarking of our salary levels and development.
- *When recruiting, we will actively seek a well-balanced representation of gender and diverse background.* The selection must be non-discriminatory and based on the skills sought and how well the candidate's education, experience and personal characteristics fit. This will help us to position Trill Impact as the best private equity firm employer.
- *Trill Impact rewards excellence and all employees will be promoted on the basis of their performance.* The Firm strives to create and foster a supportive and collaborative environment in which all individuals realize their maximum potential within the Firm, regardless of any actual or perceived differences.
- *Trill Impact promotes diversity initiatives.* Mentoring programs for young team members within Trill Impact as well as diversity and inclusion initiatives in the wider community are encouraged.
- *All employees undergo diversity training.* This training aims to raise awareness about issues surrounding diversity and developing diversity management skills.

Reporting

Trill Impact will promptly take appropriate action to address any form of harassment or discrimination that is brought to our attention. To confidentially report an incident involving an employee within the Firm, please contact the Compliance Officer. See also the Firm's "Whistleblowing Policy".

Annual Review of the Policy

Trill Impact's Executive Management Team will review this policy annually.