

Equal Opportunities and Discrimination Policy

Atrium Ljungberg AB

(Decided at the Board meeting on 12/05/2026)

Purpose

The Equal Opportunities and Discrimination Policy is based on Atrium Ljungberg's core values and is a steering document for issues surrounding equal opportunities and all forms of discrimination. Discrimination is differential treatment that prejudices an individual's and/or group's freedom of action and opportunities, and where their privacy is breached.

This policy aims to ensure that the entire organisation adopts our fundamental approach to discrimination, which is that everyone is of equal value and is entitled to be treated equally.

Atrium Ljungberg is to be an employer that values respect for the individual and that offers every employee the opportunity to develop.

Responsibility and governance

This policy is to be revised regularly and adopted by the Board at least once a year. The HR Director is the document owner and responsible for this policy.

Violations of this policy is to be reported to the immediate supervisor, head of HR or via the company's whistle blowing service.

The equal opportunities and discrimination work is a natural and integral part of all operations within Atrium Ljungberg and managers have a special responsibility for its implementation.

Active measures are a preventive and promotive way of working to counteract discrimination in a company and promote equal rights and opportunities for all individuals at risk of discrimination.

Active measures include working continually to investigate the workplace to discover any risks of discrimination, to analyse the reasons for any risks or obstacles that have been discovered, to implement preventive and promotive measures, and to follow up and evaluate these investigations, analyses and measures.

Our Equal Opportunities and Discrimination Policy

- At Atrium Ljungberg everyone, irrespective of sex, transgender identity or expression, age, nationality, social origin, religion, skin colour, ethnicity, political view, sexual orientation or non-normative abilities is offered the same opportunities for employment, training, development and promotion within the scope of their knowledge, willingness and/or ability.
- We work to promote equality and diversity in all areas and functions of the company.
- We prevent and counteract any form of harassment or other degrading treatment.
- In the event of discrimination or harassment the company is to act quickly, investigate and implement appropriate measures. Such actions are to be handled with confidentiality.

- People have different experiences, opinions and ways of expressing themselves. We want to make full use of the best qualities of all our employees.
- If job applicants have similar experience and competence, we will promote a gender balance in our operations so that we can help provide stimulating work and foster a good work environment. This applies to all levels and all workplaces.
- Pay is based solely on performance and work duties and shall not be affected by sex, transgender identity or expression, age, religion, ethnicity, sexual orientation or non-normative abilities.
- We must have working conditions that are suitable for both women and men.
- We must make it easier for both women and men to combine employment with family life.