

Document name:	Equal Treatment Policy		
Document type:	Group policy		
Target group:	All Momentum Group employees		
Language:	English		
Policy no.:	13	Valid from:	16 September 2021
Edition no.:	2025/05	Adopted by the Board of Directors:	7 May 2025
		Revision date:	7 May 2025

EQUAL TREATMENT POLICY

1 Introduction

The purpose of this policy is to describe the Momentum Group's ("the Group") approach to equal treatment based on discrimination and other relevant legislation in the countries where the Group operates and that all Group employees are to follow.

2 Equal Treatment Policy

The Board of Directors of Momentum Group AB ("the Parent Company") feels that it is important to capitalise on all the resources that exist in the Group. This is done in various ways, such as providing all employees with the same opportunities for personal development and growth. The Group is to respect all employees and their rights, ensure a sound work environment and offer all employees opportunities to develop professionally.

The Group will:

- Actively and systematically pursue an equal treatment agenda by promoting equal rights and obligations for all employees in terms of assignments, terms of employment and development opportunities.
- Treat all employees equally. A policy of zero tolerance toward discrimination and harassments applies at all Group workplaces.
- Increase knowledge and general awareness about equal treatment.
- When recruiting, the prevailing principle is that factors such as competence, experience, expected performance and attitude determine who is chosen.
- Implement a wage policy that is based on attitude, performance and responsibility. Gender will never be a factor that influences wages.
- Offer all employees the same opportunities for development and training.

3 Organisation and distribution of responsibility

Responsibility for ongoing work in the area of equal treatment (including risk assessment and preparation of action plans in accordance with relevant legislation and regulations in each respective country) rests with the individual company in the Group and is to be conducted according to the specific conditions and needs of each company.

4 This policy

The Equal Treatment Policy is normally adopted once annually by the Board of Directors of the Parent Company. The date of issue and version number of the policy are on the first page of the document. The most recently updated version/edition of the policy should always be available on the Group's intranet. All Group employees are responsible for remaining up-to-date on the latest revised version of the policy.