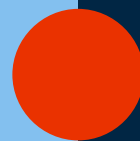


Policy for equal opportunities

For Trioworld Group

Policy adopted: 2020-03
Last updated: 2021-09



1. Introduction

At Trioworld, diversity is a matter of course. We know that diversity creates high-performing teams. Thanks to diversity, meetings arise that enable collaboration with people of different backgrounds, experiences and cultures, it leads to a more creative and stimulating work environment and thus also long-term profitability. Promoting diversity is therefore ultimately a matter of strengthening the company's competitiveness. Trioworld is an employer that is characterized by respect for the individual and thereby enabling developing for all employees. Equal treatment is a natural and integral part of all operations within Trioworld.

2. Scope of policy

The policy covers issues such as equality, harassment and discrimination and aims to ensure that the entire organization has a fundamental approach of all people having equal value and right to the same treatment.

3. Policy statement

At Trioworld, all employees are given the similar opportunities, regardless of, for example, gender, age, religion, ethnicity / culture, sexual orientation, disability and cross-border identity or expression.

- We strive for gender equality and diversity in all areas and in all functions in the company
- We prevent and deter all types of harassment or other abusive treatment
- We affirm that people have different experiences, expressions and perspectives
- We provide all employees with development opportunities and training, within the framework of the company's needs and the employee's will and/or ability
- We give employees equal pay and conditions for equal performance when the task performed is equal or equivalent based on national legislation
- We have working conditions that are designed in a way that does not discriminate

The above also applies during recruitments of new employees.

In addition to the above, Trioworld's operations comply with national laws and directives in the areas under this equal opportunities policy, through the development and use of local guidelines. The Managing Director of each company is responsible for such.

4. Contact Details

If any queries arise regarding the content of this policy, please contact the HR Director.

5. Approval of Policy

Name: Ulla Hunting

Title: HR Director

Signature: