Diversity Policy
26 May 2026

CB Fonder's ("the Company") Board of Directors established this policy on 24 November 2014. It is re-established as changes are made and at least once a year. The last time it was re-established was at the board meeting on 26 May 2026.

1. Introduction

The diversity policy describes among other things how the Company will act when appointing members to the Board and Chief Executive Officer. The policy also describes how the Company works to promote independent opinions and critical questioning as well as how to work towards a Board of Directors that is characterized by diversity with regards to age, gender, ethnicity and educational and professional background.

The principles stated in this policy will also permeate the Company's operations as a whole to sustainably increase profitability and to make the Company an attractive employer.

The policy is established according to 3 chapter 4 § of the regulatory code (FFFS 2007:2) of *Finansinspektionen*, the Financial Supervisory Authority of Sweden.

2. Responsibility

The Chairman of the Board is responsible for ensuring that what is indicated in this policy is taken into consideration when preparing matters concerning the appointment of members to the Board or Chief Executive Officer and in the Board's work as a whole.

However, each member of the Board and the Chief Executive Officer is responsible for acting with honesty, integrity, and independence and efficiently evaluate and question as well as control and supervise decisions being made in the Company.

The chairman of the Board is responsible for the implementation of and compliance with this policy when the company recruits new people to the company.

3. Diversity

The Company will work for diversity when appointing members to the Board or the Chief Executive Officer.

3.1 The importance of diversity

The Company's starting point when appointing members to the Board is that every member of the Board, with their different characteristics, prerequisites, and experience, will be part of a collective competence. Even if differences, equality, and diversity are not goals in itself, the Company will work to take advantage of different experiences and competencies when appointing members to the Board.

3.2 Equal opportunities

The Company will not take irrelevant considerations to ethnicity, gender, religion or other beliefs, age, sexual orientation, or disability when appointing members to the Board. The same goes for when appointing the Chief Executive Officer.

4. Criteria when electing members to the Board

When appointing members to the Board at the Company's annual meeting, considerations will be taken regarding whether candidates have sufficient competence, knowledge, and experience to handle the assignment given to them according to what is noted below. This also applies when reelecting a current member of the Board. The Company's Board of Directors will in the same manner consider given circumstances when appointing a Chief Executive Officer.

4.1 Education and professional experience

The Company will, when preparing decisive matters regarding the appointment of a member to the Board or appointment of Chief Executive Officer, collect, assess, and document information regarding the candidate's theoretical as well as practical experience. A résumé is usually used for this.

A candidate's relevant education and professional experience will particularly be taken into account when assessing if a candidate has sufficient experience to be appointed to the Board. Herein will the candidate's education and professional experience within banking and finance, economics, law, administration, regulation, risk management, and quantitative methods be taken into consideration and these areas can generally be viewed as relevant to the Company's operations. Other areas that classify as relevant are the experience of managing a business on an operational level and experience with businesses and industries in regions where the Company invests. Considerations will also be taken with regards to the nature, complexity, and duration of the candidate's education as well as former employment and assignments.

4.2 Other assignments

The Company's Board and Chief Executive Officer may only have assignments as a board member or Chief Executive Officer in other companies if this does not affect their ability to perform their assignments in the Company. When assessing whether other assignments might conflict with assignments at the Company, considerations will be taken regarding several aspects including the time required for other assignments and if there are any conflicts of interest.

4.3 Good reputation

When preparing decisive matters regarding appointing a member to the Board, the Company will assess whether a candidate has a good reputation and if the candidate can be assumed to act according to the Company's standards for ethics and professionalism. A candidate is assumed to have a good reputation if no circumstances are pointing to the contrary or any reasonable doubts exist about that.

The Board will follow the Company's instructions for handling ethical issues.

4.4 Candidate assessment

The Company has to apply for a candidate assessment at Finansinspektionen when appointing a new member to the Board, according to current rules. If such a matter leads to remarks against a candidate an additional shareholder meeting will be held to deal with the matter of appointing an alternative candidate.

5. Training

The Chairman of the Board will ensure that the Board receives relevant training to maintain competence and knowledge within areas that are relevant to the Company's operations, for example, compliance and risk management.

Basic training with regards to changes in the Company or changes that affects the Company's operations, for example, new regulations, products, or risks, will normally be given in conjunction with the Chief Executive Officer's or the Company's control function debriefing to the Board. If necessary, special training will be held for members of the Board.

6. Publication

The Company will disclose information regarding the content of this policy on its website.