DIVERSITY POLICY

1 BACKGROUND AND PURPOSE

This policy has been adopted by the Board of Directors of SkiStar AB to make sure SkiStar's business is run in a trustworthy way and in line with the law and good practice for a listed company. The purpose of the policy is to ensure that SkiStar has employees with the right skills and to ensure that SkiStar's employees have access to relevant further training by promoting equal development opportunities within the company. SkiStar currently sees a challenge in both finding and retaining skills, primarily in the areas of technology and electrical engineering, but also to some extent in other specialist areas and certain management positions. SkiStar therefore needs to be a welcoming and inclusive workplace, open to everyone. We need to meet new groups of employees, but also work actively to develop the skills of our current employees. It is self-evident to SkiStar that all employees should have the same opportunities and conditions.

SkiStar aims to be an employer where people from different backgrounds, with different abilities and experiences, work together in an open and inclusive culture where everyone is treated equally regardless of age, gender, gender identity or expression, ethnicity, religion, political views, disability or sexual orientation. The policy also aims to help ensure that the employees we recruit have relevant experience.

2 EXTENT

The Policy of diversity applies to all employees in the group, regardless of your employment type. Diversity is also a natural part of leadership programs and introductions for employees. Employee surveys are conducted annually where questions about the work environment are asked. The result is a measure of how well SkiStar has succeeded in this area, but also a source of continued improvements.

3 ROLES AND RESPONSIBILITY

The responsibility for a healthy corporate culture and compliance with this policy rests with all of us at SkiStar. The basic principle is that the responsibility for compliance follows the ordinary operational responsibility. This applies from Group Management to the individual employee and means that whoever is responsible for a certain function or part of SkiStar's operations is also responsible for creating an inclusive work environment where equality and diversity is a natural part. In close collaboration with the work environment organizations locally at destinations, in the respective business area and centrally, the responsibility for operationally managing the diversity work and complying with the established routines lies with each department / business area manager. The HR-function is responsible for ensuring that the recruitment processes within the company are permeated by values and attitudes that are in line with this policy.

Behaviors such as discrimination, harassment or bullying are not accepted and will be treated as malpractice and may lead to disciplinary action. If events occur that violate this policy, each employee

is responsible for reporting this to their immediate team leader or manager. If this is not possible, the HR should be contacted. All necessary information about routines and contact routes can be found on SkiStar Hub.

4 DIVERSITY WORK AT SKISTAR

SkiStar's vision is: We create memorable mountain experiences. By welcoming people of all age groups, with different backgrounds, abilities, function and experiences, SkiStar wants to offer a workplace where everyone can be themselves. SkiStar is committed to creating a corporate culture that values equality, diversity and inclusion at all levels and gives all employees equal opportunities. This policy is based on the company's core values. It is important that all employees share and live our values in order for SkiStar to uphold a culture where equality, variety and inclusion are present. Through collaborations between departments, dialogue between destinations and countries, a learning and an understanding of each other's differences will be created. Equal treatment and equal rights shall apply regardless of gender, sexual orientation, ethnic affiliation, religion, disability or age.

4.1 Recruitment, introduction and education

SkiStar should be a welcoming workplace. When we recruit, we therefore look for different personalities, experiences and skills. We make sure that there are customized trainings and introductions so that all employees are given the conditions to be able to perform their tasks and come back and develop even more.

Men and women in the organization must have equal opportunities to be appointed to different positions. This should especially be observed when it comes to recruiting for work leading positions in order to work for a more even gender distribution within occupational groups where the need exists. Salary surveys are conducted annually and affect all positions within the company. This survey is done in collaboration with the trade unions.

The recruitment strategy is to broaden the recruitment base to create dynamic working groups with different experience, by recruiting employees between 18 years and over 55 years, and to promote more school collaborations to be able to offer internships. Increasing the awareness about and attractiveness of all the neighboring school children of our neighboring areas is an important focus for future skills provision.

4.2 Diversity

Diversity is a mixture of all aspects that make us humans different from each other. This includes but is not limited to; Gender identity, age, nationality, language, religion, culture, health, education, sexual orientation, family situation or union involvement. In order to create memorable experiences for our guests, SkiStar encourages a work environment with a diversity and thus a mix of people who contribute to the company's success. For employees, different employment conditions, such as part-time and needy employees, etc. should never be the basis for discrimination. The conditions for employment, including salaries, must be based on market-based reasons, considering the destinations, transparent criteria and never consider, for example, gender, ethnicity or nationality.

4.3 Inclusion

An inclusive work environment means that SkiStar creates the conditions for all employees to reach their full potential, to develop their knowledge and to progress within the company's different career paths without fear of discrimination arising. All employees should be able to help the company achieve its goals. If there are any special needs for employees or guests this should always be supported by the company as far as possible. It is important that all employees have an inclusive attitude, prevent exclusion and that everyone is equal in value. The environment and atmosphere in our meeting rooms, lunch/coffee areas and in the corporate culture at large should always be characterized by openness, curiosity, consideration and respect for each other. The atmosphere in the workplace should be comfortable for all employees and everyone should be able to be themselves. The company has a clear and equal treatment structure for parental leave where employees are given the opportunity to combine parenthood with work in a good way. It should be equally obvious in the company to be on parental leave regardless of gender, role and type of employment

4.4 Development opportunities

SkiStar encourages all employees to develop and try out new roles internally. In order to give all employees the same opportunity for personal development, all vacancies should generally be advertised internally and interested candidates should be encouraged to apply. All decisions regarding employment shall be based on individual capacity, qualifications and business needs of the company. Many of SkiStar's employees stay within the company and often change jobs and / or destinations. Development interviews should be conducted at least once during the year for all employees and then the need for skills development should also be addressed.

4.5 SkiStar in the society

Since SkiStar is a major player in the industry and in the resorts where the company operates, it is important for SkiStar to be a driven and committed partner to community players, destination companies, entrepreneurs, municipalities and other stakeholders. SkiStar wants to play an active role in society and help ensure that the work on diversity and inclusion should not only include employees but guests and society as a whole. That all people who want to be able to be active in our mountain environments is a good example of initiatives that the company is happy to take with other companies and organizations.

5 FOLLOW-UP OF COMPLIANCE

Compliance with the diversity policy and related documents must be monitored regularly by the responsible manager, Group management and HR Director. The review shall include an assessment of SkiStar's opportunities for improving the corporate culture and the organization’s approach to diversity based on changes in our environment, business conditions and legal requirements. Each employee is obliged to inform their supervisor/manager of any violations. All informed offences must then be reported to the HR Director. Deviations can also be reported to the relevant person responsible via SkiStar Hub Furthermore, the HR Director shall regularly report the situation and status

of the diversity work to the CEO. Special reasons, such as serious incidents, deficiencies or needs, may justify additional reporting. The follow-up of compliance with the policy document shall be reported to group management and the Board of Directors through the Audit Committee in connection with the annual update of this policy. However, should significant deviations be identified, such reporting shall be done without delay.

6 DIRECTIVES AND OTHER ADDITIONAL DOCUMENTS

- Sustainability Policy
- Co-worker Policy
    - Abusive Discrimination Directive