

# Diversity and inclusion policy in Aasted ApS

## Purpose

The purpose of this policy is to describe how Aasted works with diversity and inclusion to achieve a purposeful balance. We believe that different perspectives and experiences create value for Aasted. Building an inclusive culture is an integral part of our company's foundation and values, where we always strive to be open and honest as well as inclusive and respectful of different perspectives. This policy shall also contribute to achieving a more balanced and equal gender representation across the company and in Aasted's executive level and/or other management levels.

For us, diversity is the mix of employees, perspectives, qualifications, and backgrounds we have in our company. Inclusion is about creating a culture where all employees feel valued and have a sense of belonging.

## Targets

To support our work with diversity and diversity and to increase the proportion of the underrepresented gender in the top management layers as well as throughout our company, we have set the following goals for Aasted ApS:

- <sup>1</sup>By 2025, at least 35% of all board members elected by the general meeting must be women
- <sup>2</sup>By 2025, at least 35% of all managers on the executive level and secondary management level must be women
- By 2025, at least 50% of all managers must be women
- By 2025, at least 20% of all Aasted employees must be women

If the target figures are achieved within the set period, new ambitious and realistic targets shall be set. We have chosen to set targets and measure on more levels than we are obliged to, as we generally believe that gender equality is important to our company, regardless of management level.

While gender is one dimension of diversity, we fully recognize that diversity is any dimension that separates people and enables different perspectives — for example, ethnicity, age, race, nationality, disability, sexual orientation, to name a few. We also recognize that some people may identify as non-binary and therefore do not want to be categorized. It is therefore possible to choose not to have your gender reported or state that you identify as 'other' than male or female. We do not currently have targets for other

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<sup>1</sup> Legally required target according to the Danish Financial Statements Act

<sup>2</sup> Legally required target according to the Danish Financial Statements Act

aspects of diversity as legislation in several countries have restrictions on measuring on many parameters.

## **Our ambition and approach**

Our ambition is to continuously ensure a working environment where a diverse group of employees and managers support each other in achieving our goals and ambitions in a safe and inclusive environment. To realize this ambition, we have defined internal initiatives and goals to help guide our decision-making as well as ensure awareness in the process of fulfilling our ambition. We work with these initiatives and goals in practice:

### **Recruitment and employment**

Diversity and inclusion must be a natural element in any recruitment and must be ensured in job advertisements and employer branding activities. Measures must be taken to neutralize the application process as much as possible.

#### *Remuneration*

Aasted seeks to ensure that all employees are paid fairly based on roles and responsibilities, capabilities, and performance, and never based on gender or other non-objective circumstances.

#### *Terms*

We strive to create conditions that allow for a more flexible and balanced working life.

#### *Employee development*

Aasted aims at supporting the individual's access to development opportunities both in relation to job content and courses, etc.

## **Culture**

Inclusion is essential for innovation and growth and drives creativity and inspiration. At Aasted, we work with inclusive leadership, where our managers ensure that our employees have the opportunity to be their best and authentic selves, professionally and personally.

We must ensure an inclusive language that supports diversity and inclusion, both visually and in writing.

## **Well-being**

We conduct well-being surveys several times a year in order to promote the well-being and job satisfaction among our colleagues. The well-being surveys must contribute to the establishment of concrete action plans that can accommodate everyone and promote general well-being.

## **Reporting**

Aasted annually measures and publishes on the following indicators to hold us accountable for the development of diversity to our stakeholders:

- Developing of our gender composition according to the targets mentioned
- Gender pay-gap
- Yearly employee satisfaction surveys
- Efforts covered by this policy

## **Scope and validity**

The principles set out in this policy apply to the Board of Directors, the Executive Management and all employees of Aasted and its subsidiaries.

## **Ownership**

The Board of Directors has committed to continuously, and at least once a year, review goals, actions, and progress in relation to Aasted's targets for promoting diversity and inclusion and for compliance with this policy in general. HR is responsible for the policy and updates to the policy. Calculations and monitoring are carried out by HR in collaboration with Finance BP and Sustainability. Sustainability is responsible for reporting on target figures, salary, and training days publicly annually.

## **Entry into force**

This policy is updated and will take effect from January 1, 2025.