

Equality, Diversity and Inclusion Policy

At Asker we believe that equality, diversity and inclusion is an important contributor to our success and long-term competitiveness. Diversity in our teams will contribute to innovations and creativity, and increase our ability to embrace change. Asker embraces and promotes equality and diversity in its workforce. Asker also strives to have a gender balance of between 40/60 to 60/40 balance of females/males in all management teams within the Group by 2030; hence, local management teams and the Group Management Team.

All employees must have the same rights, obligations and opportunities irrespective of sex, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation, age or family responsibilities.

The work on equality and diversity shall be conducted effectively in compliance with local laws and in co-operation with employees and labour unions, where applicable. All Asker's employees are obliged to accept each other's differences and to respect the dignity that everyone is entitled to in their workplace. An inclusive workplace is one where differences are welcome and respected, where different ideas and perspectives are expressed and listened to, where each employee finds a sense of belonging and have equal opportunities to grow.

All Companies shall commit to:

- Actively work for, and maintain, an inclusive workplace and business culture founded on the equal value of all people.

- Include diversity and inclusion as an integrated part of all business processes including, but not limited to, hiring, promotion, development, remuneration and termination.
- Base all appointments on equal opportunities, proven competence, merit and capacity to perform the work.
- Ensure that reward and salary procedures and the outcomes of those, are non-discriminatory.
- Offer all employees the same opportunities for development, education and training.
- Actively promote an even gender balance and aim for advertised positions to be sought by both women and men.

Harassment and discrimination

Harassment or discrimination based on gender, ethnicity, religion or other belief, sexual orientation, gender identity or expression, disability or age is not accepted at Asker and there is a zero vision of cases related to discrimination and harassment. In the event of such behaviour, all employees are urged to intervene and report the behaviour to their closest manager. If the matter is not resolved, or the closest manager is not suitable to address the violation, it should be escalated to the grandparent manager and/or HR. All forms of discrimination and harassment shall be investigated, appropriately handled and followed-up upon by each Company. If the employee finds it difficult to bring up an issue locally or where the allegation is of a serious or sensitive nature, concerns may be reported through Asker's Whistleblowing system.

Approved by Board of Directors in June 2022