KOMMUNINVEST

Equality and Diversity Policy

Excerpt from HR Policy

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1 Equality and diversity

The Company should be an inclusive and equal-opportunity workplace that takes advantage of the diversity and differences in its employees.

The Company shall actively conduct equality and diversity management, which means that:

- all employees shall be treated equally regardless of gender, gender identity or expression, age, ethnicity, religion or other beliefs, disability, or sexual orientation;
- gender balance shall be sought after for all positions in the Company;
- the recruitment process, salary setting, employment conditions, and career opportunities are equal and non-discriminatory;
- professional development and training are to be offered on equal terms; and
- diversity in the composition of the workforce shall be strived after based on established competence requirements.

1.1 Competence, suitability, and diversity of directors and CEO

When appointing directors, the applicable regulations and guidelines require that a broad set of characteristics and skills be considered in assessing the suitability of the person. Circumstances that promote diversity shall also be taken into consideration.

Through the employee representatives on the Board of Directors, employees bring a perspective and good knowledge of the Company's operations.

Rules regarding working on the competence, suitability, and diversity of the Board of Directors are set out in the Board of Director's instructions.

Rules regarding working on the competence and suitability of the CEO are set out in the Board of Director's instructions.

1.2 Competence, suitability, and diversity of senior management

In this context, senior management is referred to as member of the executive management other than the CEO and those responsible for the control functions. Other persons can also be included if they are considered having significant influence over the organization´s orientation.[1]

When appointing senior management, the applicable regulations and guidelines require that a broad set of characteristics and skills be considered in assessing the suitability of the person. Circumstances that promote diversity in the Company shall also be taken into consideration. Under the current regulatory framework, the suitability must be reassessed in certain cases. The assessment of the suitability of senior management should also be carried out in the context of a general evaluation of governance of the Company.

[1] EBA GL 2021/06

The purpose of assessing the suitability of senior managers is to ensure that they are always of sufficiently good repute, honesty and integrity, and possess sufficient knowledge, skills, and experience for their positions. HR is responsible for providing detailed guidelines on how to evaluate the suitability of senior management in the Company.