

Diversity

30th January 2024 Version 4.0
Approved by the Board of Directors

Goal of this policy

The goal of this Diversity, Equity, and Inclusion policy is to foster an international and diverse workforce that serves as a strategic asset to VIA equity. This policy seeks to create an inclusive environment where diverse perspectives, experiences, and values contribute to organizational success while maintaining fair hiring practices, work-life balance, and equitable compensation across all employee groups.

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2.13.2 Objective and Scope

At VIA equity, equal opportunity and respect apply to all employees and applicants – regardless of their nationality, skin color, gender, religion, sexual orientation or physical abilities/disabilities. We promote diversity and equality of opportunity within VIA as part of our corporate governance.

This policy reflects the culture and identity of VIA equity. We view an international and diverse workforce as an asset to the company, especially as these aspects improve our performance and reach in regard to our Northern European investment focus. The objective of this policy is to raise awareness throughout the company for the potential enrichment that diverse life and work experiences, perspectives and values will contribute.

2.13.2.1 Hiring procedures

To ensure equality of opportunity, we strive to recruit the most qualified candidate for each role that must be filled, regardless of gender, religion, etc. This includes:

- To the extent possible, trying to interview candidates which vary from the “mainstream”; for example gender or religion.
- Structured interviews and tests to enhance comparability of answers by candidates
- Diverse decisions panels deciding unanimously, to the extent possible, to avoid a biased one-person decision

2.13.2.2 Compatibility of work and personal life

We offer flexible working conditions to empower families to combine career ambitions and children at the same time for all genders. This includes:

- Availability of flexible working arrangements, e.g. flexible work time around core hours and the ability to work from the home office to a reasonable extent
- Parental leave for all genders, based on the respective country's legislative framework
- If relevant for religious reasons, possibility to plan vacation days outside normal vacation periods

2.13.2.3 Avoiding diversity payment gaps

To empower equal pay across all genders, religions and other factors, we are taking measures to rule-out biased decisions by single persons by normally involving a team-sentiment in the decision process when recruiting and promoting.

Salary level determination includes:

- Target compensation in hiring is primarily based on a target level for a specific role and not the previous job
- Utilization of salary bands across the organization based primarily on level of title and responsibility for each role, with possible variations based on experience

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