

Atea ASA

Diversity and Inclusion policy

Our mission is to establish Atea as **The Place to Be** for employees, customers, and partners. As such, we hold diversity and inclusion in high regard. At Atea, we recognize the uniqueness of each individual and respect their distinct strengths. In pursuit of this recognition, we are committed to attracting a diverse workforce and fostering an inclusive work environment that empowers everyone to contribute. Our Diversity and Inclusion policy outlines the guidelines and principles that will drive the enhancement of diversity and inclusion across our organization, with our core values serving as guiding stars. This policy is applicable to all employees, including the Board members of Atea ASA.

Diversity and Inclusion in Board

The Board is committed to fostering diversity within its ranks, recognizing that a blend of skills, knowledge, experience, geographical insights, professional backgrounds, as well as diversity in gender, tenure, age, ethnicity, and other individual differences among Directors, is essential. We firmly believe that such diversity enriches our decision-making processes, offering varied perspectives, insights, and viewpoints that ultimately lead to superior business performance and stakeholder satisfaction.

Understanding the importance of nurturing a culture of trust and respect, the Board prioritizes the support of our workforce. We strive to create an environment where every colleague feels valued and acknowledged for their contributions. Leadership in diversity and inclusion is exemplified from the top, with the Board's conviction that a diverse leadership team and an open, inclusive culture are key to the Company's success.

In alignment with Norwegian legislation, our Board is dedicated to maintaining at least 40 percent female representation. We acknowledge that during transitional phases, the composition may temporarily deviate from this standard. Nevertheless, our steadfast, long-term objective is to uphold, if not exceed, this gender balance. The Nominations Committee is responsible for ensuring the Board has the right balance of skills, experience and knowledge.

Definition of Diversity and Inclusion

Diversity at Atea means that we embrace and encourage our employees' differences. This includes both visible and invisible differences such as gender, transgender identity or expression, religion, national or ethnic origin, cultural

background, social affiliation, disability, sexual orientation, marital status or age, and other characteristics that make our employees unique.

Inclusion at Atea means that differences are welcomed and appreciated. Everyone at Atea should feel a sense of value for their authentic selves and perspectives as well as a sense of belonging.

By embracing diversity and acting inclusive, we open Atea to new ways of thinking, new skills, and new opportunities. It is a significant part of not only our culture, but our reputation and company's achievement as well.

Responsibility

Inclusion at Atea is a shared responsibility for managers and employees. All employees have a responsibility to follow the Diversity and Inclusion policy and act inclusive with colleagues and customers to contribute to the development of Atea.

The policy applies in all situations related to work. For example, at conferences, working trips, social events, at work (both at the office, customers office and from home), phone, email, and customer contact.

Our principles of Diversity and Inclusion

Our vision is to be a diverse Atea with equal opportunities and a culture where we include and appreciate different experiences, competences, and perspectives. Diversity and Inclusion will make us best equipped to serve our customers. As one of the largest suppliers of IT infrastructure in the Nordic and Baltic regions we can make a strong impact for diversity and inclusion both within Atea, as well as with our customers. Therefore, with our values as base:

- We embrace and encourage diversity. We believe that a diverse workforce can enhance better teamwork, innovation, decision, and results.
- We encourage and enforce inclusion at Atea. Everyone should feel appreciated for their authentic selves, be treated fairly and have equal opportunity.
- We are passionate about serving our diverse costumers' needs and aspirations.
- We recruit without discrimination and with the minimization of biases.
- We commit to constantly improving and learning more about diversity and inclusion. We acknowledge that this is an ongoing process and that we can always do better and learn more.

We embrace and encourage our employees' differences—but are not limited— to these grounds of discrimination:

- **Gender equality**

Atea has a target to even out the gender balance in professionals that are dominated by a certain gender. Striving for equal gender representation benefits us in recruiting and retaining a diverse workforce and achieving new results.

- **Disability and accessibility**

Disability is physical and/or cognitive challenges. Atea aims to strengthen our knowledge and initiative to remove hinders and become accessible for all employees and customers.

- **LGBTQ+ inclusion**

Everyone at Atea should be able to bring their authentic self to work and feel appreciated. We want to secure a safe place for everyone regarding sexual orientation, gender identity or expression.

(LGBTQ stands for Lesbian, Gay, Trans, Bisexual, Queer).

- **Inclusion for national or ethnic origin, cultural background**

Due to different national legislation, we do not record employees' different nationalities, ethnic or cultural background. We embrace and believe that a diverse background is vital for new ways of thinking, making decisions and leveraging results.

- **Age diversity**

We know that age diversity gives different perspectives important to Atea. Everyone at Atea should feel appreciated and have a sense of belonging, regardless of age.

- **Religion or other beliefs**

We want everyone at Atea to feel safe to be their authentic selves regarding religion or other beliefs. With regards to clients and business operation, we strive to adapt leave to each employees' beliefs and religious holiday.

- **Other characteristics that make Atea employee unique**

We want everyone at Atea to be able to bring their authentic selves and unique perspectives to work. Everyone should feel valued for their way of thinking, experience, and knowledge. Therefore, we encourage and enforce:

- To always show respect for one another and individual characteristics, including strengths and weaknesses.
- To actively seek new or other perspectives from colleagues to enhance results.
- To encourage and invite your colleagues to speak up in meetings to express new perspectives.
- To show trust and act trustingly towards your colleagues.
- To include your fellow colleagues in social activities.

With respect for the operation of Atea and our customers' needs, we promote a work-life balance through flexible work schedules to accommodate employees' varying needs. Managers shall maintain a positive attitude toward parental leave for both men and women.

- **Equal pay**

Salary is set by role, performance, competences and skills to avoid biases, unfair salary settings and to get equal pay for equal work.

Discrimination and Harassment complaints

Atea encourages reporting of all perceived incidents of discrimination or harassment. Atea will investigate such reports promptly and thoroughly. Atea responsibility and ways of reporting complaints can be found in the Anti-Discrimination & Harassment policy.

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Holding

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