

GENDER EQUALITY POLICY



Purpose

At LE34, we are committed to promoting gender equality and ensuring equal opportunities for all genders to advance and thrive in our organisation. We believe that diverse leadership enriches our company and strengthens our ability to innovate and make well-considered decisions.

This policy outlines our values and ambitions, but it does not stand alone.

The policy is accompanied by an action plan with concrete goals and targets, as well as a procedure for revising the policy. These documents are included in LE34's ESG handbook.

Gender balance

We believe that all genders should have equal access to leadership positions. Today, there is an imbalance between genders in our management structure, and we see both a need and potential to improve this area. We are committed to creating a workplace where all employees have the necessary resources and support to reach their full potential. Although we expect everyone to contribute positively to achieving gender equality, it is the responsibility of management to realise all elements of this policy.

Our Gender Equality Policy includes the following ambitions:

1. Objectives for gender balance

Diverse leadership enhances our ability to innovate and make informed decisions, which strengthens our company's position and adaptability. Therefore, we set clear objectives for equal representation of genders at all management levels: the Board, Executive Management, Partner Group, and other leadership positions.

2. Recruitment

To ensure the best possible talent pool, we are dedicated to recruiting employees based on qualifications, competencies and potential. This is only possible when hiring and promotion processes are based on objective criteria free from discrimination – whether conscious or unconscious. We achieve this, among other initiatives, by training our managers to carry out this responsibility effectively.

3. Equal pay

Equal pay is a human right that we fully support. We commit to maintaining an overview of pay distribution by gender, enabling us to actively address pay differences where they may occur within the organisation.

4. Equal access to career opportunities and promotion

We focus on identifying employees from the underrepresented genders for participation in talent development programmes, networks, and other initiatives that support their career growth and progression within the organisation.

We do this to ensure a diverse pool of talent from which leaders of all genders can be chosen.



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We are dedicated to ensuring that representatives of the underrepresented gender are included in evaluation and selection processes when identifying candidates for leadership training, promotion, and other career-enhancing opportunities. This ensures that our decisions are inclusive and representative and that they promote a more balanced gender representation across all organisational levels.

5. Culture and work environment

We uphold a workplace culture that ensures everyone is respected, valued, and included as whole individuals in all their diversity. This is a non-negotiable value for us, and we will always take action when it is not upheld, in accordance with our procedure for breaches.

6. Bias awareness

We work to strengthen our leaders' awareness of bias as part of preventing gender inequality – in relation to pay, promotions, competence development, and leadership roles. This is achieved through training, feedback, and evaluation.

7. Transparency and reporting

We commit to being transparent about our progress in achieving gender balance.

We conduct regular evaluations of our gender representation and publish these data annually, both internally and externally, to ensure accountability and continuous improvement.

We are fully dedicated to creating a workplace where gender equality and equal pay for equal work are a reality, and where all employees, regardless of gender, have equal opportunities to thrive and advance.

Our goal is to foster a culture of respect, appreciation and inclusion – forming the foundation of a diverse and strong organisation.

We recognise that this work requires continuous effort, transparency, and accountability.

We are committed to taking proactive action, as outlined in our action plan, to achieve our ambitions. With this policy and its accompanying plan, we are determined to build a foundation that enables us to work towards equal representation at all levels of LE34.

Approved by Executive Management

Date: 16 June 2025