



**æeven**

Diversity, Equity,  
and Inclusion  
Policy

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# 1 Purpose

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In Aeven, diversity and a balanced gender distribution among our managers and employees help ensure that we achieve better results - just as well-being and a behavior in support of diversity and inclusion are crucial to the work environment we want to create.

This policy applies to all employees across Aeven.

In Aeven our people are our business, and our business is our people. We place value in the people we employ and the culture of expertise, inclusion, and growth we create together. In Aeven people matter. Our people are given the remit to make great things happen, and in return they feed in their passion, knowledge, and expertise. We strongly believe that motivated, engaged, and passionate people are crucial drivers for Aeven in the pursuit of excellence and in relation to corporate responsibility, diversity, and inclusion.

We want to create the best prerequisites for our employees to be responsible and inclusive at work. This policy therefore outlines Aeven's work for diversity and inclusion across our organization and serves to ensure that we reach our goals within the diversity, equity, and inclusion agenda.

As a precondition for this, Aeven will strive for:

- Gender balance and diversity being defined as a strength in Aeven.
- Maintaining a work environment where all current and future employees feel respected and valued without experiencing any forms of bullying or harassment.
- That no one experiences any direct or indirect discrimination based on gender, age, religious beliefs, sexual orientation, national and social origin, political opinion, disability, race, skin color, ethnic origin, or other characteristics.
- That all employees are seen for their qualifications, ensuring that everyone has equal opportunity to develop their careers in Aeven.
- That talents are attracted, retained, developed, and put into play optimally, so that Aeven has access to the best competencies.

This policy also ensures that Aeven acts in accordance with the requirements of the Danish Financial Statements Act § 107 d on diversity policy, the Financial Statements Act § 99 b, and the Companies Act § 139 c on target figures for the proportion of the underrepresented gender in top management and policy to increase the share of the underrepresented gender at the company's other management levels.

## 2 Definition

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### 2.1 Diversity in Aeven

We believe that a diverse workforce leads to better results and a more positive work environment. For us, increasing diversity goes beyond achieving gender balance among our management and employees but given the historically gender imbalance in the IT industry, it is a crucial focus. To address this, we are committed to bridging this gap by setting a target to ensure that 30% of our employees at Aeven represent the underrepresented gender in 2029.

By attracting more women to our company, we want more women to explore their leadership potential within Aeven. As a minimum, we aim to have the **gender distribution among our employees with leadership responsibility to be at least 33% of the underrepresented gender in 2026.**

Diversity in Aeven also includes differences in age, religious beliefs, ethnicity, race, skin color, national and social origin, sexual orientation, disability, political views, education, professional competencies, and other personal attributes.

We want to eliminate any discrimination against (groups of) employees on the grounds of the above-mentioned attributes. We focus on our employees' competencies and contributions and on how we can grow our business by virtue of our differences.

### 2.1 An Inclusive Work Environment in Aeven

An inclusive work environment is a prerequisite for Aeven to promote diversity. For us, an inclusive work environment is characterized by the fact that we are accommodating to the employees' differences and recognize that these differences can help to make our business stronger.

Aeven has a zero-tolerance policy for discrimination, bullying, and abuse among employees.

Employment conditions, including those related to hiring, ongoing employment, termination, or other changes in employment status, must always comply with the Act on Equal Treatment of Men and Women, the Act on Equality of Women and Men, and the Discrimination Act.

It is a shared responsibility that all employees are included. There is a clear expectation that all leaders and employees behave inclusively so that everyone is met with respect and a perception of equality. All employees are required to notify Aeven if they witness or become aware of unacceptable behavior in the workplace. This can be done by reaching out to [AevenHR@aevengroup.com](mailto:AevenHR@aevengroup.com), our [grievance mechanism](#), the employee's direct leader, or anonymously through our whistleblower system found [here](#).

## 3 Diversity and Gender Balance Targets

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In our Annual Report and in our Corporate Responsibility Report (including UN COP report) we will describe and follow up on Aeven's development in terms of reaching our goals related to diversity and gender balance.

Both reports are published on an annual basis and can be found on Aeven's website.

### 3.1 Increasing Gender Diversity in Aeven's Top Management

The following will address our ambitions to increase the number of the underrepresented gender in Aeven's top management (cf. ÅRL §99b and §139c).

In Aeven, the current gender balance is around 23% female and 77% male. While we recognize and embrace other definitions of gender, our policy focuses on breaking the curve in terms of women being underrepresented in our industry.

We believe it starts by creating a more balanced gender representation in the company's top management, and have set the following targets:

- Aeven is working to ensure that both men and the underrepresented gender are **represented by at least 33% among our Board of Directors and Aeven Executive Leadership Team by 2025.**

Further, our aim is to ensure that the underrepresented gender is represented by 25% in our Board of Directors by 2029.

### 3.2 Increasing Gender Diversity in All Management in Aeven

The following will address our ambitions to increase the number of the underrepresented gender in all Aeven's management levels (cf. ÅRL §99b).

To support the desired development at other management levels, and vice versa, Aeven has the following goals for our leaders on all levels:

- **By 2029, the underrepresented gender should be represented by at least 45% on Aeven's other management levels** (Executive Leadership Team and their direct reports)
- **By 2026, the underrepresented gender should be represented by at least 33% among all Aeven leaders.**

### 3.3 Increasing Gender Diversity Throughout Aeven's Organization

Our ambition to create a balanced gender representation reflecting the above targets throughout our organization.

To create the best prerequisites for achieving a balanced gender distribution in our top management and other management levels, and to bring into play all competencies, these ambitions are also targeted the entire workforce of Aeven:

- Aeven will work to ensure that **the underrepresented gender is represented by at least 33% among all employees by 2029.**
- Aeven will work to ensure that candidates for our open positions represent a balanced gender distribution.

### 3. 4 Diverse Management Goals

The following will address our objectives for a diverse composition of our management (cf. ÅRL §107d).

We work to ensure that our management is characterized by diversity with regards to, for example, age, gender, education, and professional background. This applies to our Board of Directors of the Aeven Board as well as our Executive Leadership Team appointed by the Board of Directors.

We strive for this by:

- Aiming for a broad representation of characteristics in terms of gender, age, education, and professional background among our pool of candidates for managing positions.
- Addressing the influence of bias — also unconsciously — and prejudices in our recruitment processes.

### 3. 4 Objectives for Diversity across Aeven

To create the best conditions for diversity in the company's management, and to bring all competencies into play, the policy is also aimed at creating an inclusive work climate in Aeven.

To support this development, we have set the following objectives:

- On an annual basis, we ask employees to anonymously assess the extent to which they experience fair treatment and equal opportunities

## 4 Implementing Aeven's Diversity, Equity, & Inclusion Policy

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Aeven strives to implement the above policy and goals through the efforts described in the following sections 4.1. - 4.5.

### 4.1 Advertising, Recruiting, and Screening

In Aeven, we have a special focus on integrating initiatives into our recruitment processes that help reduce bias, promote diversity, and inclusion. In this way, we ensure that we have the best conditions for attracting and recruiting candidates with the best competencies for the individual job functions.

We do this by:

- Ensuring that all candidates are treated with respect.
- Ensuring that our recruitment process is driven by professional assessment criteria focusing on the candidate's competencies, experiences, and potential.
- Striving for a balanced representation in recruitment committees regarding gender, age, and other characteristics.
- Writing job ads in a language that appeals to a broad and diverse field of candidates.
- Ensuring that spokespersons, images, and material in our external communication, job ads, and PR reflect a diverse workplace with room for difference in opinions.
- Stating clearly in job ads that all candidates are encouraged to apply for the given job regardless of their gender, age, religious beliefs, sexual orientation, national and social origin, political opinion, disability, race, skin color, and ethnic origin.
- Spreading awareness of how unconscious bias can be recognized and reduced, and how to avoid prejudices.

### 4.2 Onboarding

All leaders in Aeven must know and adhere to our Diversity, Equity, & Inclusion Policy to ensure that it is implemented in the daily management.

No employee should doubt that these areas are of high priority to Aeven and that we do not accept any discrimination, bullying, abusive behavior, and harassment.

The implementation is ensured by:

- Newly hired leaders are asked to read and understand the policy and given the opportunity to ask questions and comment on the content. They are made aware of their responsibility to comply.
- Our onboarding program for new employees in general involves communicating Aeven's focus on diversity and inclusion.
- New employees are informed about what to do should they experience discrimination, bullying, abusive behavior, or harassment.

- New employees are informed about the formal opportunities for advancement and career paths in Aeven to bring themselves into play, and so that Aeven creates the broadest possible internal recruitment basis.

### 4.3 Promotions, Development, and Retention

In Aeven, all decisions related to employees must be made solely based on the employee's professional qualifications, experience, education, and development potential seen in relation to the individual's job function.

We are committed to developing our talents to the benefit of the employees' individual aspirations, and to the benefit of our business. Furthermore, we are committed to offering fair and equal terms and opportunities for all.

We do this by:

- Ensuring that our policies do not favor any group(s) of employees rather than others.
- Ensuring that we have a diverse representation among candidates for our talent and leadership development programs and for management succession.
- Assessing new leadership candidates based on the candidate's potential as a leader and not just the candidate's experiences.
- Offering mentor- and sponsorship programs where employees at all levels can seek advice and get inspiration from others.
- Reviewing our entire organization bi-annually, including salaries with the intention of ensuring fair salaries for all and closing potential gender pay gaps across Aeven.

### 4.4 Flexible Working Conditions

Aeven employees are our most valuable assets. No employees are alike, we all have different needs and ways in which our potential and competencies are best brought into play. Considering our business, we therefore offer working conditions that make it possible for the individual employee to accommodate their work life with their privacy and personal needs.

We do this by ensuring that:

- All employees are given the opportunity to ask their leader for more flexibility in their working conditions. This applies to all employees, not just parents or caregivers.
- Employees in relevant job functions, and where it is currently estimated by the direct leader, can access the necessary IT equipment to be able to fulfill their position working from home.
- All leaders follow our remote work guidelines and offer clear guidance for their team.

### 4.5 Offboarding

In cases where Aeven employees resign their position, we always try to identify and understand the motives behind the employee's decision. As a normal practice, the direct leader always follows up on the employee's decision to discover information and learnings about Aeven's work environment that might have had influence on the resignation.



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We conduct exit interviews with HR and/or the direct leader of the resigning employee, focusing on reasons for and thoughts on the resignation.

We analyze if specific groups of employees leave Aeven, should there be a tendency we can somehow counteract.

## 5 Related Policies

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For other Aeven policies, please visit our website.