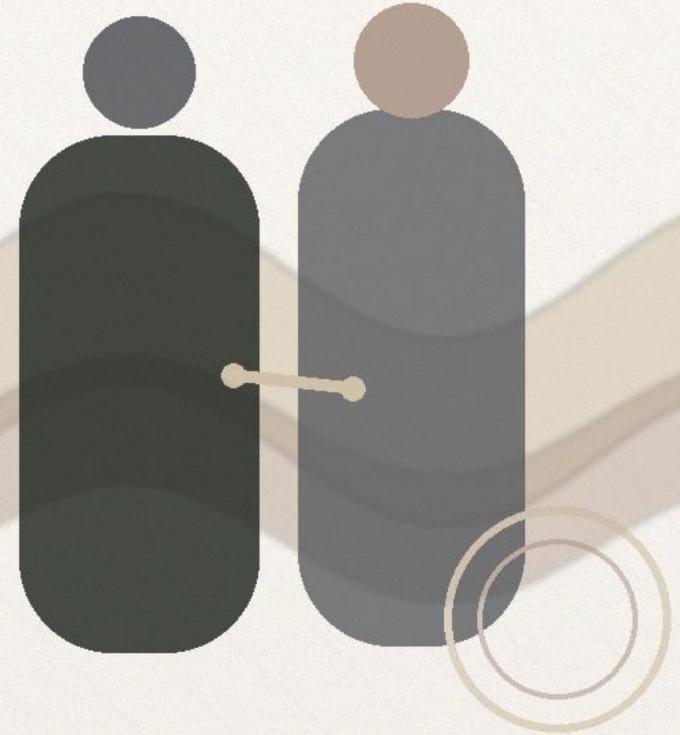


EQUALITY AND DIVERSITY



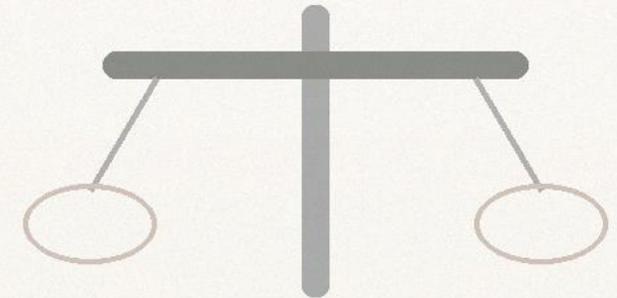
At Kraft Finans, we actively work to combat discrimination and promote equal rights and opportunities, regardless of gender, pregnancy, leave of absence for birth or adoption, caregiving responsibilities, ethnicity, religion, beliefs, disability, sexual orientation, gender identity and gender expression, and combinations of these.

STATE OF GENDER EQUALITY

At Kraft Finans, we have mapped gender equality both in terms of the distribution of genders across different positions and groups, as well as analysed pay disparities between genders.

We have mapped the gender differences within the following areas:

- Total overall gender balance in the company
- Temporary employees
- Use of parental leave
- Employees in part-time positions
- Wage differences in different groups
- Total wage differences in the company
- Gender distribution in different groups



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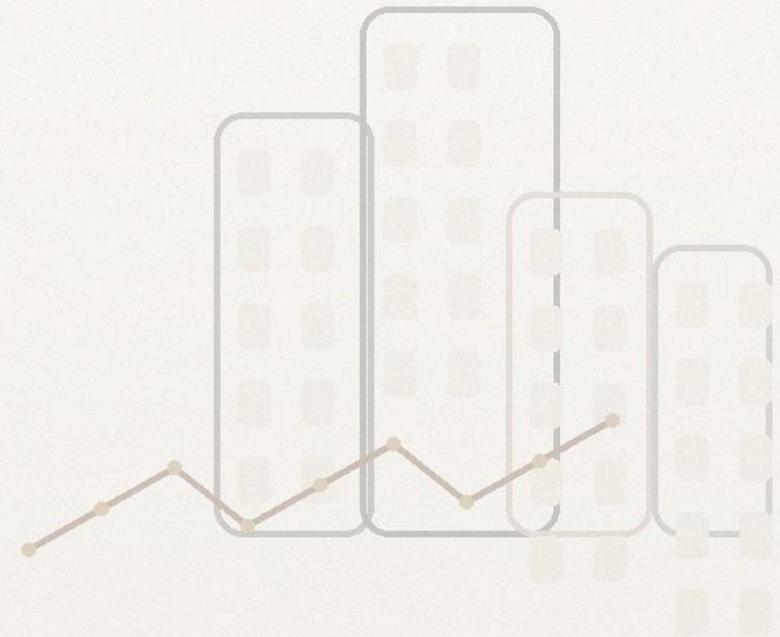
	Women	Men
Total gender balance	11	49
Temporary employees (incl. students)	1	4
Parental leave taken (avg. number of weeks)	0	21
Actual part-time work (incl. students)*	1	4

*Part-time is primarily associated with student positions

POSITION LEVELS AND SALARY AT KRAFT FINANS

For the calculation of wage differences, we have divided into base salary (adjusted for position fraction) and fixed pay supplements, such as bonuses and pension for the 2025 financial year. We have also assessed equal work and work of equal value in the design of position levels. The design of position levels is an assessment based on existing roles in the company, divided into groups with similar complexity of tasks, competence, experience and responsibility.

- We have assessed comparable work across groups
- We have assessed the level of education in the groups: E.g. required authorisation or education
- Experience is the basis in each category: e.g. junior positions vs. senior
- Roles with small numbers have been assessed individually before being placed in groups with comparable responsibility, experience or education.



POSITION LEVELS AND SALARY AT KRAFT FINANS

	GENDER DISTRIBUTION AT VARIOUS POSITION LEVELS				WAGE DIFFERENCES			
	Average age		Number of employees		<i>Women's share of men's salary expressed as a percentage</i>			
	Women	Men	Women	Men	Cash benefits			
				Base salary	Variable pay	Overtime pay	Benefits in kind	
Front line (employees in shared functions)	39	24	3	5	128%	1666,7%	-	420%
Mid-level (investment advisors)	41	42	2	24	103%	5,7%	-	79,4%
Senior position (subject matter experts and senior employees in shared functions)	50	45	5	3	89,3%	232,3%	-	102,6%
Middle managers (managers with personnel responsibility)	-	48	0	6	-	-	-	-
Specialists (portfolio managers)	-	46	0	4	-	-	-	-
Management team (members of the management team)	42	44	1	7	85,5%	81,1%	-	143,2%
Company total	45	41	11	49	77,6%	23,0%	-	85,7%

WORK FOR EQUALITY AND AGAINST DISCRIMINATION

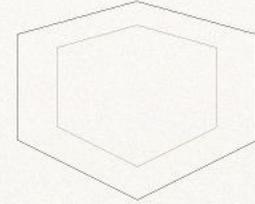
Kraft Finans' work for equality and against discrimination is based on the company's procedures for corporate social responsibility:

Recruitment, career opportunities and employee development

Recruitment, career opportunities and employee development are based on performance, qualifications and equal opportunities, regardless of race, skin colour, religion, pay, age, nationality, sexual orientation, marital status and disability. Positions shall as a general rule be advertised internally and externally where necessary.

Discrimination and harassment

Kraft Finans shall have a culture for proper conduct. Discrimination, bullying and harassment are not accepted. We want openness, so that objectionable conditions can be raised, discussed and resolved as early as possible, and as close to where they arise as possible. Employees are asked to report incidents of an unwanted nature to their immediate superior or to the safety representative in the Company. Kraft Finans has established procedures and systems for whistleblowing.



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PRINCIPLES, PROCEDURES AND STANDARDS FOR EQUALITY AND AGAINST DISCRIMINATION

Principles, procedures and standards:

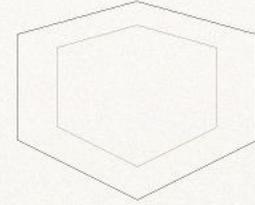
- The equality work is anchored in the company's various strategies, tools and internal regulations
- Equality, discrimination and diversity are included in the company's procedures for corporate social responsibility
- In recruitment, equality is a matter of course, which is made clear in advertisements
- The company provides equal opportunities for promotion and development for employees who wish it, regardless of gender or other discriminatory conditions

How we work to ensure equality and non-discrimination in practice:

1. *Recruitment:* Managers are encouraged to recruit for greater diversity.
2. *Premises:* Our premises are designed to accommodate employees with any physical disabilities. We have lifts, height-adjustable desks, accessible toilets and quiet rooms.
3. *Home office:* The company expects employees to work from the offices as a general rule, but arrangements have been made so that employees can work from home when needed.
4. *Promotion and development:* Everyone who wishes to can develop and advance to new roles (provided that there are vacant roles). For some employee groups, specific development programmes have been created.

How we work to identify risks of discrimination and barriers to equality:

- The company analyses the wage differences
- Our office premises are of a high standard and well adapted
- Where organised canteens are available, food labelling is clear and acceptable
- The company has established procedures for reporting objectionable conditions











ACTION PLAN IN THE COMPANY

HR area	Background for measures	Description of measures	Goal of measures	Responsible	Deadline/status
Recruitment	We encourage all candidates to apply, and we do not consider gender, disability or ethnicity in the recruitment process.	We use recruitment agencies that can provide more objectivity when screening new candidates. This includes criteria related to competence and personal qualities. The content of our job advertisements is gender-neutral.	Our view is that we discriminate to a small extent, but will maintain continued focus on ensuring that procedures and policies are adhered to.	Legal and responsible for recruitment.	Annual/ongoing
Promotion and development opportunities	No discrimination between women and men.	No new measures. Maintain equal opportunities for both genders.			
Salary and working conditions	The analysis shows some differences within certain groups. This is due in part to different areas of work within the group.	Annual update of the analysis to follow up that development is moving in the right direction.	Pay equality between the genders.	The management team and other middle managers.	Annual
Ability to combine work and family life	The company has good conditions for work-life balance. Periodically greater workload for some groups of employees.	Follow-up of employees. Ensure that employees take holiday/days off to avoid overload.	Good work-life balance for all employees.	The management team and other middle managers.	Annual
Harassment, sexual harassment and gender-based violence	The company has no reported cases.	Continue with current procedures.	Avoid all harassment and gender-based violence.	All managers.	Ongoing follow-up