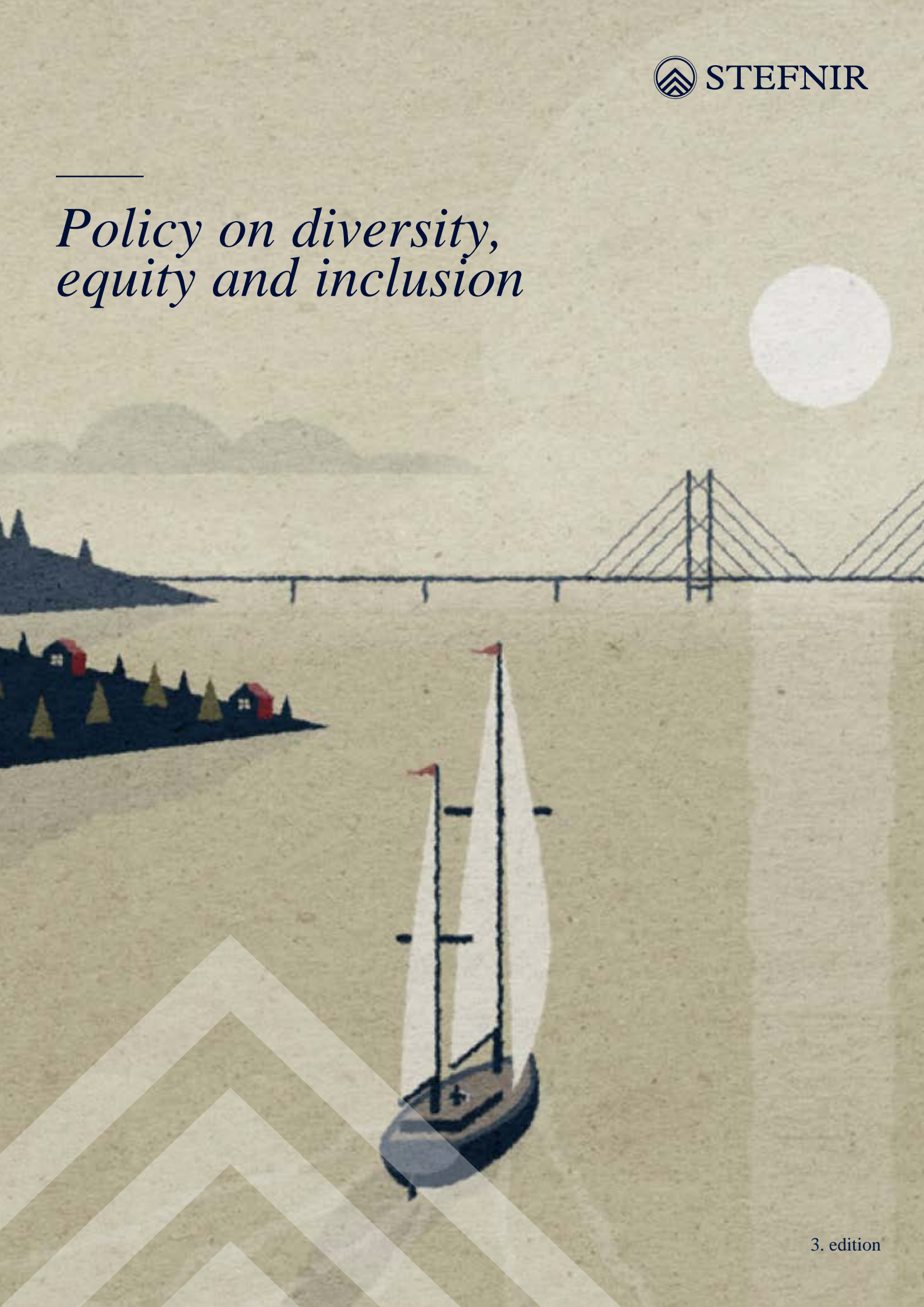


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*Policy on diversity,  
equity and inclusion*





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## Aim of Policy

This policy is intended to promote diversity, equity, inclusion and general human rights within Stefnr's activities.

Policy on diversity, equity and inclusion<sup>1</sup> aims to create a workforce that is desirable and fair as well as to support the welfare of Stefnr's employees and board. The policy promotes that everyone with comparable education, work experience and responsibility have equal opportunities and terms, and that diversity is encouraged in the composition of the company's staff and within the board.

The board aims for Stefnr to be model company that relays upon diversity and reflects the community and the customers we serve.

## The workplace

Diversity and inclusion are fundamental points in Stefnr's current business is a fundamental element in Stefnr's daily work as a workplace, which is reflected in the work involved in investing on behalf of the funds that Stefnr manages according to its mandate. Unfair discrimination, harassment and harassment will not be tolerated in our work. Equal opportunities for all will be promoted as well as respecting different views.

Any kind of discrimination is contrary to this policy and is prohibited under the Gender Equality Act No. 150/2020 and the Act on Equal Treatment on the Labour Market No. 86/2018. Equal opportunities are promoted for everyone, including opportunities to pursue continuing education, as well as different opinions are respected.

At Stefnr, there should be a positive and encouraging work environment that supports employees in life and work. Emphasis will be on seeking to retain and attract the best people for the job and for Stefnr to be a (Emphasis should be placed on retaining and attracting excellent staff and being a desirable workplace) Each employee shall be evaluated regardless of their origin, nationality, regardless of their origin, nationality, religion, sex, outlook on life, disabilities, occupational disability, sexual orientation or gender identity.

A diverse workforce is a competitive advantage in retaining and attracting the best people to improve our business performance. We respect different points of view and practice critical thinking. We believe that critical debate provides the basis for better decision-making. We promote a work environment that values seeking and utilising the contributions of employees with diverse views and experiences.

Stefnr publishes an Equality Plan that sets out the company's goals in equality matters for three years at a time.

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<sup>1</sup>Diversity is defined as the existence of discrimination in a certain scenario, such as regarding origins, nationality, religion, sex, outlook on life, disabilities, occupational disability, sexual orientation or gender identity.

Equity is described as accessibility to equal opportunities to benefit from own efficiency independent of defined discrimination.

Inclusion is described as the actions taken to understand, support and utilize the individual strengths and diversity of individuals so that they feel welcome and appreciated.

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## Employee diversity, equity and inclusion

The board has set the company the objective to promote diversity, equity and inclusion within the company and its activities, according to fiduciary duty.

- Introduce the company to different social groups to spark interest in it as a field of work
- Educate employees and other stakeholders on the importance of diversity, equality and inclusion in the workplace.
- Look into all the company's communication with the aim of supporting diversity.
- Increase ratio of women to 40% of total enterprise headcount by 2024.
- Flexibility at work is promoted and Stefmir supports work-life balance. Stefmir supports and encourages employees to exercise their right to parental leave.

## Responsibility

The Executive Director shall be responsible for ensuring that the policy is complied with and shall respond to deviations in an appropriate manner. The policy is also intended to promote good practice within the company, and it applies to all its activities. Employees are encouraged to notify their supervisor or others in accordance with their procedures, if they believe that discrimination, harassment or harassment has taken place in the company's operations.

## Policy revision, publication and transparency

The board will review the policy and its goals annually and then published on the company's website. In Stefmir's annually published non-financial information, based on Nasdaq's ESG Reporting Guide, can be found information on social and governance factors.