

Diversity, Equity & Inclusion Policy

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Diversity, Equity & Inclusion Policy

Introduction and purpose

This Diversity, Equity & Inclusion (DE&I) Policy has been adopted by the Board of Directors in Columbus A/S in accordance with Section 139c of the Danish Companies Act and the Recommendations on Corporate Governance.

At Columbus, we believe that diversity, equity and inclusion are essential to drive innovation and creativity and enables better decision-making. We are committed to building a diverse workplace that is welcoming, respectful and inclusive for all employees. Our vision is to grow a diverse and talented culture.

The purpose of the DE&I Policy is to give guidance and describe our strategies to promote diversity, equality and inclusion in Columbus.

The policy applies to all those employed by and associated with Columbus.

DE&I goals

To promote DE&I, Columbus will:

- **Increase diversity:** We strive to build a diverse workforce that embraces all our differences. Putting together diverse teams means increased creativity, more perspectives, etc. that help us develop ourselves and our business. A more diverse workforce can also help

us to better understand and collaborate with each other internally and with our customers and suppliers.

- **Promote equality:** We recognize that Equality is key to creating a fair workplace and ensure that everyone has equal opportunities to develop and succeed.
- **Encourage inclusion:** Inclusion is the foundation of a strong and vibrant workplace. Columbus strives to create an environment where every employee can be authentic, bring their whole selves to work and where diverse ideas are welcomed.
- **Prevent discrimination and harassment:** Columbus does not tolerate any kind of discrimination, violence, harassment or bullying of employees and provides a mechanism for reporting and addressing such incidents.

Our commitments

Columbus is committed to being socially and environmentally responsible and supports the UN Global Compact.

Columbus is committed to contribute to the UN Sustainable Development Goals (SDGs). In 2019 we took an important step to focus on five of the 17 SDG's – one of them is SDG no. 5 – Gender Equality.

To reach our DE&I goals, we are working with several commitments which are also reflected by our company values – Build, Trust, Collaborate, Stay Curious and Deliver Customer Success.

Culture and Values

Columbus is committed to providing a workplace culture that is fair, respectful and inclusive for all our employees – no matter the level, role or function in our organization. It sets the tone for the company's commitment to DE&I. Our commitment to diversity means that we seek out and embrace differences in thought, experiences and perspectives, and create a culture where employees feel heard, valued and respected.

Fair recruitment process

Our people are key to Columbus' success. Our talent strategy aims to attract, retain and develop competence to meet future needs and to stay attractive to the candidate market. We work to have a fair recruitment process, where we always look for the right competence. This means using competency-based questions, using science-based psychometric tests and other tools to remove or decrease bias in the recruitment process. A candidate NPS survey supports us in getting feedback on our process from a DE&I perspective.

In employer branding this means making sure we are aware of our writing, image choice and actively choosing channels where we can attract a wider candidate group. This is supported by an attraction report to get a better understanding of who we reach out to today to help us design sourcing and employer branding initiatives.

In relation to Columbus' global recruiting process, there is an increased focus on improving the percentage of women at all levels, and when hiring for a position externally, wherever possible at least one female candidate must be identified.

Developing our people

We aim to provide employees with opportunities at work to help them improve their skills and abilities. By giving all employees chances to grow and see everyone's unique needs and strengths, we want to help them unlock their full potential and give equal opportunities to grow.

Columbus is developing a Global Career Compass with career pathways to make it visible to employees how they can advance or develop in the organization. It also aims to make promotion more transparent. Besides that, Columbus is implementing a new succession planning process where we will ensure that the

assessment process for identifying potential leaders is fair and based on objective criteria.

Internal promotion opportunities are open to all employees, and we actively encourage our people to strive to take the next step in their careers.

Leaders in Columbus have a key role to empower employees and acknowledge their strengths and contribution, which also helps employees see their own potential.

Promotions to management positions include a careful assessment of professional experience and skills needed with a view to ensuring the presence of the necessary competences at all management levels.

Having an openness for internal promotions ensures equal access for all employees to progress in their careers, regardless of level.

Columbus is continuously investing in career and skills development, which also supports equal opportunities for all employees.

In Q4 2023 Columbus launched our new Women's Inspirational Network (WIN). Through networking, knowledge, and collaboration, we aim to develop female leadership within Columbus.

In Q2 2024, Columbus will launch a new Mentorship program. This program is specifically designed to help employees accelerate their careers, develop new skills, and

achieve their career aspirations within the organization.

DE&I awareness

To increase awareness of the importance of DE&I, Columbus is offering a global Diversity & Inclusion course for all employees, which forms part of the employee introduction. This gives employees an enhanced understanding of DE&I which will help us recognize and embrace differences among us. With increased awareness of DE&I, we will become more effective communicators and collaborators.

Our annual employee survey includes a number of questions related to DE&I. It gives us a good tool to monitor our work climate as well as bringing an understanding of which topics to prioritize going forward.

Employee role

Employees are expected to treat all colleagues, candidates and customers with respect, regardless of their background, characteristics or identity. This includes:

- Avoiding any language or behaviour that could be considered discriminatory, offensive or harassing.
- Embracing and celebrating diversity in all its forms, such as diversity of race, ethnicity, gender, sexual orientation, religion, age disability and more.
- Recognizing and valuing the unique contributions that each person brings to the workplace.
- Working collaboratively and communicating effectively with colleagues and customers from diverse backgrounds.

This includes being mindful of cultural differences, listening actively, making adjustments where needed and seeking to understand others' perspectives.

By upholding these expectations, employees can help to create a workplace culture that is welcoming, respectful and inclusive for everyone.

Gender equality

Columbus strives to be an attractive workplace with equal opportunities for all. We are convinced that striving towards a more balanced gender distribution on all levels in the Company has a positive effect on the working environment. It contributes to the creation of a successful company culture which will attract and retain the best talents. With special efforts aimed primarily at women, we at Columbus want to ensure that women have access to the support, resources and opportunities, they need to succeed.

Columbus' Sustainability Strategy includes a diversity program, which includes a target of reaching a gender distribution of 40% women and 60% men in 2027 globally in Columbus.

Once a year at a Board meeting, the Board of Directors follow up on the progress against the targets set on gender distribution. Based on the progress, the Board of Directors and Executive Board assess whether Columbus is taking the necessary measures to obtain the actions.

Progress is reported in the Annual Report.

Discrimination and harassment

Columbus opposes all forms of discrimination, violence, bullying, harassment and sexual harassment. Columbus takes reported cases very seriously and investigations will be handled immediately. Reports of allegations of this nature should be directed to the immediate manager, next level manager or local People/HR.

Review

The Board of Directors annually reviews and, if relevant, updates the Policy.

Adopted by the Board of Directors on 16 December 2021.

Reviewed and approved by the Board of Directors on 11 December 2023.