



Diversity and Equal Opportunities Report 2023

This report describes the state of diversity and equality of opportunities in Omda AS as per 31 December 2023.

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1 Positions and Salary

Omda AS (the parent company) had 50 employees at the end of 2023, and Omda Group had a total of 291 employees.

Omda aims to have a balanced representation of gender. The proportion of women is 34 % for the parent company, and 27 % for the Group.

Omda is organised in a low-hierarchy management model. Each of Omda's seven Business Areas are managed by a Business Area Manager reporting directly to the Group CEO. In addition, the Corporate Management team (CFO, CSO, COO, CMO and Legal Director) report directly to the Group CEO. In total, at Group level, the number of managers reporting directly to the CEO is twelve; nine men and three women. Of these, nine of the managers are employed by the Parent; six men and three women.

On manager level, the salary ratio of basic salary is 64 % for the Parent, and 71 % for the Group. The salary ratio is calculated as the average salary of female managers divided by the average salary of male managers. Omda is committed to gender-neutral treatment in offering professional opportunities and yearly salary adjustments. The salary difference between female leaders and male leaders results from higher seniority in the Group Corporate Management, made visible by a lower ratio for managers employed with the Parent compared to the ratio for the Group.

For non-managers the salary ratio for the Parent is 73 % and 89 % for the Group.

2 Part-time Employment, Temporary Employees and Parental Leave

	Gender distribution - Total		Gender distribution - Managers	
	(Number of employees)		(Number of employees)	
	Men	Women	Men	Women
Omda AS (Parent)	33	17	6	3
Omda Group	212	79	9	3

	Basic salary	Basic salary	Basic salary
	(Salary ratio)*	(Salary ratio)*	(Salary ratio)*
	Managers**	Non-managers	Total
Omda AS (Parent)	64%	73%	70%
Omda Group	71%	89%	87%

	Parental leave		Part time-employees		New hiring per gender	
	(Average weeks of leave)		(Number of employees)		(Number of employees)	
	Men	Women	Men	Women	Men	Women
Omda AS (Parent)	23	23	5	1	0	3
Omda Group	25	47	12	7	24	12

*Salary ratio: Average Salary Women/Average Salary Men

**Managers: Leaders reporting directly to the Group's CEO

Omda AS employs almost no temporary staff. As per 31 December 2023, neither the Parent nor the Group had any such employees. Part-time employment is possible upon an employee's request, to enable a balance between professional and personal commitments and goals. While female employees at Omda have the highest average number of weeks of parental leave, twelve men and six women employed by the Group took parental leave during 2023.

3 Omda's Work for Equal Opportunities

3.1 PRINCIPLES, POLICIES AND CODES

Omda strives to be a respected employer by both current and potential future employees. The company will ensure a good working environment both physically and psychosocially. Omda seeks to be an attractive employer with respect to the professional and personal development of our employees. The relationship with and between employees shall be based on mutual respect and dignity and shall secure a reasonable level of influence within the areas that affect the individual's working situation. Omda offers all employees equal opportunities regardless of gender, age, nationality, religion, ethnicity, disability, or other distinguishing characteristics.

The Group's work related to equality includes all areas involving our current and potential future employees: recruitment, terms and salary, promotion, opportunities, facilitation, and the possibility to have a good life-work balance. Omda strives to provide and maintain a work environment where everyone is respected and treated with dignity and fairness. We do not tolerate harassment or discrimination, of any kind.

We are proud that Omda continues to be an attractive employer for people starting their first job, as well as for the presently hired. In 2023, three of three of our new colleagues in Omda AS (the Parent) were women (100 %). At Group level, 12 of 36 new employees were women (33 %).

Omda's work to ensure diversity and equal opportunities is rooted in the Group's strategy and values, and in formal policies initiated and overseen by the Board of Directors.

Examples of these policies are:

- Omda General HR Policy describes the Group's human resources management practice. The policy guides employees and managers in everything related to employment conditions, procedures, and policies.
- Omda Recruitment Policy.
- Omda Whistleblower policy.
- Omda CSR Policy.
- Omda Statement of General Business Principles, recognising employees as Omda's greatest asset and stating the Group's respect for human rights and an ambition to nurture a healthy, safe and productive work environment based on equal opportunities.

3.2 HOW WE WORK TO ENSURE EQUALITY AND NON-DISCRIMINATION

3.2.1 Identifying Risks of Discrimination and Obstacles to Equality

Promoting equality and preventing discrimination is a key strategy for Omda to attract and keep the best qualified people.

The Group CEO leads in encouraging a diversified and tolerant working environment, with corporate management implementing policies to make sure Omda lives up to its ideals of equality and non-discrimination. The CEO and corporate managers work closely with Omda's employee representatives and the workplace environment committee to ensure diversity, equality, and non-discrimination, in practice as well as in policy. Day-to-day employee management is the responsibility of the direct line manager, in collaboration with local employee representatives, trades union representatives and with employees themselves.

Promotions and pay are handled by the employee's closest manager in accordance with local requirements and Group-level guidelines. Fairness and non-discrimination are key requirements of the process.

Omda employees have an annual performance and development review with their manager. In 2023, Omda carried out its first annual employee survey to measure employee satisfaction and enable employees to provide open and anonymous feedback on any areas of improvement in the workplace.

Omda's Whistleblower policy encourages and empower employees to raise concerns that may arise internally so that Omda management can address any inappropriate conduct or actions. The policy makes it the responsibility of all board members, officers, employees, and volunteers to report concerns about violations of Omda's Statement of General Business Principles (SoGBP), Corporate Social Responsibility (CSR) Policy or any suspected violations of law or regulations governing Omda's operations and business relationships.

3.2.2 Identification of Risks of Discrimination and Obstacles for Equality (Results)

While Omda senior management believes our policies and codes are correct and valuable, we acknowledge that further work is needed in the coming year to inform employees of the scope and content of Omda's policies and how any possible non-compliance issues should be reported.

Omda acknowledges that increased hybrid work is a 'new normal', particularly after the Covid-19 pandemic. Traditional approaches to training and development of employees will have to be modified to cater for these new ways of work.

As a result of the reorganisation into a more decentralised business model in 2023, the HR responsibility has now been devolved to the Business Area Managers. Each Business Area will run training and development initiatives for their managers and team members. We believe this change will result in more tailored activities.

3.2.3 Measures to Prevent Discrimination and Promote Equality

We implemented several measures of this kind in 2023, and these initiatives continue in 2024:

- Defined Group-wide policies for remote working.
- Established new group values as part of rebranding to Omda. Ran workshops in main markets on what the new values mean for the teams and our customers.
- Omda launched a Group-wide annual employee survey and the results have been communicated to management and all employees. We continue to work with the opportunities and challenges identified, e.g. by workshops led by Business Area Managers in each Business Area.
- Managers and employees have received training in Omda's project management tool, our time recording tool, and HR tool implemented for the whole Group. Omda's one source of truth approach secures equal treatment of employee-data and raises the awareness of common policies and routines of recruitment, on- and off-boarding, and daily business.
- Omda Launched a Whistleblower channel for anonymous reporting of cases.
- Promoting customer cases and stories from all parts of our global organization.
- Frequent all-hands meetings with communication from CEO and Corporate Management to all employees.

3.2.4 Planned Measures for 2024

The following initiatives are planned for 2024:

- Continue to build a distinct Omda culture by including our values in business decision making, as well as hiring/promotion processes.
- Continued focus on initiatives based on the findings in the 2023 employee survey.
- Conduct further in-depth analysis of salary ratios across different management levels, geographies, and teams to build on the 2023 analysis.
- Release a new employee handbook- aligning the principles of employment for the Group.

3.2.5 Results of Implemented Measures and Expectations for the Road Ahead

The 2023 analysis of salary by gender showed women employees on average earned 87% of the salary of their male peers (89 % for non-managers and 71% for managers). Omda aims to transition to equal opportunities and pay for all employees without regard to sex. We will look further into these results to align our policies and practices with our goal of non-discrimination.

Omda intends to embed equality and impartiality into our culture and the way our business operates. We are certain the Group is on the right path but acknowledge that there is room for improvement. For the coming year, Omda will focus on analysing and mapping salary ratios more granularly and developing initiatives to accomplish our objectives in this area.

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Reviewed and approved by Omda Board of Directors and CEO (sign)