

Statement on equality 2023

At Gjensidige, we work to make sure that we have an inclusive culture where everyone is treated equally and with respect. We must acknowledge our employees' knowledge, skills and strengths, regardless of potential grounds for discrimination, such as gender, pregnancy, leave of absence for childbirth or adoption, care responsibilities, ethnicity, religion, beliefs, functional impairment, sexual orientation, gender identity and gender expression, and combinations of the above. This report covers the Norwegian part of Gjensidige Forsikring ASA, hereinafter referred to as Gjensidige unless otherwise specified.

Part 1 – Gender equality status

	2019	2020	2021	2022	2023
Overall gender balance (regardless of job level)					
Women					46.4%
Men					53.6%
Proportion of women by job level (managerial level)					
Level 1 ¹	30.0%	30.0%	30.0%	40.0%	54.5%
Level 2	30.3%	36.8%	35.5%	36.2%	39.4%
Level 3	41.0%	42.0%	45.3%	47.4%	45.5%
Level 4	38.6%	34.6%	28.8%	32.8%	35.6%
Level 5	66.7%	100.0%	NA	NA	100.0%
Other levels	48.7%	47.8%	47.5%	46.8%	47.0%
Proportion of women on the Board of Directors	50.0%	40.0%	40.0%	40.0%	40.0%

	2019	2020	2021	2022	2023
Average pay (all employees)					
Women	638,764	681,013,	693,391	732,061	792,610
Men	755,071	793,948,	793,596	817,490	870,350
Ratio of women's to men's pay (by job level)					
Level 1			88.6%	73.7%	71.9%
Level 2			94.6%	93.3%	88.6%
Level 3			93.7%	93.6%	91.6%
Level 4			101.4%	96.5%	94.7%
Level 5			NA	NA	100%
Other levels			89.7%	91.2%	92.6%
Parental leave (total number of person-days)					
Women	14,320	13,242	8,442	7,059	8,326
Men	6,189	5,522	4,062	4,756	4,124
Sickness absence					
Women	5.46%	4.13%	4.94%	6.43%	
Men	2.77%	2.47%	2.24%	3.15%	
Absence due to child sickness (total number of person-days)					
Women	1,694	1,793	1,565	1,852	1,928
Men	1,042	1,685	992	1,093	1,082
Proportion of part-time employment					
Women	13.5%	12.2%	9.3%	8.7%	6.0%
Men	3.9%	3.9%	2.9%	2.4%	1.8%
Proportion of temporary employment					
Women	7.1%	6.3%	1.5%	1.4%	1.6%
Men	4.4%	4.9%	2.2%	1.4%	1.1%

¹ Management level 1 is the senior group management and includes managers in the Swedish and Danish branches.

NA In 2021 and 2022, there were no managers at level 5.

Pay review

JOB GROUP	NO OF WOMEN	NO OF MEN	PROPORTION OF WOMEN	RATIO OF WOMEN'S TO MEN'S CASH BENEFITS
A	31	43	42%	94%
B	76	97	44%	93%
C	176	251	41%	94%
D	241	334	42%	93%
E	386	367	51%	99%
F	16	9	64%	98%

In principle, Gjensidige only offers full-time positions. However, employees may be granted part-time positions of their own choice, either temporarily or permanently, if they have sufficiently weighty reasons for this. Some of our employees work less than 100 per cent of a full-time position, but they are positions of a temporary nature, such as internships. On this basis, we believe we can say for certain that none of our employees work part-time involuntarily.

Part 2 – Work to promote equality and combat discrimination

PRINCIPLES, PROCEDURES AND STANDARDS FOR EQUALITY AND ANTI-DISCRIMINATION

At Gjensidige, we work to make sure that we have a good, inclusive corporate culture where everyone is treated equally and with respect. We wish to develop an organisation in which diversity characterises our activities and generates new ideas and perspectives. It should be possible for all our employees to balance their work and personal life, and we want to make arrangements to help them achieve this. We expect all employees to be respectful and considerate and to display common courtesy in relation to colleagues, competitors, customers and others. We believe that we make each other better by being inclusive and engaged.

We have zero tolerance for discrimination and harassment, and anyone who reports discrimination or harassment shall be taken seriously. We have well established guidelines to prevent unwanted sexual attention.

Our principles and procedures for equality and anti-discrimination are aligned with the company's HR strategy and the pertaining guidelines, personnel policy and ethical rules (Code of Conduct). We have also adopted dedicated instructions on diversity.

In 2021, we signed the 'Women in Finance Charter' initiative, with the objective of increasing the proportion of women in management and specialist positions. We have set a target for a good gender balance with a minimum of 40 per cent women among managers and in specialist positions in the company. The same year, we also became a partner in the Oda network as part of the recruitment to our IT environment. We also participate in an LGBT+ network.

HOW WE WORK TO ENSURE EQUALITY AND NON-DISCRIMINATION IN PRACTICE

Gjensidige has processes in place to ensure employee representatives are involved in recruitment, pay reviews, health and safety work, reorganisation and staff reductions.

Throughout the year, we have worked in a structured manner to ensure equality and prevent discrimination. Work on the statutory four-step method has been carried out in collaboration with employee representatives in the Diversity and Inclusion Committee. We have looked at factors that can contribute to discrimination and be an obstacle to equality in our organisation in connection with recruitment, pay and working conditions, promotion, opportunities for development, adaptation and possibilities of combining work and family life, in addition to other relevant factors. This includes preventing harassment, sexual harassment and gender-based violence.

Aksjespareprogrammet vårt har en høy deltakelsesgrad blant ansatte av begge kjønn. Programmet har også en jevnt god deltakelsesgrad på alle Leveler i organisasjonen.

HR har i samarbeid med Mangfolds- og inkluderingsutvalget arbeidet for å avdekke risikoer for diskriminering og hindre for likestilling, samt mulige årsaker til dette. Vi har sett på sannsynligheten for at risikoer/hindre kan oppstå innenfor ulike HR-områder, i tillegg til hvor alvorlig den enkelte risiko/hinder vurderes å være.

HOW WE WORK TO IDENTIFY THE RISK OF DISCRIMINATION AND OBSTACLES TO EQUALITY

We make continuous efforts to ensure equality and prevent discrimination. We have a Diversity and Inclusion Committee consisting of trade union and HR representatives, which convenes on a regular basis.

The employee engagement survey 'My Voice' is conducted every month throughout the Group, with the exception of the Baltic countries. The results concern both Gjensidige Forsikring ASA, Gjensidige Pensjonsforsikring, Gjensidige Mobility Group (excluding subsidiaries) and Gjensidige Business Service. Throughout 2023, the claim 'People from all backgrounds are treated fairly at Gjensidige' has returned a stable high score. The score in December 2023 was 9.2, which is on a par with 2021 and 2022. The scale is from 1 to 10. The share of negative respondents (0-6) has decreased from 4 to 3 per cent from 2022 to 2023, bringing it back to the 2021 level. We also ask respondents whether they agree or disagree with the following statement: 'If I were to experience gross misconduct or violations, I am certain that Gjensidige will take steps to resolve the situation'. In December 2023, the score was 9.0, which is up 0.1 compared with the same month in 2021 and 2022. The share of negative respondents (0-6) was stable at 5 per cent in both 2022 and

2023, down one percentage point compared with December 2021. The share of negative responses to these two questions is of particular interest as we work to ensure that all our employees are treated fairly regardless of their background. We also have zero tolerance for discrimination, violations and misconduct.

Through our health and safety work, we make similar targeted efforts to achieve higher job satisfaction, reduced sickness absence and a healthy working environment for all our employees. In line with our action plan for health, safety and environmental work, we conduct an annual HSE survey that forms the basis for HSE risk assessments and pertaining measures. The survey also asks whether employee have experienced threats, unwanted sexual attention or bullying themselves, or seen it happen to colleagues. All managers with personnel responsibility are responsible for following up the results and presenting them to their departments, together with the safety representative. All managers contribute to achieving the measures in the action plan by putting bullying/harassment, unwanted sexual attention, threats and threatening behaviour on the agenda for departmental meetings where the pertaining guidelines are also reviewed. Managers are also responsible for ensuring that all employees are familiar with the company's handbooks, which include ethics, company regulations and descriptions of various HR processes, including whistleblowing procedures.

Our share savings programme has a high participation rate among employees of both genders. The programme also has a consistently good participation rate at all levels of the organisation.

In cooperation with the Diversity and Inclusion Committee, employee representatives work to identify the risk of discrimination and obstacles to equality, and possible reasons for this. We have looked at the likelihood of risks/obstacles arising in different HR areas, in addition to the seriousness of the individual risk/obstacle.

WE IDENTIFIED THE FOLLOWING RISKS OF DISCRIMINATION AND OBSTACLES TO EQUALITY

Through our work to identify the risk of discrimination and obstacles to equality, we generally see many of the same risks as the previous year. Work that has been initiated has contributed to reducing several risks and obstacles. In hiring processes, we see that there may be risk associated primarily with the wording of job advertisements, application letter requirements, screening and interviews. The same applies to promotions and to the balance between work and family life, where both different life situations and care responsibilities can give rise to potential risk. When it comes to inclusion and facilitation in general, we pay special attention to factors such as religion/beliefs, functional ability and lifestyle.

In 2023, we have revised the pay review report and created new groups according to Statistics Norway's occupational codes and our management levels. We will continue developing and improving this work, and it creates a good basis for introducing measures for future years' work to address wage inequalities. We have identified reasons for pay differences in certain groups and found that the differences are mainly related to differences in experience, education and how difficult it is to recruit for the positions. Some of the inequalities in total compensation in Group D are related to a larger share of the men having sales jobs that include the possibility of a bonus. We will continue analysing these figures to ensure that our pay policy does not contain any discriminating elements.

WE IDENTIFIED THE FOLLOWING POSSIBLE CAUSES OF RISKS AND OBSTACLES, AND INITIATED MEASURES

Based on the risks and obstacles we identified together with the employee representatives, we have devised an action plan describing risks/obstacles with pertaining measures, goals, who is responsible, deadline/status and evaluation.

We have adopted instructions on diversity with the objective of ensuring that we use the diversity of our staff to create added business value.

The instructions make employees responsible for recognising their colleagues' distinctive characteristics and skills. It is important for us that our employees are aware of their responsibility relating to diversity, that they understand the importance of diversity for the organisation, and that they become more aware of the diversity they represent. Leading up to summer 2022, we launched a new training concept consisting of a two-hour workshop on diversity. The workshop consists of 13 steps with video training and various tasks that are to be solved in teams, with the team leader as facilitator. The training has contributed to many good discussions, and after the workshop, each team will define specific measures to realise the value of the diversity they represent. Implementation has taken place at different times, including in 2023. A total of 1,200 employees in Norway have participated.

By raising awareness of the importance of diversity in hiring, we have implemented measures that we believe contribute to ensuring a high level of diversity and reducing the risk of discrimination and obstacles to equality. We have worked systematically on a range of measures we have piloted, learned from and evaluated. We know that a thorough job analysis has a positive impact on the quality of hiring. When hiring, we conduct a thorough review of the necessary skills (both professional and personal) needed to fill the position, and consider how we can attract the right applicants with a focus on diversity and team composition. After successful pilot projects, we replaced application letters with job-specific screening questions in 2023, and introduced skills-based second-time interviews as a rule. We see this as an important contribution to giving all applicants equal opportunities to present their own skills and motivation for the position. In order to open up more perspectives and a broader assessment of the candidates, the recruiting manager often involves a colleague or employee in the screening and in initial interviews. We consider it positive that more people are given an opportunity to present themselves in an interview and have therefore enabled these interviews to be conducted to a greater extent via Teams.

We see a risk of discrimination against candidates who, for various reasons, have gaps in their CV, or who do not have sufficient language skills. We have entered into the inclusion agreement 'Vi inkluderer' with NAV. Through this, we facilitate skills development measures for people outside the labour market, and consider them for vacant positions. To prevent lack of language skills standing in the way of hiring qualified candidates, we offer Norwegian language lessons.

We are concerned with giving our employees equal opportunities for promotion and career development. This is specified in our HR strategy as our wish to be at the forefront of skills challenges. We therefore focus on continuous skills development through, among other things, training concepts provided by the Gjensidige Customer and Brand School. There is a strong focus on 'mixed learning', i.e. a good balance between physical attendance and digital teaching. All vacant positions are advertised internally, and employees are generally encouraged to apply. Employees who are on parental leave or long-term sickness leave are also encouraged to apply, and managers are encouraged to consider employees in line with their development plans.

Our employees find themselves in different phases of life, and a life phase policy is important in order to ensure equal opportunities for all. We use a conversational tool for dialogue between the manager and employee before, during and after a parental leave. We hope this will help reduce the likelihood of discrimination as well as the likelihood of sick leave during pregnancy, and of employees leaving the company in connection with parental leave. Work is ongoing to look at the Company's life phase policy, and in 2023 there has been a special focus on mapping different aspects of our current senior policy. This work will continue in 2024.

There is a risk that employees' attitudes and prejudices will affect their encounters with colleagues, customers and partners. Increased awareness and knowledge of this is important, and we have therefore prepared training on prejudice and stereotypes. In connection with Ramadan, general information was posted in

internal communication channels where we reminded managers of the importance of listening to employees' potential needs for facilitation. We have also published a multi-religious holiday calendar, a glossary of LGBT terms ('Skeiv fra A-Å') and suggestions for relevant podcasts. Through the company collective agreement, all employees get extra days off, and one of these should preferably be used in connection with Christmas. From 2024, we will allow for a greater degree of flexibility and enable the day off to be used in connection with other religious holidays.

As part of our effort to create an inclusive corporate culture, we have continued working on various culture-building activities such as celebrating Pride, hosting a webinar on prejudice and attitudes and best-practice interviews. On World Mental Health Day, all employees were given the opportunity to attend three different webinars on the topic. The Pink Ribbon and Movember campaigns were marked by the organisation. All employees shall be given equal opportunities for participation and inclusion. We see a risk that not everyone will feel that this is the case, especially at various professional and social events. We have therefore implemented a checklist to ensure inclusion and participation, regardless of religion, pregnancy, disability, etc.

We work to implement universal design principles in all our offices. This is best addressed in newer buildings, but the company has a constant focus on improving this area.

Considering the aim of preventing discrimination and obstacles to equality relating to pay and working conditions, it is important to have a uniform salary assessment and avoid favouring certain groups of employees. Over the past year, we have worked on training management teams and sharing best practices in this area, and see that this has had a good effect in the pay settlement. Before the pay settlement is completed, extensive checks and analyses are carried out to ensure that the distribution is as fair as possible. Work alongside employee representatives is also taking place to ensure a good process.

RESULTS OF THE WORK AND EXPECTATIONS OF THE WORK AHEAD

We have continued working on measures that we believe will be of great importance in promoting equality and preventing discrimination. We believe this has contributed to Gjensidige consistently receiving many applicants for advertised positions, having general low staff turnover, and to many young candidates applying for jobs with us through

'the Gjensidige Day' event, internship schemes and our graduate programme.

We monitor staff turnover among young and new employees in particular. It is too early to say anything concrete about the value of measures aimed at this group.

In October 2023, we conducted an HSE survey that returned high scores for employees' satisfaction with the company's health, safety and environmental work. Sickness absence remained at a stable low level throughout the year. The statement 'Gjensidige has an inclusive corporate culture where I feel safe to be myself' returned a stable high score, and in this area, we are among the top five per cent in the financial industry. The same applies to the statement 'My relationships with colleagues are mutually supportive'.

With respect to the differences identified in the pay review, we have noted a slight improvement from 2022, which may be due to the stronger focus on equal pay throughout the year, both through the annual pay settlement and in connection with recruitment. Analyses of the job groups with the biggest gap between women's and men's pay show that most of the difference can be explained by differences in qualifications and experience. In 2023, we continued efforts towards equal pay for

newly hired women and men when they are hired in equivalent positions with approximately equivalent experience/qualifications.

We do not register the gender of applicants for vacant positions and cannot therefore refer to any specific gender balance figures for applicants. By focusing more on the job and the role to be filled than on desired qualifications, we attract applicants from other backgrounds than has traditionally been the case. In 2023, the proportion of women increased to 46.4 per cent (an increase of 0.3 percentage points from 2022). In the group 'ICT staff', 34 per cent of those hired were women, which is a high rate for this occupational group. We believe the result can be linked to targeted measures such as recruitment campaigns that made us this year's IT climber on the Universum list of the most attractive employers. We hire more foreign language speakers and facilitate Norwegian language courses for these employees after they join Gjensidige.

In 2023 the proportion of female managers increased by 1.0 percentage points to 42.4 per cent in the Norwegian part of the company, and by 0.9 percentage points to 42.6 per cent in Gjensidige Forsikring ASA.

	2019	2020	2021	2022	2023
Proportion of female managers					
Gjensidige Group (excl. Baltics)	37.9%	39.1%	38.7%	41.0%	42.0%
Gjensidige Forsikring ASA	38.4%	39.3%	39.6%	41.7%	42.6%
Gjensidige Forsikring Norway	35.6%	37.7%	38.8%	41.4%	42.4%

The SHE Index Score provides an understanding of the gender balance and our gender equality efforts compared with other companies in and outside our industry. In 2023, we scored 87 out of 100 points, making us number 16 among 85 companies, climbing 17 places from 2022.

Increased awareness of diversity recruitment and promotions and our management principles have yielded positive results in the assessment of candidates, team composition and division of responsibilities. We extensively apply a management principle called strength-based management and development, which has resulted

in increased job satisfaction and interaction, as well as an understanding of differences and diversity.

Through the 'Vi inkluderer' agreement with NAV and a collaboration with Lørenskog municipality, we facilitated three competence-raising internships for people who, for various reasons, find themselves outside the labour market. In 2023, we hired one

person who participated in work training with us. We have also considered candidates with gaps in their CVs for vacant positions. In several recruitment processes, NAV has presented us with relevant candidates. All of them have participated in interviews. For various reasons, this did not result in any of them being hired in 2023.