



Board Diversity Policy

AK Nordic AB

Board Diversity Policy – AK Nordic AB

Document Title	Owner
Board Diversity Policy – AK Nordic AB	Board of Directors – AK Nordic AB

VERSION HISTORY

Version	Purpose of Change	Change Originator	Date
1.0	Creation		17 th June 2020
1.1	Annual review		16 th March 2021
1.2	Annual review		16 th February 2022
1.3	Annual review		3 rd March 2023

REVISION HISTORY

Version	Description of Revision & Page/Appendix	Section/ Page/Appendix	Date
1.1	No changes in wording		16 th March 2021
1.2	Adding the importance of gender equality and including legal prerequisite		16 th February 2022
1.3	Adding additional legal prerequisite		3 rd March 2023

APPROVED BY

Name	Title	Date
	Board of Directors – AK Nordic AB	23 th March 2022
		15 th March 2023

1. Purpose and Introduction

The Board of Directors of AK Nordic AB (“**AK Nordic**” or the “**Company**”) has adopted the Board Diversity Policy to describe what qualities and knowledge that should be considered when appointing Board Members.

This policy aims to provide a framework for leveraging the different expertise within the Board, offering a broad range of perspectives that are directly relevant to the Company. The policy further aims to describe how the Company works to promote independent opinions and critical questions, and how the Board shall be characterized by sufficient diversity in terms of age, gender, geographical origin, education and professional background.

The principles set out in this policy shall otherwise permeate the Company’s operations in order to increase the Company’s profitability and attract potential employees.

2. Responsibilities

The Chairman of the Board is responsible for ensuring that what is stated in this Policy is considered in the preparation of matters concerning the election of Board members and in the work of the Board of Directors.

The Board of Directors shall ensure that the Company adheres to the principles stated below both in the ongoing work of the Board and in daily operations.

3. General Diversity Principles

The Annual General Meeting shall promote diversity when appointing members to the Board.

3.1. Diversity Meaning

The Company’s main perspective when appointing new board members, is that each member, with his or her different characteristics, conditions and life experience, should be part of a collective competence. Although differences, equality and diversity are not intended to be an end in itself, the Company shall, when appointing board members, work to utilize different experiences and competences.

Prospective members shall be examined in accordance with the Company’s *Management Adequacy Policy* before the member is elected to the Board.

3.2. Equal Conditions

All members, regardless of ethnic affiliation, gender, religion or other beliefs, age, sexual orientation or disability, must have equal conditions in terms of selection and appointment.

3.3. Gender equality and other

The Company acknowledge that gender equality is an important criteria and shall aim for gender equality at all levels.

The Board of Directors shall ensure that the Company adheres to the principles set out in this policy, also in the ongoing work of the Board and to ensure that the Company adhere to the principles in the day-to-day operations. This relates to for example recruitment of staff, design of job descriptions or procedures for employees.

3.4. Training

The Chairman of the Board shall ensure that the Board Members receives appropriate continuing education in order to maintain competence and knowledge in the areas that are relevant in the Company's operations, such as compliance and risk management.

Basic continuing education regarding changes that affects the Company's operations, such as new regulations, products or risks, as a rule, must be submitted in conjunction with the Managing Director's or the Company's control functions (in the second line) reporting to the Board. If necessary, special training for the members shall also be arranged.

4. Publication

The Company shall provide information on the contents of this policy on its website.

5. Related Documents

- *Code of Conduct*
- *Management Adequacy Policy*
- *Corporate Governing Document*
- *Rules of Procedure*

6. Legal prerequisite

- *Directive 2013/36/EU including revisions*
- *EBA GL/2021/06*
- *FFFS 2014:1 Finansinspektionen's Regulations and General Guidelines regarding governance, risk management and control at credit institutions (including revisions)*