

Guidelines for equality, diversity and inclusion for Aker Offshore Wind

Through Aker Offshore Wind's Sustainability Policy, the board has established the following principles:

- AOW will build a forceful and capable company culture that thrives on diversity and shall ensure equality, diversity, and inclusion throughout our business.
- AOW has zero tolerance for discrimination and shall provide equal leadership opportunities at all decision-making levels.

Ambitions for equality, diversity and inclusion

Aker Offshore Wind aims to have diversity in gender at all levels and bodies in the organization with a target of minimum 40% representation by 2030. The company shall actively recruit for diversity and has an ambition to, at all levels and bodies in the organization, to focus on diversity in both gender, ethnicity, age, education, skills, and backgrounds. Aker Offshore Wind will explicit work to include people with disabilities in its organization and will work systematically to recruit such individuals in all its locations.

Guidelines for equality, diversity, and inclusion

In the following, Aker Offshore Wind will elaborate on the subsequent guidelines for equality, inclusion, and diversity for the composition of the board, executive- and control bodies and any committees. Aker Offshore Wind's governing body's include board of directors, audit committee and executive management. The goal of these guidelines is to ensure a strong corporate culture driven by diversity in thinking and actions that leads to better decisions and create long-term value for Aker Offshore Wind, its stakeholders, society and our planet.

Board of Directors

Effective boards include diversity of thinking, which can be generated by, amongst others, diversity in gender, background, education, experience and expertise, and the inclusion of independent directors. Aker Offshore Wind's board of directors is elected by a majority vote at the general meeting, in accordance with the Norwegian private limited liability companies act (No. aksjeloven). The audit committee is appointed by the board of directors, in accordance with the mandate for the audit committee (as approved by the board of directors). The board does not have any other committees.

The composition of the board aims to ensure that the interests of all shareholders are attended to, and that the company has the competence, resources, and diversity it needs at its disposal. A quarter of the board is considered to be independent of executive management, important business associates and Aker ASA, the company's largest indirect shareholder. None of the directors are part of the company's executive management team.

Audit Committee

The board appoints 1-4 members of the committee amongst board members. The members of the committee must have basic skills within the relevant areas of the committee's work. At least one member must have thorough skills within accounting, auditing, environmental, social and corporate governance (ESG) and internal controls. The members may participate in external professional training at the company's expense.

Executive Management and Organization

Aker Offshore Wind is committed to equality, diversity, and inclusion, and to provide equal leadership opportunities at all decision-making levels including its management team. The management team works systematically increase equality, diversity and inclusion at all parts and levels of the business, with a target of securing minimum 40% gender balance by 2030. Aker Offshore Wind's line managers will be trained in unconscious bias as part of their leadership training, and all staff will participate in diversity and inclusion training on an annual basis.