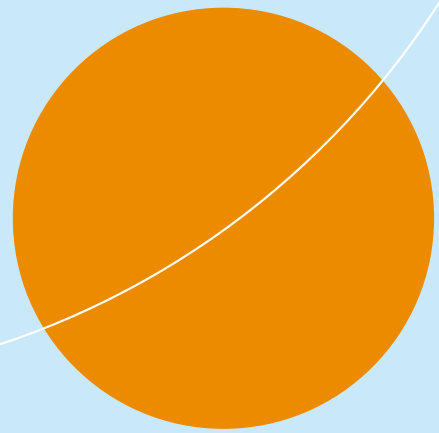


Nets Diversity Policy



Purpose

Nets regards diversity as an important prerequisite for operating a healthy and forward-looking company, and this is included in our overarching Corporate Social Responsibility (CSR) work.

Nets aspires to be an attractive workplace for all current and future employees. We aim to offer employment on an equal basis, ensuring that all our colleagues have equal opportunities for promoting their careers in the company, regardless of their nationality, ethnicity, disability, age, gender, sexual orientation, religion, or belief.

Nets especially focuses on being an attractive workplace for both women and men, and endeavours to ensure that women and men have equal opportunities for furthering their careers. It is important for Nets that executives have the right skill-set, irrespective of gender. When filling management positions, Nets strives to broaden the field of candidates as much as possible, to give men and women equal opportunities.

Scope and application

Nets Diversity Policy applies to the management, employees, and contract workers of all Nets' entities. It is mandatory to comply with this policy and other legal requirements related to diversity. All of Nets' suppliers and business partners are required to comply with this policy, cf. the requirements laid forth in our Supplier Code of Conduct.

Commitments

This policy is based on the following commitments:

- Nets complies with all diversity- and non-discriminatory laws and other applicable requirements in the countries we operate in
- Nets adheres to relevant international standards, conventions, and agreements, where these are more stringent than national legislation
- Nets is committed to making sure that all our suppliers and business partners also respect and adhere to diversity- and non-discriminatory rights

- Nets strives to have the best possible workforce, reflecting the societies in which we operate and seek to ensure to have a diverse workforce that embraces employees of different nationality, education, ethnicity, disability, gender, age, sexual orientation and belief
- Nets strives to ensure that people, at whatever stage of their career they are in, remain employable and are given professional opportunities in line with their skills and experiences
- Nets is committed to continuously working to improve gender equality at all levels of management and among all employees.

Objectives

We work systematically to improve gender equality at all levels of management and among all employees.

Objective	Relevant KPIs	2019	2025 (target)
The gender distribution in Nets shall reflect the distribution in the sectors that Nets operates in	The gender balance at all levels of management and employees	Approximately 33% corresponding to the gender distribution in the sectors that Nets operates in	Approximately 33% corresponding to the gender distribution in the sectors that Nets operates in
Nets is committed to continuously work to improve gender equality at all levels of management and among all employees	The number of female and male members of the Board of Directors	At least 20% of the board members must be women of the Board of Directors of Nets Group	At least 40% of the board members must be women of the Board of Directors of Nets Group

Governance

Responsibility for approval of this policy lies with the Board of Directors in Nets. It is the responsibility of the CSR Steering Committee to ensure implementation of the policy.

Group Human Resources owns, endorses, and ensures implementation of the policy. Group Public Affairs and CSR advises policy owners on policy content, ensures relevant and accurate communication towards external stakeholders.

Management at all levels is responsible for ensuring adequate understanding of the policy and leading by example within their respective departments. All employees and contract workers are responsible for observing this policy and reporting any discrepancies to the policy owner.

Reporting

Nets reports on the Diversity Policy annually and in accordance with applicable law and regulations. The policy is part of our CSR set in the management review in our Annual Report and our Communication on Progress to the United Nations Global Compact. KPIs, objectives, and targets shall be evaluated yearly, and new shall be established when relevant and in alignment with other Nets targets and strategies.

International commitments

Nets is a Signatory to the UN Global Compact and is continuously working to incorporate the Ten Principles into our strategies and daily operations.

Policy Revision

This policy will be reviewed every year and, if necessary, revised. The policy may be amended at any time with the approval of the Board of Directors. Responsibility for the policy revision lies with the policy owner.

Contact

For more information, please contact Group Public Affairs and CSR.