



## EQUALITY PLAN 2024

PLAN FOR EQUAL RIGHTS AND OPPORTUNITIES  
INFOR (NORGE) AS

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## Introduction

We work for equality and against discrimination due to gender, pregnancy, parental leave, care tasks, ethnicity, religion, life sight, disability, sexual orientation, gender identity and expression, age and a combination of these grounds.

The purpose of the Equality plan (*Likestillingsredegjørelsen*) is to document the work to enhance equality and prevent discrimination. The first part of the Equality plan shows the status of gender equality at Infor (Norge) AS and include statistics as well as the result of the equal pay study.

In the second part, we describe the Infor standards, procedures and practices for equality and anti-discrimination. The work in practice to ensure equality and hinder discrimination is then described including the identification of risks, reasons and measures taken and finally the result of the equality work.

## Status of gender equality

This section presents statistics of gender equality related to equal pay, employment terms, and parental leave. Except for the equal pay study, that was done in 2022, The statistics are based on data from the year of 2023.

### Equal pay study

No equal pay study has been done 2023, and the data below refers to the equal pay study of 2022. The equal pay study includes comparisons of total compensation between women and men based on two types of analysis of:

- Same work
- Work of same value

The analysis of *same work* is a comparison of compensation levels of employees holding the same titles. The analysis of *work of same value* compares compensation levels of roles considered as having the same degree of difficulty. When defining groups of titles as work of same value, the basis has been seniority level and job descriptions including the minimum requirement and nature of the role. By assigning each role points for each of the parameters, the role has been assigned a level of difficulty. The roles of the same total sum have been classified as work of same value.

- Example of Same work: Consultants in the same or different practices
- Example of Work of same value: Account manager and Client partner

In the calculation of pay differences, we have looked at total compensation, including base salary, variable salary, and monetary benefits (car allowance).

The overall gender split at Infor Norway is about 24% women (23 employees) and 76% men (74 employees).

From the result of the equal pay analysis of work of same value, there are currently 21 grades. Out of these, there are six grades with both genders represented. In three of the grades, women have a higher average salary than men, and in the other three grades men have a higher average salary than women.

Overall, there are small differences in terms of compensation between men and women within each grade. In total for all employees, women have 78% of the compensation of men. The differences in total compensation for all employees can be explained by men and women holding different type positions, many of the higher paid roles are currently held by men.

For privacy reasons, we can only document the results of those categories including more than five employees of each gender. SV3 was the one grade fulfilling this criterion, including 6 women and 17 men. Women's total compensation in percent of men's in this grade is 93%. The next equal pay analysis will take place in 2024, and the result will be presented in next year's equality plan.

Compared to the previous year's equal pay study, the ratio of average total compensation between women and men has increased, whereas the distribution within the grades looks more even between the genders.

## Forms of employment and parental leave

Below are statistics relating to temporary employment and part time employment, as well as parental leave.

<b>Temporarily employed</b>		<b>Part time</b>		<b>Involuntary part time</b>		<b>Parental leave</b>	
Percentage of employees with a temporary employment		Percentage of employees with a part time employment		Percentage of employees with a part time employment who wish- and are available to work more		Given as average number of weeks taken	
Women	Men	Women	Men	Women	Men	Women	Men
0%	1% (1 employee)	1%	2%	0%	0%	0	17,6

As can be seen from the table above, one of our employees have temporary employments. We have three employees with a part time employment. When it comes to parental leave, for the year 2023 men has taken noticeably more parental leave than women which differ from the wider population in Norway according to NAV. There were also more men than women taking parental leave during 2022, but this can be compared to 2021 when men had 8,5 weeks and women on average were on parental leave 20,1 weeks.

Based on the above we see no risk or hinder to equality in terms of form of employment or parental leave.

## Our work for equality and anti-discrimination

This section presents our standards and procedures for equality and anti-discrimination and our work in practice based on the four step method; evaluation of status and risks, analysis of reasons, identification and implementation of measures, and evaluation of results.

### Principles, procedures and standards for equality and anti-discrimination

At Infor, we believe that innovation means all of us working as one. That is because putting together our diverse perspectives, identities, and backgrounds lead us to better business decisions, better customer service, and ensure the solutions we offer better meet the needs of the spectrum of people and industries we serve worldwide.

Infor's goal is to be an employer where:

- All employees have equal opportunities
- Men and women receive equal pay for equal work
- All competence is optimally utilized
- All employees have the possibility to combine work with parenthood
- No employees are exposed to any kind of discrimination or harassment

### The Infor Code of Ethics and Conduct

A common ground for the equality work is the Code of Ethics and Conduct. Here, among other things, Infor's view on discrimination and harassment is stated:

*"The diversity of Infor representatives is a tremendous asset. Infor is firmly committed to providing equal opportunity in all aspects of employment and will not tolerate illegal discrimination of any kind. Examples of conduct that will not be tolerated include discrimination based on race, color, religion, creed, national origin, place of birth, citizenship, ancestry, sex, gender, transgender status, gender identity and gender expression, sexual orientation, age, physical or mental disability or condition, genetic information, veteran or military status, marital status, family and medical leave status, pregnancy, childbirth and related conditions (including, without limitation, lactation or the need to express breastmilk for a nursing child) or any other legally protected category."*

Each year, all Infor employees undergo a mandatory compliance training certifying for the Infor Code of Ethics and Conduct. There is also an Incident Reporting System in place to which employees can report any misbehavior. All such reports are investigated, and reporters can remain anonymous and are protected against repercussions.

### Inclusion and diversity

Within Infor we work actively to promote inclusion and diversity at the workplace globally, striving to make it a natural part of our culture. As part of the overall strategy include to improve diversity in the workforce.

Among other things, there are several business resource groups and employee networks aiming to champion inclusion and diversity while creating opportunities for leadership engagement, mentorship, professional development, advancement and retention.

### Equality and anti-discrimination

At Infor Norway there is a Code of Conduct in place, aimed to ensure Infor as a workplace in which harassment is impermissible. In addition, it aims at clarifying routines and roles designed to prevent and handle any cases in which harassment would occur.

Consideration of equality and anti-discrimination is otherwise included in all areas of the personnel politics.

### Policies on professional development

At Infor we have global promotion- and internal transfer policies in place to ensure, among other things, that career development decisions are made on fair and objective grounds. For 2024 the company aims to further enhance the opportunities for employees to find opportunities through internal mobility.

### Benefits to support work-life balance

Employees are to the extent possible offered flexible working hours and ways of working, to support the combination of work and private life and enable employees of both genders to combine employment and parenthood. This includes, to the extent possible, the opportunity to at times work from home. Paid personal leave of absence is for the same reason offered at a variety of instances, for instance a child's introduction to kindergarden, and examinations by dental specialists and doctors. Our benefits also include fully paid parental leave and sick leave for all employees.

## Our work for equality and anti-discrimination in practice

Our work for equality and anti-discrimination in practice is based on the four-step method: identification of risks for discrimination and hinders to equality, analysis of reasons for the risks, implementation of measures and evaluation of the results.

### Identifying risks for discrimination and hinders to equality

The work to identify risks is continuous and includes to follow-up on any reported issues. How we work with our employee survey, collaboration with employee representatives and the analysis for gender equality is described below.

#### Pulse Survey

The Pulse survey is sent out to all employees globally, covering areas such as: culture, opportunities, teamwork and my manager. The result of the survey is discussed and made into action plans per department with support from HR-partners. HR and managers work actively with the areas identified as opportunities for improvement.

#### Local employee survey

The local employee survey is sent out annually to all employees in Norway. The survey focuses on the organizational and social work environment, including equality measures, and is a complement to the global Pulse survey. The form and questions are decided at the Work environment committee (AMU) and the result analyzed and compared to previous years result. Actions plans are made depending on the results.

#### Work environment committee (AMU)

The aim of the committee, which is comprised of members of management, employees, HR and Facility, is to follow-up on the work environment and employment conditions, and to work for its development. During the meetings held every quarter, sick leave and working hours are followed up on a regular basis. Any reported incidents and the results of the regular safety inspections of the offices are also evaluated and followed up.

#### Evaluation of gender equality

In the first quarter of 2024, the analysis of gender equality of the organisation was made based on the relevant statistics. As gathered from the HR systems and with input from managers, this included the gender balance of the organisation, the proportion of temporary and part time employment and outtake of parental leave between the genders. The analysis was then reviewed and discussed together with the employee- and union representatives.



## Risks and hinders for equality identified

In the equal pay study (2022), we found no differences in compensation between women and men that could not be justified. In the analysis it was indicated that there is a difference in the type of roles held by women and men which may pose a hinder to equality in the organisation.

Although we saw an improved distribution of men and women among our new hires and in the rate of promotions, it is important to continue to address this. The same goes for improving the gender distribution in technical and managerial roles, although some improvement could be seen in this area as well with more women moving into male dominated roles.

## Measures taken to account for risks and hinders

In the past year, 2023, we have had a continued focus on professional development, feedback and diversity.

- Continued emphasis has been placed on the individual conversation between the manager and employee to match each employee's strengths and development with the needs of the business and give role clarity. This is an ongoing goal, continued from 2022.
- Previously implemented tools to enable feedback conversations and to encourage employees to give and receive feedback are continually marketed and encouraged to employees.
- Ongoing work towards job advertisements with a more inclusive language to attract a wider range of candidates.
- Continued effort to get more female applicants when sourcing candidates. Recruiters aim to present a minimum of one candidate per position as per previous years goals. Recruitment reports that even though the market sometimes makes this challenging, the goal is ongoing.
- During 2023, all hiring manager went through a PBM recruiting course. where recruiters and managers are trained in PBM-selection, with a focus on traits, personality, and culture-fit over background.

In the coming year, more emphasis will be put on the role of the supervisor and internal mobility and continued PBM implementation in recruitment and management, while continuing many of the initiatives from the previous year.

- Continue to attempt to bring more women into the organisation and identifying activities for doing so, with the short-term goal to reach the overall gender split within the IT industry of 28/72 and to continue to have a 50/50 gender split of new hires in the Early talent programme.
- Continue to highlight and raise awareness of issues related to diversity with Recruitment and business leaders, such as the underrepresentation of women in certain type of roles.
- Continue to develop flexible work arrangements to retain key competence for people nearing retirement.
- Further implement a PBM focus in recruitment, where recruiters and managers are trained in PBM-selection, with a focus on traits, personality and culture-fit over background.
- Focus on diversity to raise awareness with the business leaders by analysis of the situation and measures to work towards an improved gender balance within the organisation.

- Within the biggest function represented at Infor in Norway, Professional Services, HR and new management will continue to work together to make sure that equality goals continue to be a priority.

The presented measures were discussed and agreed with the employee- and union representatives.