

DIVERSITY & INCLUSION POLICY OF EAGLE CABS PVT. LTD.

A diverse workforce in an inclusive culture fosters dynamic workplaces and better business decisions/goals. We have established a Diversity & Inclusion Policy which describes our standpoint and approach to diversity & inclusion.

In line with our Code of Conduct, EAGLE CABS recognizes and supports equal human rights and is against discrimination, differential treatment, harassment, inappropriate or unreasonable interference with work performance and similar employment and working conditions. We have a multi-faceted and diverse employee workforce with people from a multitude of backgrounds, all with different skills and experiences. We follow that fostering and maintaining diverse and inclusive workplaces is respect – respect for the individual and being respectful in the way we work together.

We genuinely believe that having a diverse workforce, where employees can realise their potential based on their different individual backgrounds and thought diversity is a significant business advantage that we as a company can leverage upon. A diverse workforce in an inclusive culture fosters dynamic workplaces and, ultimately, better business decisions.

Diversity & Inclusion in EAGLE CABS

Diversity is the visible and invisible differences between people, including, but not limited to, gender, racial, cultural, national, and occupational background, sexual preference, age, disability, religion and political opinion. It also refers to diverse ways of thinking and ways of working. Being inclusive is to recognise and accept the uniqueness of each individual – and to put that uniqueness before any visible and invisible traits and social identities that people carry with them. Inclusion is also about removing obstacles and barriers so that current and future employees have equal opportunities in the organisation, regardless of the traits described above.

To become an even more diverse company, EAGLE CABS has selected several focus areas, summarised below.

Gender distribution

Building on our general approach to diversity as outlined above, a dedicated focus on gender and on achieving a balanced gender distribution in our organisation remains high on our agenda. We aim to obtain a more balanced gender ratio in the EAGLE CABS Group, also at senior management levels.

We believe that having a balanced workforce with equal access and opportunities for anyone wishing to join and progress within our company is essential to our success and contributes to ensuring a good working environment. We emphasise this focus through our recruitment, advancement and talent management practices and policies as well as through training initiatives.

Diversity & Inclusion mindset

To promote diversity thinking and knowledge among leaders in EAGLE CABS, we have decided to strengthen our existing training programmes by making recruitment, diversity and

bias training mandatory for people managers and HR staff. These topics will also be added to our global leadership training programmes.

By applying these initiatives, we intend to increase awareness about diversity in general and create an understanding of potential biases and stereotyping that may limit our ability to see individual differences and capabilities and remove barriers to equal opportunities in general. The initiatives will focus on a broad understanding of diversity, covering gender, race, religion, age, disability, sexual, religious, or political orientation, national origin and social/cultural backgrounds, and will also focus on how our workplaces can become even more inclusive.

Recruitment

In EAGLE CABS, we aim to always hire the best candidate, based on merits and competencies relevant to the specific job. We do not evaluate skills based on or discriminate against gender, race, religion, age, disability, sexual, religious, or political orientation, national origin social/ cultural background or any other characteristic protected by law.

When recruiting for senior management positions, it is a requirement that both female and male candidates with relevant skills and competencies are presented, no matter whether recruited internally or externally. Any non-compliance with this requirement must be explained. Also, when recruiting for senior management positions, the process will entail mandatory personality and cognitive ability assessments of the candidates.

Talent & Succession process

As part of the annual Talent & Succession process, the employees and HR staff will go through diversity and bias training. Furthermore, it will be emphasised that succession plans must reflect the general diversity of our talent pipeline, and, specifically, plans must feature potential female successors, also at senior management levels.

Reporting

Twice a year, the top governance will receive reporting on gender distribution at management levels as well as a general status on diversity initiatives in EAGLE CABS. Once a year, the Nomination Committee will receive the same reporting.

Responsibility & Scope

The Board of Directors has the overall responsibility for this Policy and will review it annually based on recommendations from the Nomination Committee. The Policy applies to all employees and managers across the entire EAGLE CABS Group, including the Board of Directors.

Managers of the EAGLE CABS Group are responsible for implementing this Policy as part of their daily behaviour and management of employees, and for recognising and acting upon unacceptable behaviour.

Employees of the EAGLE CABS Group are responsible for implementing the Policy in their daily behaviour and interaction with colleagues, and for notifying their line manager or senior management if they have concerns with regards to the conduct of other employees.