

GENDER, EQUALITY AND ANTI-DISCRIMINATION STATEMENT 2021

In compliance with the Equality and Anti-Discrimination Act, this statement reflects the actual status of gender equality in Arctic Securities ("Arctic") and what Arctic does to comply with the activity duty.



GENDER DIVERSITY

At the end of 2021, Arctic Securities ("Arctic") had 211 employees (2020;198) at our offices in Oslo, Stockholm and Hamburg, and the female share of employees was 17.5% (2020;19.5%). The female share in the Arctic Group was 23.6%.

Arctic's management consists of 11 persons, two of whom are females. There is one woman on the Board of Directors and three women on the working environment committee.

In Arctic we work systematically to identify and implement measures to promote gender equality and reduce the risk of discrimination.

The Arctic Code of Conduct stipulates that there shall be no direct or indirect discrimination based on gender, ethnicity, skin color, sexual orientation, age, language, religion, belief, political or other opinions, and that all employees shall be treated with respect and dignity.



As of 31 December 2021, women accounted for 17.5 per cent of all employees.



There are two women in Arctic's executive management and one woman on the Board of Directors.

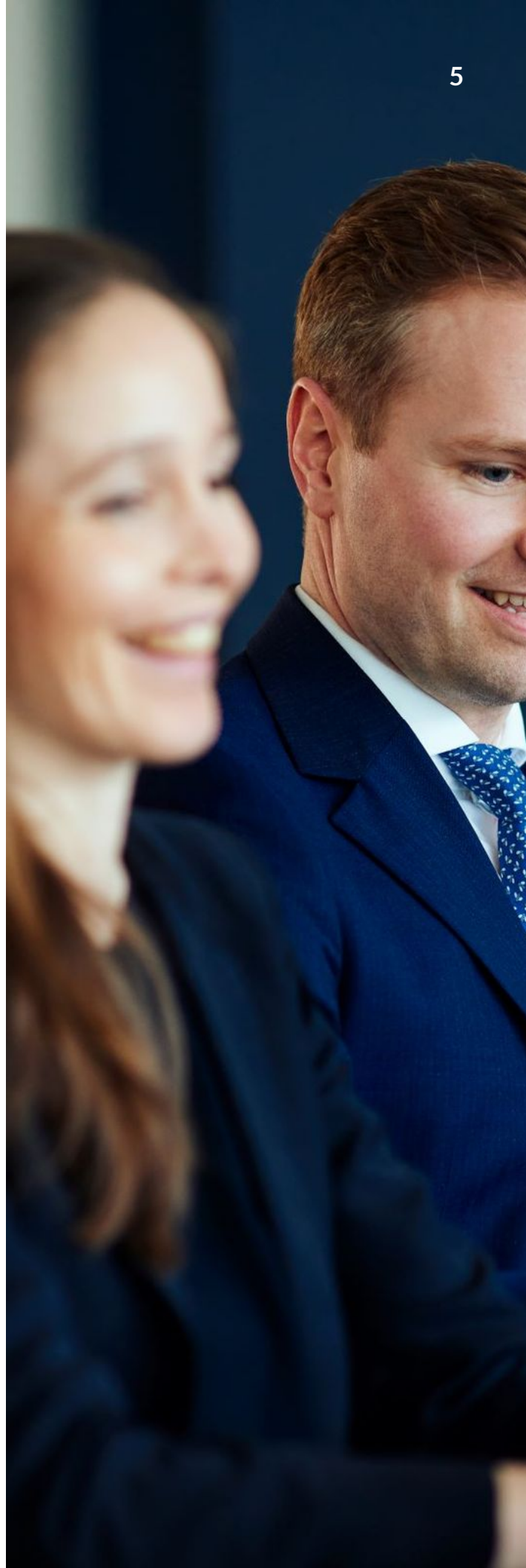
STATEMENT OF GENDER BALANCE

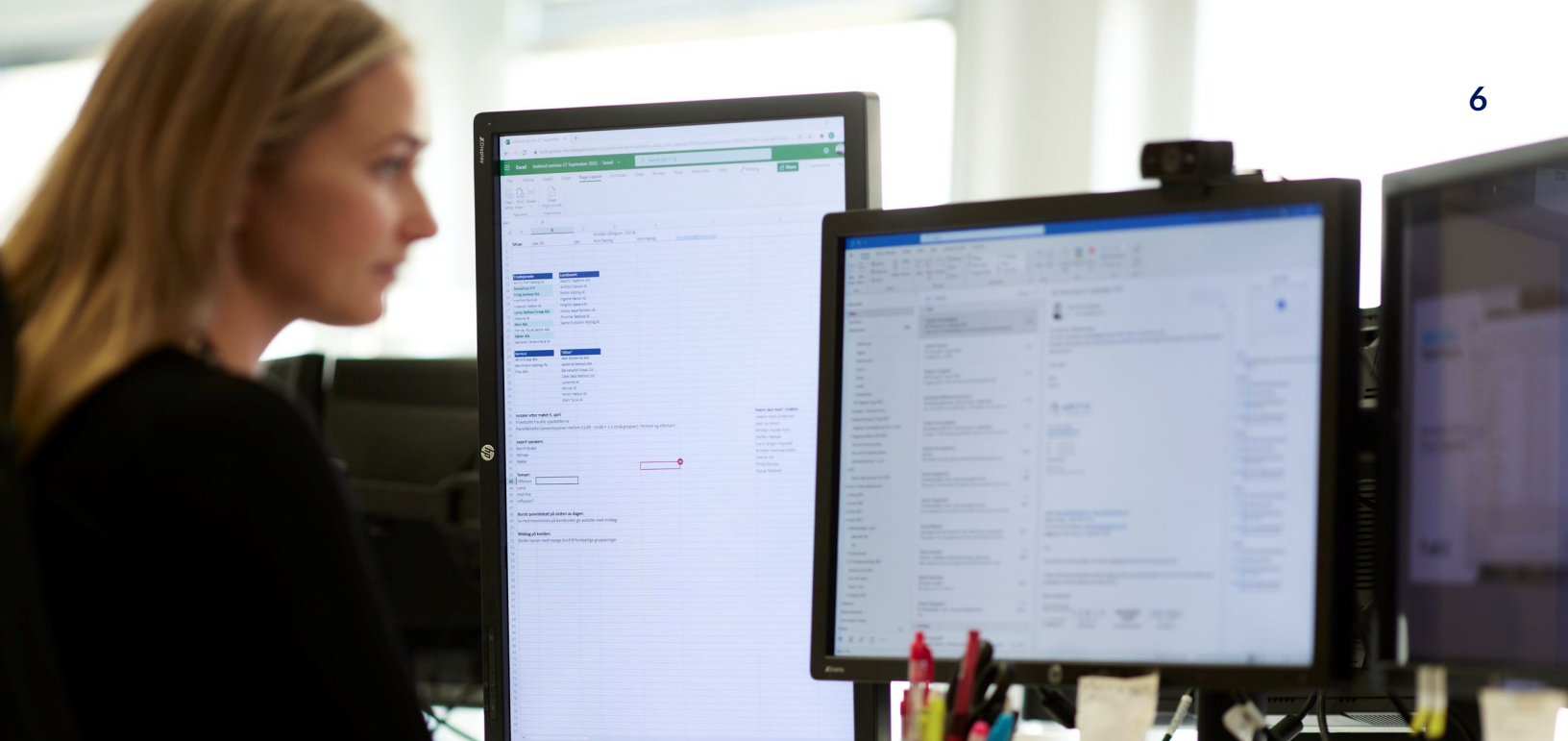
The statement of gender balance reflects figures from the Norwegian part of our organisation.

The annual assessment of the systematic health, environment and safety work, where equal treatment, harassment and dignity are specific items, was reviewed in Arctic's working environment committee in December 2021. The review revealed no observations or assessments that required specific measures. Nonetheless, measures to improve the gender balance is a priority.

One woman and 22 men were on parental leave in 2021. Men took an average of seven weeks' leave.

In Arctic, there are few employees on temporary or part-time contracts. There are two temporary employees, both of whom are men, and six part-time employees, five of whom are men. Our part-time employees are mainly students who work alongside their studies.





GENDER & SALARY

In Arctic we value professional competence and effort regardless of gender. Salary and bonus assessments are calibrated across departments, and the principle that work of equal value must provide equal pay is key to the process.

An analysis has been done on women's pay as a share of men's pay, both on fixed pay and total pay, which also include bonuses. There is nothing in the analysis that indicates that women are paid less than men in comparable roles with the same level of performance and contribution.

Function	Fixed pay	Total pay
All functions	69%	45%
Support functions	74%	89%
Front functions	n/a	n/a

Table showing women's pay as a share of men's pay. Due to a low female share in front functions, it is not possible to report relevant and anonymous figures for these functions.

The gender gap in remuneration between women and men can largely be explained by differences between functions and roles rather than gender. Women are underrepresented in front functions and overrepresented in administrative roles. The most important thing we can do to make the difference smaller is to increase the proportion of women in front functions.