

CORPORATE DIVERSITY POLICY

Rev. 3.5 of Policy published 17/06/2021
ID Number: AB-CRE-POL-0014 / 072018
Document Owner: VP Sustainability

Lundin Energy is committed to providing an inclusive work environment free of any form of discrimination, promoting diversity among its workforce and ensuring equal opportunities for all.

1. Introduction:

Lundin Energy and its affiliates (the Company) are committed to diversity and equal opportunity in the workplace. Consistent with our Code of Conduct, the Company values diversity and recognises its benefits in attracting a broad pool of quality employees, encouraging employee retention, building high performing teams and enabling more relevant innovation.


2. Expectations:

- 2.1 The Company shall adhere to equality of opportunity and shall not discriminate in all areas of employment and business regardless of individual characteristics including, but not limited to, race or ethnic origin, age, nationality, cultural background, religion, political belief, social or economic class, pregnancy and maternity, family status, sex, sexual orientation, gender identity or disability.
- 2.2 The Company shall promote the rights of every employee equally including offering rewarding work conditions, a safe and healthy working environment and respect of local laws and regulations, consistent with the Corporate Human Resource Policy.

- 2.3 Fair and non-discriminatory practices shall be applied in respect of recruitment, selection, secondment, promotion & career advancement, and training & development for all staff.
- 2.4 The Company as per local laws and as per the Swedish Code of Corporate Governance shall strive to integrate diversity in employment and in the composition of the Board of Directors. The Nomination Committee is to give particular attention to the requirements regarding breadth and diversity on the Board, as well as striving for gender balance.
- 2.5 The Company shall not tolerate any form of discrimination, harassment, victimisation or bullying in the workplace. Any complaint or report of this type, or other breaches to this policy, shall be treated seriously and appropriate measures will be taken as per applicable Employee handbooks or Whistleblowing Procedure as relevant.
- 2.6 Breaches of local equal opportunity laws shall be dealt with by the applicable Human Resource Department of the Company.

3. Responsibilities:

- 3.1 The Chief Executive Officer carries overall responsibility to ensure the Company adopts a corporate culture where individual characteristics and differences are respected, and to ensure that disciplinary action is taken in the event of discriminatory behaviour.
- 3.2 All senior managers responsible for selection of new hires, employee career development and career advancement shall take into account fair and non-discriminatory practices as per this policy.
- 3.3 All senior managers and employees are expected to demonstrate consideration and respect for individual differences and act to prevent any form of discrimination or harassment in the workplace.
- 3.4 All employees and the Board must complete mandatory annual sustainability training on diversity, discrimination and harassment in the workplace.



Nick Walker
President and CEO
Lundin Energy AB