



ESG Policy Assessio Group

Assessio Group is committed to environmental responsibility, positive social impact, and sound governance. We recognize the importance of integrating environmental, social, and governance considerations into our company strategy and operations.

The purpose of this policy is to outline:

- Our company's statement of purpose
- Our ESG priorities, initiatives and key performance indicators
- Leadership and oversight of ESG issues
- Plans for ESG reporting and framework alignment
- Plans for review and updates to this policy

STATEMENT OF PURPOSE

At Assessio Group we have a vision of Zero Talent Waste. We want recruitment to be fair, efficient, and accurate in the markets where we operate. We know finding talent is not magic, it's science. Our concept is to support our clients, through a digital platform with scientific psychometric tools, to recruit and develop employees in an efficient, accurate and a non-biased way. We make a difference through our brand promise – Zero Talent Waste - for customers, employees, and society.

We strive to be the market leader in Talent Management and work for a fair labor market in the markets we operate. We make sure employees and organizations reach their full potential.

We believe the ESG priorities articulated in this document are an important piece of our brand promise, strategy to reach our vision. Zero Talent Waste is about how we value people around us and the environment we operate in. It's all about enabling decision makers to make the right, non- biased, most sustainable decision for future success.

This policy has been developed by Emma Engebretzen, HR Director, and approved in agreement by the board of directors and extended management team.

ESG PRINCIPLES & PRIORITIES

In support of our Purpose, we have identified 10 ESG principles, outlined below. These principles are listed without ranking.

Assessio Group contributes to a sustainable future, both through the work we do for our customers and through our own business activities. We do this in three overarching areas: governance and business ethics, social responsibility, and environmental responsibility.

Principle 1

Assessio is a politically and religiously independent organization. We give our sincere view on substantive issues without taking a political stand. We do not discriminate customers, employees nor stakeholders based on gender, skin color, religion, political opinion, sexual orientation, or disability.

Principle 2

Assessio and our employees comply with the laws and regulations of the countries where we operate. Right to freedom of association is respected in all areas of our business. We do not tolerate modern slavery, human trafficking nor child labor. Our commitment to conducting

business in an ethical and responsible manner is outlined more in details in our Modern Slavery Policy and Anti- Bribery Policy. This will also be stated in our Code of Conduct as we sign with customers.

Principle 4

Our employees observe good business practice and act ethically in their work and in relations with customers and stakeholders. This is why:

- Assessio Group does not offer any benefits or compensations that are contrary to laws or that are incompatible with good business practice.
- Employees at Assessio Group never accept remuneration from third parties that may influence, or be perceived to affect, objectivity when making business decisions.
- Assessio Group has a whistleblower functionality where all employees anonymously can report unethical or illegal practices, fostering a culture of transparency and accountability. This helps us identify and address internal wrongdoing promptly, mitigating risks and promoting ethical behavior.

Principle 5

All financial transactions shall be reported in accordance with applicable accounting policies. The accounting shall describe transactions in a way that is accurate and not misleading. Our commitment to conduct business in an ethical and responsible manner is outlined more in details in our Modern Slavery Policy and Anti- Bribery Policy.

Principle 6

Besides benefits and compensation from Assessio Group employees and partners cannot have financial interests that conflict with the interests of Assessio Group.

Principle 7

As a highly trustworthy company we have great demands on employees' behaviors in situations where we can be assumed to represent Assessio Group. This can also be applied to situations outside of the office as for example client events, LinkedIn and when we are dressed in branded clothing.

Principle 8

Assessio Group encourages and promotes diversity in the workplace. Through our client proposition and platforms, we ensure objective analysis of people in recruitment and development. We remove the risk of discrimination.

We offer fair assessments where everyone is given the opportunity to demonstrate their potential. By applying our methods, we promote equality and diversity in the labor market. This encourages a higher probability to end up with a gender and ethnically equal workforce. To us, it's about getting the right candidate for the right position with no focus on demographics.

Principle 9

Our employees have the right to a safe and healthy work environment, both at our offices and in other environments where our employees carry out their work.

Principle 10

Assessio Group, in our own operations, aims to limit negative environmental and climate impacts by using appropriate products and processes. Also, in our value proposition to our clients we offer digital platforms and processes.

LEADERSHIP AND OVERSIGHT

Responsibility and accountability will be ensured by Emma Engebretzen, HR Director Assessio Group.

The Board of Director's role in relation to Assessio Group's ESG initiatives is to continuously oversee the progress according to the ESG Policy and data collection template. Management's role in executing the ESG strategy is to spread awareness in their team regarding our ESG Policy and to enable our team to deliver on the prioritized initiatives for the year.

REPORTING

Assessio Group will disclose ESG performance in compliance with local regulations and will report in alignment with expectations from Pollen Street and the board of directors.

REVIEW AND UPDATES

This policy will be reviewed annually, or upon any significant change in our business, regulatory environment, or needs of key stakeholders.

Policy adopted November 2023

Johan Masironi, CEO

Assessio Group