



Tietoenvry Diversity and Inclusion charter

Table of contents

Tietoevry Diversity and Inclusion charter 2020

1	Diversity and Inclusion.	03
1.1	Diversity and Inclusion definition.	03
2	Tietoevry Diversity and Inclusion charter	04
3	Responsibility	04
4	Implementation and priorities	05
5	Governance	06
6	Channels for reporting concerns	06

1. Diversity and Inclusion

Tietoevry is committed to promoting diversity and inclusion. We strive to foster a culture that values difference and recognizes that people from different backgrounds and experiences bring valuable insights to the workplace and enhance the way we work. Diversity and inclusion are key elements shaping our company culture and enabling better decision making. Innovation often builds on a variety of perspectives from different people with a variety of backgrounds. Our true Nordic heritage and values are built on transparency and openness towards all kinds of differences.

Being a diverse company improves our attractiveness as an employer.

Tietoevry promotes an inclusive workplace where differences are welcome and respected, where different ideas and perspectives are expressed and listened to, and where each employee finds a sense of belonging and has an equal opportunity to grow – and to be the best version of themselves. All managers at Tietoevry need to work actively to ensure diverse teams, including a balanced gender composition and mixed nationalities reflecting the markets Tietoevry operates in.

Tietoevry supports international human rights as outlined, by the International Bill of Human Rights. This document complements Tietoevry Code of Conduct policy.

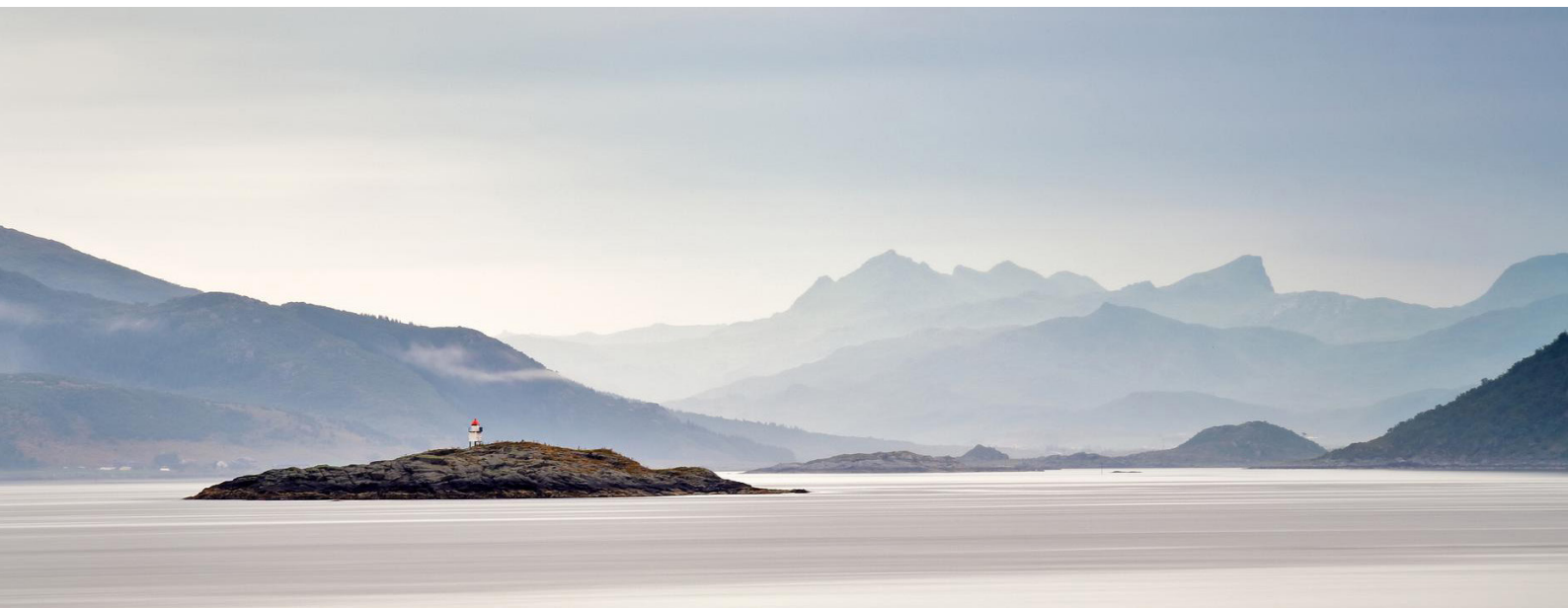
1.1 Diversity and Inclusion definition

Diversity can be described as valuing differences and having an utmost respect for everyone as an individual regardless of sex, gender identity, nationality, religion, belief system, race, age, disability, sexual orientation, political opinion, union membership or social or ethnic origin.

Inclusion in a workplace can be described as the realization of a work environment in which all individuals are treated fairly and respectfully, have equal access to opportunities and resources, and can contribute fully to the organization's success. Inclusion and diversity are not inter-changeable but inter-dependent. There can be no equality of opportunity if difference is not valued, harnessed and taken account of.

Tietoevry shall comply with relevant national legislation, shareholders expectations, customer requirements and employees' anticipations.

This Diversity and Inclusion charter applies to all of us – managers and employees – at Tietoevry



2. Tietoevry Diversity and Inclusion charter

Our diversity and inclusion charter follows the principles set in our Code of Conduct policy, which states:

Tietoevry hires and treats its employees on equal terms and does not allow any discrimination with regard to sex, gender identity, nationality, religion, belief system, race, age, disability, sexual orientation, political opinion, union membership or social or ethnic origin.

We are proud to promote a culture of equal opportunities and diversity in which appointments to jobs, wages, benefits, leadership and personal development as well as access to training depend on each individual's ability and performance. We shall also help keep the working environment free from bullying, harassment or similar. We have zero tolerance for any behaviour that can be perceived as degrading or threatening.

3. Responsibility

We all have a part to play in fostering a diverse and inclusive company. The Tietoevry CEO together with the Group Leadership are responsible for Diversity and Inclusion at the company. But all of us as employees have the responsibility to adhere to this charter and related policy and incorporate diversity and inclusion in day-to-day operations. Managers are responsible for informing and educating their organizations about the content of this charter, and for promoting inclusive behaviour and minimizing bias in the workplace. Let us together make it happen.

The Diversity and Inclusion charter is part of the Code of Conduct policy and Tietoevry Management System and applies to all employees in Tietoevry and its affiliates.

4. Implementation and priorities

As a company, we need to reflect the societies we operate in as well as the expectations of our stakeholders. Our ambition is to be inclusive for all – majorities and minorities alike. The concrete priorities and commitments of this charter are as follows:

We have a specific target for gender balance

- 40% of employees to be female by 2026
- 50% female/male employee split by 2030
- TietoEVRY's ambition is to have, at any given time, the proportion of female leaders equal to or greater than the overall share of female employees
- Expand female recruitment, building on graduate recruitment, ensure final candidates of both genders when recruiting internally and externally. All open positions will be communicated as open to all employees
- Ensure that there is a successor from both genders for all positions in all manager level succession plans

We reflect our global markets and industries

- TietoEVRY will ensure as many nationalities and cultures are represented among the employees as possible

- We support internal mobility across national and business-related structures
- Talent acquisition will be based on a global talent pool
- Continue and accelerate recruitment of graduate and young professionals
- Ensure a combination of experience, seniority, subject matter expertise and industry knowledge with updated competence on emerging technologies within our businesses

We want to be an inclusive employer

- Create opportunities for people with disabilities and learning disabilities
- Recruit employees from organizations and partners with focus on integration of refugees and people with disabilities.



5. Governance

Tietoevry Diversity and Inclusion charter is made available for everyone in the company. Everyone is responsible for its implementation.

HR will provide quarterly updates to the Group Leadership Team on development within prioritized areas and specific targets set as part of this charter.

The charter will be revised and updated yearly in Tietoevry Group Leadership Team.

Achievements and development are to be transparently shared with all employees.

6. Channels for reporting concerns

There are several channels through which to seek guidance or report a concern:

Manager or local HR partner It is the duty of managers to help employees understand and apply the Diversity and Inclusion charter. Many concerns can be resolved by them. However, those employees not comfortable with talking to their manager(s) may contact their local HR partner.

Compliance in Tietoevry Violations and/or concerns may be reported confidentially to the Compliance function in Tietoevry, who will ensure anonymity and confidentiality. You can report violations, ask questions or raise concerns directly to the Group Compliance Officer. Communication to the Group Compliance Officer is confidential for all others than the compliance team and is kept with legal privilege.

Tietoevry Whistleblower Channel Reports of violations may also be made through our external whistle-blower channel facilitated by BDO <https://tietoevry.whistleblownetwork.net>.

All reports can be made in full anonymity and confidential / legal privilege.

TietoEVRY creates digital advantage for businesses and society. We are a leading digital services and software company with local presence and global capabilities. Our Nordic values and heritage steer our success.

Headquartered in Finland, TietoEVRY employs around 24 000 experts globally. The company serves thousands of enterprise and public sector customers in more than 90 countries. TietoEVRY's annual turnover is approximately EUR 3 billion and its shares are listed on the NASDAQ in Helsinki and Stockholm as well as on the Oslo Børs. www.tietoEVRY.com

