

Gender Equality Plan

Nordic Edge AS

Version 1.0 · Approved 28 August 2026 · Review cycle: every two years

1. Introduction

Nordic Edge AS is committed to fostering sustainable and livable communities through innovation, collaboration and technology. As a cluster organisation in the agritech and smart city ecosystems, we recognise that diversity and gender equality are essential to driving creativity, improving decision-making and achieving our mission. This Gender Equality Plan sets out our commitment to equal opportunities for all employees regardless of gender, and the concrete steps we take to create an inclusive and supportive working environment. It applies to Nordic Edge as an organisation and to the projects and innovation activities we lead and take part in.

2. Objectives

- **Promote gender balance:** achieve balanced representation of genders at all levels, including leadership and decision-making.
- **Ensure equal opportunities:** provide equal access to career development, training and promotion.
- **Foster an inclusive culture:** value diversity, encourage open dialogue and actively counter discrimination and bias.
- **Enhance work-life balance:** support flexible working and family-friendly practices for all staff.
- **Embed the gender dimension in our work:** consider gender in the innovation, research and project activities we lead, where relevant.

3. Strategies and Actions

a. Recruitment and hiring

- **Inclusive job advertising:** gender-neutral language, advertised to reach a diverse audience.
- **Diverse interview panels:** gender-diverse panels to minimise unconscious bias.
- **Candidate shortlists:** strive for gender-balanced shortlists.

b. Career development and promotion

- **Training and mentorship:** development opportunities aimed at underrepresented genders.
- **Transparent criteria:** clear criteria for promotion and pay to ensure fairness.
- **Performance reviews:** regular evaluations free from gender bias.

c. Workplace culture

- **Awareness-raising:** provide awareness-raising on diversity, inclusion and unconscious bias, including at onboarding and periodically as appropriate.
- **Inclusive policies:** review and update policies to promote equality and prohibit discrimination.
- **Networking support:** support groups offering support and networking for underrepresented staff.

d. Work-life balance

- **Flexible work options:** flexible hours and remote work to accommodate different needs.
- **Parental leave:** equitable parental leave for all genders, encouraging shared caregiving.
- **Return-to-work support:** reintegration support after extended leave.

e. Gender dimension in innovation and project work

Beyond our own organisation, Nordic Edge considers the gender dimension in the innovation, research and collaborative projects we lead or contribute to. Where relevant, we ask how solutions, services and engagement activities affect different genders, we seek balanced participation in project activities, workshops and stakeholder engagement, and we encourage partners and the SMEs and farmers we work with to reflect the gender dimension in their work. This ensures gender equality is treated not only as an employment matter but as part of the content and impact of what we deliver.

4. Monitoring and Evaluation

- **Data collection:** collect and review data on gender representation and pay equity, and address any imbalances that emerge.
- **Internal reporting:** review progress with management on a regular basis, and share our commitment externally where appropriate.
- **Feedback mechanisms:** provide channels for employees to raise concerns anonymously.

5. Accountability

- **Leadership commitment:** senior management actively supports and participates in gender equality initiatives.
- **Dedicated responsibility:** a designated Gender Equality Officer oversees implementation of this plan.
- **Policy review:** the plan is reviewed at least every two years to assess effectiveness and make adjustments.

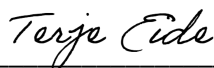
6. Communication

- **Internal awareness:** the plan is communicated to all employees and included in onboarding.
- **External reporting:** our commitment and progress are shared with partners, clients and the community via our website and annual reports.

7. Conclusion

Through this Gender Equality Plan, Nordic Edge AS aims to meet best practice and legal requirements, and to set a standard within the smart city, agritech and innovation sectors. Promoting gender equality is both a responsibility and a strategic advantage that supports the success and sustainability of our organisation and the projects we deliver.

Approved on behalf of Nordic Edge AS



Terje Eide, CEO, Nordic Edge AS

Date: 28 August 2026