

DEI Strategy

Diversity, equity
and inclusion



In Visma we believe that it is crucial to have employees with diverse backgrounds, experiences and skills, as more varied ways of thinking can provide new and innovative insights that spark better business results.

Diversity, Equity & Inclusion are fundamental to our culture and crucial for our business success. It enables us to attract, develop, inspire and retain top talents while creating products that truly meet our customers' diverse needs. We are committed to complying with all applicable legislation that supports our diversity, equity, and inclusion objectives, including anti-discrimination and employment laws governing equal treatment in employment, in the countries where we operate.

Visma prohibits discrimination, harassment and bullying of any form. To maintain a fair and inclusive culture, all Visma companies integrate anti-discrimination measures into their core processes. We have established reporting lines and internal procedures to identify and resolve any incidents, ensuring that decisions throughout the Group are made on a fair and objective basis.



What DEI means to us

Diversity

Our collective strength lies in our individual differences

Diversity isn't only about gender, ethnicity, or sexual orientation. It's about all of our unique qualities that shape our perspectives such as age, life experiences, beliefs, educational background, physical abilities and neurodiversity. We don't just acknowledge these differences; we seek them out because different viewpoints lead to better decisions.

Equity

Ensuring every employee has what they need to succeed

Equity is about being fair by recognizing that we don't all start from the same place. We move away from a "one-size-fits-all" approach to ensure our people are equipped with the specific resources and support they need to perform at their best. Regardless of individual circumstances, our goal is to ensure that everyone has a fair shot at thriving.

Inclusion

A culture where everyone is safe to be themselves

Our success as an entrepreneurial team depends on people who dare to speak up, challenge ideas, and experiment. This only happens in a culture where everyone feels safe to be themselves – and safe to make mistakes. By valuing our unique backgrounds and life experiences, we create the trust necessary for our people to take risks, share honest thoughts, and grow together.



Our priorities in Visma

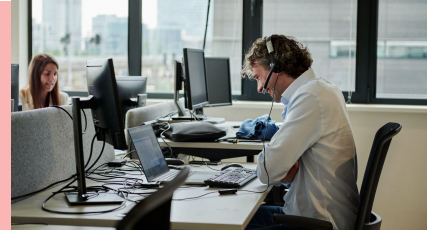
Closing the gender gap

Gender balance in management, boards, and talent and graduate programmes.



Building an inclusive culture

Everyone should be valued for who they are and safe to share their ideas, experiment and make mistakes.



Diversity beyond gender

Recognising that hiring people with a variety of backgrounds and (dis)abilities makes us better.



Bias awareness

Getting familiar with our conscious and unconscious biases that share our priorities and decision.



Zero tolerance for discrimination

Providing a workplace free of harassment, discrimination and bullying.



Equal pay for work of equal value

Ensuring fair compensation based on objective criteria, regardless of gender, race, age, or background.

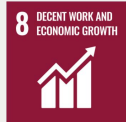


UN Sustainability goals and our targets



SDG Target 5.1: End all forms of discrimination against all women and girls everywhere

SDG Target 5.5: Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic and public life



SDG Target 8.5: By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value



SDG Target 10.2: By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status

SDG Target 10.3: Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard

SDG Target 10.4: Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality



SDG Target 16.b: Promote and enforce non-discriminatory laws and policies for sustainable development

We aim to improve gender balance in total and in management teams, although the primary criteria will always be to secure the right competence. This requires a continuous focus on gender balance in our recruitment processes and talent and leadership programs.

Visma's DEI targets

- 40% gender balance in Visma Group overall*
- 40% gender balance in leadership positions by 2030**
 - 50% gender balance in leadership talent programs per year (e.g. Visma Management Academy)**
- Diversity & Inclusion Index score in the top 10% of technology industry (Peakon benchmark)

* at least 40% of each gender (women / men) in total

** long term goal with aim to ensure steady increase year over year

*** +/- 3% to allow for uneven number of participants or non-binary participants



Entrepreneurial Responsible Dedicated Inclusive

Champions of business software

 VISMA