



**Knowledge grows**

# Our growing Global DEI journey



- 2015** Gender Diversity Project
- 2018** DEI integrated into Yara's Business Strategy
- 2019**
  - UN's LGBTI Standard for Business
  - Pride Logo used internally
- 2020** Parental Leave Policy for all – same rights for LGBTQ+
- 2021** First Annual Global Pride Awareness Day
- 2022** First time at the Oslo Pride Parade
- 2023**
  - Global Pride Network launch
  - Main sponsor of the Oslo Pride Parade

**Growing a Diverse, Equitable and Inclusive Yara**