

DIVERSITY POLICY
NETCOMPANY GROUP A/S

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DIVERSITY POLICY

NETCOMPANY GROUP A/S

(CVR-no. 39 48 89 14)

1 INTRODUCTION

- 1.1 This Diversity Policy (the "Policy") has been adopted by the Board of Directors of Netcompany Group A/S, CVR no. 39 48 89 14 (the "Company") in accordance with Section 139a of the Danish Companies Act and the Recommendations on Corporate Governance.
- 1.2 The purpose of this Policy is to:
 - (i) Set target figures for the share of the under-represented gender in the Company's Board of Directors.
 - (ii) To increase the share of the under-represented gender in other managerial functions of the Company.
- 1.3 The targets set out in this Policy shall apply to the Company as well as to each of the Company's Danish subsidiaries which are independently subject to the requirements set out in Section 139a(2) of the Danish Companies Act.

2 TARGET FOR THE UNDER-REPRESENTED GENDER IN THE COMPANY'S BOARD OF DIRECTORS

- 2.1 It is the ambition of the Company to include at least two female board members elected by the general meeting by the end of 2022 bringing the Company above Danish industry average.
- 2.2 Further, the Company has reached the target of including at least one female board member elected by the general meeting by the end of 2019 for each of its Danish subsidiaries which independently are subject to the requirements set out in Section 139a(2) of the Danish Companies Act. This means that there are no under-represented genders and a new target will be set when applicable.

3 DIVERSITY IN NETCOMPANY

- 3.1 Diversity is an important factor and the Company recognises the importance of promoting diversity in its management levels, including in relation to gender.
- 3.2 The Company recognises that an inclusive and unbiased culture is imperative for securing and maintaining competitiveness in the market, better problem-solving abilities and innovation and that this includes a good balance between men and women.
- 3.3 It is the intention of the Company to continue to safeguard a culture where every employee experiences the same opportunities for career development and advancement regardless of their gender and that this is the case for all levels of the organisation.
- 3.4 The Company is committed to further strengthen the diversity in managerial functions by striving to achieve a better balance between men and women both in terms of recruiting and internal advancement.
- 3.5 The Company will aim to employ the best candidates to the managerial functions and the decisive factor, in external as well as internal recruitment processes, shall be the candidates' qualifications.
- 3.6 It is the Company's objective to have as many skilled candidates of both genders to choose from when filling management positions. For this reason, the Company strives to broaden the field of candidates as much as possible, and the Company's employments procedures are designed to give men and woman equal opportunities to apply for and obtain management positions.
- 3.7 The Company has focus on creating an attractive working environment which promotes the equal career opportunities of men and women. In order to support equal access for men and women to vacant

positions within the Company, the Company will continuously focus on any barriers that may prevent women from being appointed to a management position. This applies to all steps of the employment procedure. Consequently, job descriptions, job advertisements, screening of applicants and job interviews should not be aimed at a particular gender.

3.8 Among other things, the Company has taken the following initiatives to further strengthen the diversity in its managerial functions:

- (i) Established a Female Mentor Program, whereby a pool of selected females with high potential are paired with a member from the Partner group to further facilitate the likelihood that the high potential females progress into managerial positions.
- (ii) Initiated a "more female in IT" programme at the main educational institutions from which Netcompany recruits new employees.
- (iii) A sensible work/life balance is offered to reconcile the demands of working life and family life.
- (iv) The end of each job advertisement encourages anyone qualified for the job to apply, irrespective of gender, age, race, religion or ethnicity.
- (v) Managerial desires and ambitions are covered in annual employee development interviews.
- (vi) When conducting job interviews, the Company endeavour to ensure that both sexes are represented on the list of relevant candidates.
- (vii) Ensure that female employees experience the same opportunities in their careers and in achieving managerial positions as their male counterparts.

4 FOLLOW-UP AND REPORTING

4.1 The Executive Management is responsible for the policy of approaching a gender balance of executives. The HR unit ensures that employment procedures are adhered to, and that managers have the prescribed dialogue about development and training. Further, HR records the trend in the proportion of women in management, which will be reported to the Board of Directors once a year.

4.2 The Company reports on the Policy annually and in accordance with applicable law and regulations. In the annual report, the Company will explain the Company's targets for the under-represented gender in the Board of Directors. Further, the Policy is part of the Company's reporting of Corporate Social Responsibility (CSR) set in the management review in the annual report.

5 REVIEW AND AMENDMENT

5.1 The Board of Directors shall annually review, and if relevant update, this Policy.

6 PUBLICATION

6.1 This Policy will be published on the Company's website.

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Approved and adopted by the Board of Directors of Netcompany Group A/S on 7 May 2019.