



# Diversity & Underrepresented Gender Policy

April 2024

## Diversity and Underrepresented Gender Policy

### Overall consideration

Diversity is a strength that can contribute positively to the company's development, robustness, and performance and whilst reflecting the society at large applying diversity may help making emagine a great place to work. Therefore, we value and prioritize human variety and diversity highly. We work actively to create an inclusive and open culture in which the individual employee's differences are respected, utilized, and valued.

### Policy objective

Our general objective is to strengthen diversity in emagine. We define variety and diversity broadly, in the sense that the concept covers differences in, for example:

- Gender, age, sexual orientation, nationality, ethnic origin, disability, and life situation
- Attitudes and opinions, religious beliefs, leisure interests, ambitions, and life philosophy.

emagine must be an attractive workplace for both all genders. We endeavor to ensure equal opportunities for all to advance in their careers and to obtain and hold executive positions, corresponding to the individual employee's level of competence.

emagine's current work staff represents all genders, albeit men are represented at a higher degree at specifically management level. For this reason, we will actively work for an actual increase in the number of women at all management levels.

### Our approach

We attach importance to having high ethical standards and a strong culture that helps the individual employees fulfil their potential and use their competences optimally in relation to the company's opportunities and needs.

We oppose all forms of discrimination and treat applicants and employees the same regardless of differences in the above circumstances.

Respect for these differences is also expected to be shown in the employees' relationships with each other and with business partners. Our expectations and requirements for our employees' conduct are described in our Staff Code of Conduct, in which all our employees are trained.

### Policy basis

The policy is based on the United Nations Universal Declaration of Human Rights and the principles of the UN Global Compact. This applies to principles 1 and 2 that businesses should support and respect the protection of internationally proclaimed human rights and make sure that they are not complicit in human rights abuses, as well as principle 6 on the responsibility of businesses to eliminate discrimination in respect of employment and occupation.

Our approach and objectives in relation to gender equality are based on the Danish Consolidation Act on Gender Equality (Ligestillingsloven) and the Danish Business Authority's guidance on 'Targets and policies for management on gender composition and reporting thereof'.

### **Delimitation**

The policy applies to the entire emagine Group. In relation to the sub-element concerning management gender equality, we have decided that the objectives for this and the reporting thereof solely relate to the emagine's Danish companies. This is in line with the Danish Business Authority's rules on management gender composition, which only applies to Danish companies (companies with their registered office in Denmark).

### **Reporting of targets**

emagine reports targets and status for gender distribution in the company's management in our annual sustainability report.

### **Policy Review**

This policy will be reviewed at least every year and, if necessary, revised. The policy may be amended at any time with the approval of the emagine management. Responsibility for the policy revision lies with the CPO. This policy is available on our website. This version of emagine's Underrepresented Gender Policy was approved by Management on 1 December 2023.

### **Miscellaneous**

If no officer holds the official position of CPO, the role of the CPO under this policy shall be presided by the highest-ranking officer in the Group.

### **Annexes**

- Annex 1: Document Classification Overview
- Annex 2: Actions and KPI's

## Annex 1

Document Classification: Internal  
 Version: 1.2  
 Dated: 04/2024  
 Document Author: KWE  
 Document Owner: JDI

### Revision history

Version	Date	Revision author	Summary of Changes
1.1	01.12.2023	JDI	Original
1.2	02.04.2024	JDI	Date changed

### Distribution

Name	Title
CXO, Compliance and ESG Team and Employees	CEO, CFO, CPO, COO, CCO, CBO, Country Managing Directors, Compliance and ESG Team

### Approval

Name	Position	Presenter	Date
emagine Management	emagine Management	JDI	02.04.2024

## Annex 2

### Targets for the underrepresented gender in the management

We will work actively to achieve a “balanced composition of men and women”; see section 99 b of the Danish Financial Statements Act (Årsregnskabsloven). This means that at least 40% of managers of each gender must be represented at the individual management levels. This constitutes our long-term target; our more short-term sub targets are stated below.

### Proportion of women in the emagine’s management

- Board of Directors status 2023: 40%. Target 2024: 50%
- Senior and Middle Managers status 2023: 31,0% Target 2024: 32,2%

### Initiatives to support the policy and target achievement.

The policy is supported by specific initiatives and measures aimed at creating the basis for changes in gender composition and ensuring greater diversity in general.

#### Recruitment

- All job advertisements communicate that we wish to promote diversity. They contain an explicit statement that we encourage all qualified candidates to apply for the position regardless of their gender, race, age, sexual orientation, religion, or ethnicity.
- In the recruitment of managers at all levels (from the Board of Directors to line managers), we ensure in the recruitment process that there is at least one person of each gender.
- We require recruitment agencies to present at least one person of each gender among the qualified candidates.

#### Career development

- All employees are offered personal development interviews and development processes aimed at promoting equal opportunities for all employees.
- The organizational development work includes a conscious focus on promotion of diversity in general - including gender balance.

#### Training and competence development

- Management training in emagine must be attractive for both genders.
- Other types of courses and supplementary training are offered based on individual needs, to promote equal opportunities for all employees.

#### Forms of employment

- We endeavor to provide employment flexibility, including by allowing for adjustment of working hours based on age and work capacity.

#### Systematic job satisfaction surveys

- We conduct quarterly Pulse satisfaction surveys to obtain knowledge for the continued development of a positive corporate culture and productivity for all employees.

- We analyze the pulse satisfaction data based on various relevant perspectives. These include analysis of divergence of men and women's job satisfaction, well-being and commitment in executive positions. This forms the basis of management initiatives aimed at promoting greater gender equality.