



16. May 2023

Section 99b in the Danish Annual Accounting Act: Statement on gender composition 2022

It is the policy of ALPI Danmark A/S that employees of both genders should have equal opportunities in terms of training, promotion, and representation on advisory councils, in groups, and on executive boards.

Under-representation of women in managerial and board positions is a general problem and the company tries, through encouragement and offers of training, to urge women in the company to apply for positions with management potential.

Target figures and policies for the under-represented gender

The Group has set a goal for the representation on the Board of Directors. The target is to have the under-represented gender account for at least 20 per cent of the elected members at the annual general election in 2026, at the latest. In 2022 the target has not been met, as no changes were required in the board. At present, the underrepresented gender share is still 0 per cent.

Management has set the goal that female middle managers should account for at least 22 per cent by the end of 2026. For 2022 the gender distribution of middle managers is 18 per cent women and 82 per cent men.

ALPI Danmark A/S wants its employees to experience an open and objective culture where individual employees can use their competences to the best possible advantage, irrespective of gender. ALPI would like to emphasize that access to development and career opportunities is open to all employees, however specific initiatives have been designed to encourage women to follow career opportunities in ALPI.

