

## **| REPORT ON THE GENDER-BASED COMPOSITION OF THE EXECUTIVE MANAGEMENT - CF. § 99 B OF THE DANISH FINANCIAL STATEMENTS ACT**

*This report forms a component of the management report in the annual report of Hi3G Denmark Holding APS (hereinafter "3") with the accounting period 1 January 2018 to 31 December 2018. This report also covers the period from 1 January 2018 to 31 December 2018.*

### **Executive governing body**

As a company, 3 is working to achieve a more equal gender distribution on its board of directors. Consequently, it is 3's goal to have at least two women on the board by 2020. This goal was not met in 2018, as the board at that time was composed of one woman and six men. The reason for this is that the AGM found no reason to replace the sitting board members.

### **Other management levels**

3's HR policy has been drawn up to pay particular attention to equal career opportunities for women and men and is actively utilised as a tool for working with women in management and gender equality in general. The company works to ensure that its HR policy does not contain barriers, either direct or indirect, to career opportunities for women at 3.

3 is working to achieve a more equal gender distribution at its senior management levels and in the company overall. It is 3's long-term goal that the composition of its management should reflect society's gender balance, but at the same time retain its ability to effectively perform its managerial duties. When filling management positions, 3 will seek to employ candidates whose profiles and qualifications are the best fit for the company, as this is considered best for the company as a whole. In this context, 3 will prioritise academic qualifications, industry experience, diversity, and educational background, etc.

In 2018 the company tailored its job advertisements to encourage an applicant pool that was more representative of the gender distribution within society. In this regard, the content of job advertisements has become more descriptive and attempts to illustrate a typical working day at 3, the company's working environment, and its values. In addition, the company has changed the salary and commission conditions for store and sales staff, and placed greater emphasis on customer care over sales. In this way, the company wishes to support even greater diversity in the workplace, reflecting the company's conviction that diversity contributes to a dynamic and innovative environment.

