

I STATEMENT OF THE GENDER COMPOSITION OF THE MANAGEMENT, CF. SECTION 99B OF THE DANISH FINANCIAL STATEMENTS ACT.

This statement forms part of the management report in HI3G DK Holdings APS's (hereafter 3) annual report, the accounting period being 1 January 2019 to 31 December 2019. This statement also covers the period from 1 January 2019 to 31 December 2019.

Upper management level

3 is working to achieve a more equal gender distribution in the company's Board of Directors. Thus, it is 3's goal to have at least two women on the board by 2020. The target was not reached in 2019, as the board at that time consisted of one woman and six men. The reason for this was that the general meeting did not find a reason to replace the sitting board.

Other management levels

3's employee policy is designed with particular regard to women's and men's equal career opportunities and is actively used as a tool for working with women and management as well as gender equality in general. 3 focuses on the fact that employee policy does not contain barriers, directly or indirectly, to women's career opportunities at 3.

3 works to achieve a more equal gender distribution at 3's other management levels and in the company in general. In the long run, it is 3's goal that the management should be composed in such a way that it reflects the society's distribution of women and men while at the same time being able to effectively carry out its duties as management. 3 will seek to recruit candidates for senior positions with the best profiles and qualifications for the company, as this is best assessed for the company as a whole. In this context, 3 emphasize, among other things, professional qualifications, industry experience, diversity, educational background, etc.

In 2019, the company continued to adapt its job advertisements to motivate an applicant pool, whose composition more closely reflects the societal distribution of gender. In this regard, the content of the job advertisements has become more descriptive than in the past, and attempts to better elucidate working day, the environment and the company's values. In this way, the company wants to support an even greater diversity in the workplace, which reflects the company's conviction that diversity contributes to a dynamic and innovative environment.

In 2018, the management team consisted of 31 people, six of whom were women, representing a 19% share. In 2019, the management team has grown to include 39 people, ten of whom are women, representing a 26% share.

