

Statutory Report on Gender Composition in Management cf. Section 99b of the Danish Financial Statements Act

Upper management

At 3, we are working to achieve a more equal gender distribution on our board of directors in Hi3G DK Holding ApS and Hi3G Denmark ApS.

We have a goal of having at least two women on the board by 2022 in each of the two companies. At the end of the financial year 2021, the board of directors of Hi3G DK Holding ApS consisted of one woman and six men, while the board of directors of Hi3G Denmark ApS consisted of seven men. The goal was thus not reached in 2021, because the general meeting did not find reason to replace the sitting boards.

Other management levels

To run a healthy and efficient business, we are dependent on having skilled and qualified employees and not least managers. We are convinced that diversity contributes to a dynamic and innovative environment, as we believe that diversity helps create opportunities. Our Gender Equality Policy and Employee Handbook reflect this belief, and we ensure that all applicants are assessed based on a holistic approach, where personality, experience and competencies are the primary assessment basis.

We are also working to achieve a more equal gender distribution (60/40) at all management levels and in the company in general. It is our goal that the management should reflect society's distribution of women and men. We hire candidates for senior positions with the best profiles and qualifications for the company, as this is best for the company as a whole. With this, we place emphasis on professional qualifications, industry experience, diversity, educational background, etc.

Hi3G is aware that society to some extent is characterized by stereotypical perceptions and informal barriers for female leaders. To ensure equal access for women and men to vacancies, Hi3G therefore has a special focus on the hidden barriers that can lead to women not getting management positions. This is expressed in all parts of e.g. the recruitment procedure - job description, job postings, screening of applicants and job interviews. Hi3G's job advertisements, for example, are adapted to motivate a diverse applicant pool. The content of the job advertisements is very descriptive in this respect and sheds light on the working day, the environment and Hi3G's values.

In the broad management group, which at the end of the year consisted of 29 managers, there were 9 women. The senior management team consisted of 3 women and 5 men, while the executive board consisted of 1 woman and 2 men.

The above is an account of the other management levels in Hi3G Denmark ApS, as Hi3G DK Holdings ApS has no employees.