

DANSKE FRAGTMÆND

TARGETS AND POLICIES FOR THE
UNDERREPRESENTED GENDER



Danske
Fragtmænd

PURPOSE

The purpose of this policy is to describe Danske Fragtmænd's efforts to create an equal representation of women and men in management positions.

At Danske Fragtmænd, we understand the importance of promoting gender equality in our organisation, and we know that gender diversity creates a differentiated and robust leadership foundation. We find that different perspectives and approaches in management contribute positively

to decision-making processes and create a more innovative and efficient work environment.

At Danske Fragtmænd, we have a company culture where everyone has equal access to career and development opportunities. However, we are aware that society is still characterised by stereotypes in a gender-segregated labour market, especially in the transport and logistics industry. That is why we need to work purposefully to make the opportunities for women visible so that all genders feel welcome in the industry and at Danske Fragtmænd.

FIVE-YEAR OVERVIEW - SHARE OF THE UNDERREPRESENTED GENDER

FRAGTMÆND HOLDING A/S	2022	2023
Supreme governing body (Board of Directors)		
Total number of members	8	8
Underrepresented gender	0.0%	0.0%
Target	12.5%	12.5%
Year of fulfilment of targets	2026	2026
First and second management levels		
Total number of members	1	1
Underrepresented gender	0.0%	0.0%
Target	*	*
Year of fulfilment of targets	*	*

* Companies with less than 50 employees in the most recent financial year are exempt from setting targets and developing a policy for increased gender diversity at the first and second management levels.

DANSKE FRAGTMÆND A/S	2022	2023
Supreme governing body (Board of Directors)		
Total number of members	-	5
Underrepresented gender	-	0.0%
Target	-	20%
Year of fulfilment of target figures	-	2026
First and second management level		
Total number of members	-	44
Underrepresented gender	-	25%
Target	-	30%
Year of fulfilment of targets	-	2027

DANSKE FRAGTMÆND TRANSPORT A/S	2022	2023
Supreme governing body (Board of Directors)		
Total number of members	-	3
Underrepresented gender	-	33.3%
Target	-	**
Year of fulfilment of targets	-	**
First and second management levels		
Total number of members	-	15
Underrepresented gender	-	20.0%
Target	-	26.7%
Year of fulfilment of targets	-	2027

** Companies that already have an equal distribution of men and women in the supreme governing body are not required to set targets.

INITIATIVES TO ACHIEVE THE TARGET OF INCREASING THE PROPORTION OF THE UNDERREPRESENTED GENDER

To achieve our targets, we have some specific initiatives that we follow. We are already working on some initiatives, and others we are working to implement. The initiatives are primarily related to recruitment and careers.

- Danske Fragtmænd creates the framework for employees with leadership potential regardless of gender. One way we do this is through a management trainee programme where employees can share considerations and reflections related to the leadership role. In addition, employees gain tools to better understand their own behaviour and that of their colleagues.
- Danske Fragtmænd wants to prepare our managers well so that our managers focus on leadership talents from the underrepresented gender on an ongoing basis and during staff performance appraisals.
- We must encourage leadership talent to pursue a leadership career - regardless of gender. By having an ongoing dialogue between managers and employees, the company becomes more aware of what the leadership talents see as opportunities and possible barriers associated with the leadership role.
- Danske Fragtmænd assesses and minimises bias in its communication and physical environment to ensure an inclusive environment.
- Danske Fragtmænd has a parental leave policy that offers 24 weeks of paid parental leave for mum, dad and co-parents, which ensures equal conditions for women and men in the labour market.
- The immediate manager ensures the employee's connection to the workplace during parental leave. For example, by holding parental leave interviews or agreeing that the manager keeps the employee informed about what is happening at the company while the employee is on parental leave.
- In the recruitment process, Danske Fragtmænd will ensure that job adverts are aimed at both genders, including gender-neutral wording, which also applies when the company uses external recruitment agencies.
- At the first screening for the necessary skills in the recruitment process for senior positions, we will explore the possibility of anonymising applications

for name, age, marital status and photo. If possible, anonymisation will be done via the recruitment system or otherwise by an employee not involved in selecting candidates to move forward in the recruitment process.

- In the recruitment process, Danske Fragtmænd will endeavour to invite representatives from all genders to an interview, which also applies when we use external recruitment agencies.
- Danske Fragtmænd will work to minimise unconscious bias that can inappropriately influence decisions when recruiting, retaining and promoting employees and managers to avoid automatically selecting a candidate from the same gender as the majority.
- Danske Fragtmænd focuses on promoting a work-life balance by offering flexibility and opportunities for changing career choices as a natural part of the ongoing dialogue with employees.
- Through an anonymous employee survey, Danske Fragtmænd measures satisfaction with equality and diversity targets and initiatives annually. This gives us an insight into whether our employees feel that there are equal opportunities for everyone.
- Danske Fragtmænd has signed the Diversity Pledge and supports the target and the 16 principles for greater gender diversity in the business community.

FOLLOW-UP AND REPORTING:

The HR department discusses the policy once a year. It evaluates whether the measures are having the desired effect and continuously records the development in the proportion of the underrepresented gender in management. The HR department then informs the Board of Directors about the development, which discusses and reassesses targets and policy to ensure Danske Fragtmænd's continued development in this area and whether additional measures should be taken to achieve an equal gender distribution in management.

In addition, we report in the annual report, cf. section 99 b of the Danish Financial Statements Act.

The policy was last updated by HR on 27 December 2023.

