



September 2024

Section 99b in the Danish Annual Accounting Act:

Statement on underrepresented gender 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 management, 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 underrepresented gender

The Group has set a goal for the representation on the Board of Directors. The goal is to have the underrepresented gender account for at least 20 per cent of the elected members at the annual general election in 2026, at the latest. In 2023 the goal has not been met, as no changes in the board were required. 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 2023 the gender distribution of middle managers is 14 per cent women and 86 per cent men. In 2022 the ratio was 18 per cent women and 82 per cent men. In 2023 we have appointed new female team leaders, but they are not included in the measurements due to the definitions of middle managers.

ALPI 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 carrier opportunities in ALPI.

