Underrepresented Gender Policy

November 2024

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Introduction

emagine Consulting A/S, Reg-no. 26 24 96 27, and its subsidiaries and associated companies (collectively the "Group") and employees are required to comply with this Underrepresented Gender Policy.

Our Goal

emagine Group´s scope is supplying resources and expertise within IT, tech and business management and our Underrepresented Gender Policy must be read in that context.

emagine Group see diversity as a strength that can contribute positively to the company's development, robustness, and performance and whilst reflecting the society at large applying diversity may help making emagine a great place to work. Therefore, we value and prioritize human variety and diversity highly. We work actively to create an inclusive and open culture in which the individual employee's differences are respected, utilized, and valued.

Policy

Our general objective is to strengthen diversity in emagine. We define variety and diversity broadly, in the sense that the concept covers differences in, for example:

- Gender, age, sexual orientation, nationality, ethnic origin, disability, and life situation
- Attitudes and opinions, religious beliefs, leisure interests, ambitions, and life philosophy.

emagine must be an attractive workplace for both all genders. We endeavor to ensure equal opportunities for all to advance in their careers and to obtain and hold executive positions, corresponding to the individual employee's level of competence.

emagine's current work staff represents all genders, albeit men are represented at a higher degree at specifically management level. For this reason, we will actively work for an actual increase in the number of women at all management levels.

Our approach

We attach importance to having high ethical standards and a strong culture that helps the individual employees fulfil their potential and use their competences optimally in relation to the company's opportunities and needs.

We oppose all forms of discrimination and treat applicants and employees the same regardless of differences in the above circumstances.

Respect for these differences is also expected to be shown in the employees' relationships with each other and with business partners. Our expectations and

requirements for our employees' conduct are described in our Staff Code of Conduct, in which all our employees are trained.

Policy basis

The policy is based on the United Nations Universal Declaration of Human Rights and the principles of the UN Global Compact. This applies to principles 1 and 2 that businesses should support and respect the protection of internationally proclaimed human rights and make sure that they are not complicit in human rights abuses, as well as principle 6 on the responsibility of businesses to eliminate discrimination in respect of employment and occupation.

Our approach and objectives in relation to gender equality are based on the Danish Consolidation Act on Gender Equality (Ligestillingsloven) and the Danish Business Authority's guidance on 'Targets and policies for management on gender composition and reporting thereof'.

Delimitation

The policy applies to the entire emagine Group. In relation to the sub-element concerning management gender equality, we have decided that the objectives for this and the reporting thereof solely relate to the emagine's Danish companies. This is in line with the Danish Business Authority's rules on management gender composition, which only applies to Danish companies (companies with their registered office in Denmark).

Reporting of targets

emagine reports targets and status for gender distribution in the company's management in our
annual sustainability report.

Annexes

- Annex 1: Document Specification

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REVISION HISTORY

This Underrepresented Gender Policy is reviewed to ensure its continuing relevance to the systems and processes that it describes. A record of contextual additions or omissions is given below:

Version	Summary of Changes	Revision Author	Date
1.0	Document Creation	Kenneth Wegner	11.2023
1.1	Review and approval	Jesper Diget	12.2023
1.2	Policy review, classification changed to public	Kenneth Wegner	02.2024
2.0	Review and update – new headline, format, purpose, goal, removed policy review, miscellaneous, policy objective paragraph	Kenneth Wegner	11.2024

APPROVAL

Name	Position	Signature	Date
Anders Gratte	CEO	DocuSigned by: Anders Gratte 6DB405CAF4EA4FD...	12-11-2024