

Diversity and inclusion policy

Introduction

This policy sets out the framework and the principles for ChemoMetec's diversity and inclusion efforts, including our position, approach and goals.

The policy has been prepared in accordance with section 139c of the Danish Companies Act, clause 2.1.6 of the Recommendations on Corporate Governance and the Danish Business Authority's guidelines on target figures and policies.

Background and policy

At ChemoMetec, we consider diversity and inclusion a prerequisite for running a sound and sustainable business for the benefit of our customers, our employees and the society we are part of – in the short as well as the long term.

With its range of perspectives and experience, we believe a diverse and inclusive employee group fosters new ways of thinking and developing the company, helping ChemoMetec maintain and strengthen its competitiveness and unlock its full potential. We firmly believe that ChemoMetec's value creation benefits from diversity and inclusion.

We use a broad definition of diversity, including diversity of skills, experience, education, age, gender, ethnicity, religion and sexual orientation.

At ChemoMetec, we consider promoting diversity and inclusion part of our social responsibility, which implies that current and prospective employees must be offered equal rights and opportunities irrespective of background. Accordingly, we endeavour to create an inclusive workplace where we put the unique perspectives and expertise of individual employees to use and where each individual employee feels appreciated and included. This implies that we disassociate ourselves to all forms of harassment and bullying.

ChemoMetec respects and is committed to meeting Danish and international human rights standards and equal rights law as well as to offering fair and equal employment and working conditions.

Board of Directors and Management Team¹

ChemoMetec's goal is to achieve a reasonable gender composition on the Board of Directors and in the Management Team based on a wish to achieve the diversity in expertise and experience required to further develop a sustainable foundation for our activities and to manage ChemoMetec.

¹ The Management Team comprises the company's CEO, COO and CFO (first management level) as well as managers reporting directly to the first management level and people managers (second management level).

Board of Directors

The Board of Directors aims for its members to complement each other as much as possible with respect to age, background, gender, etc. with a view to ensuring a qualified and versatile contribution to the Board's work.

The composition of the Board, including the recruitment of new members, is based on an evaluation of the overall expertise represented on the Board, any need to strengthen certain areas of expertise and the professional skills of the individual board members. As well as professional skills, we consider personal skills and the wish for diversity. The goal is to ensure that the Board possesses the knowledge and experience required to undertake the overall and the strategic management of ChemoMetec.

The current gender composition on ChemoMetec's Board is equal in accordance with the Danish Business Authority's guidelines on target figures and policies, and we have therefore set no new targets.

Management Team

At ChemoMetec, we distance ourselves from all forms of discrimination and unfair differential treatment in the Management Team and in connection with the recruitment of new management members. We are committed to providing equal opportunities and terms for all employees and applicants and to offering equal pay for work of equal value.

New management members are recruited on the basis of their expertise, motivation and personality combined with the wish to achieve greater diversity. Other criteria in the recruitment process are ChemoMetec's needs and corporate culture and the wish to recruit new managers who can contribute to realising our overall strategy.

ChemoMetec is striving for a more equal gender composition in the Management Team, both to improve its diversity and to make full use of the talent pool and bring the greatest talents into play.

Our goal is a gender representation of at least 40% of either gender in the Management Team by the end of financial year 2026. With a view to achieving this goal, we focus on the following:

- When we recruit new managers, it is a priority for us to ensure that our recruitment base, including our in-house recruitment pipeline, comprises both female and male candidates. Our goal is for at least one of the candidates invited for a job interview to be a woman.
- In order to minimise gender bias, we strive for at least one of the members of the panel interviewing candidates for management positions to be of the underrepresented gender.
- We take into account the views of our current and prospective employees on what constitutes an inclusive workplace, and we regularly adjust our policies and ways of working so they are aligned with our wish to achieve greater diversity while also fostering equal opportunity.
- We are committed to providing attractive and inclusive opportunities for career and leadership development within ChemoMetec.

Reporting and policy updating

We report on our progress in relation to diversity in the annual report in accordance with section 99b of the Danish Financial Statements Act.

The diversity and inclusion policy is reviewed by the Board of Directors once a year and is updated as required with a view to ensuring that it complies with statutory requirements and ChemoMetec's values and long-term goals.

Approved by the Board of Directors on 8 December 2022