

Policy on the underrepresented gender in management

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1. Introduction

The aim of the following policy is to bring the underrepresented gender in the management of the group companies into focus.

The policy and target figures in the following pages are likewise intended to make sure that the entire group meets the requirement of the Companies Act on targets for policies on gender composition of top management of the company.

The policy is based on women as the underrepresented gender due to the group's current gender balance.

This policy constitutes the required reporting according to the Danish Financial Statements Act §99 b.

2. Target figures of the top management of the company

Having only one member of Management in 2021, and with no requirement to expand, Lind Invest ApS and Lind Value II ApS have achieved equal distribution. Lind Invest ApS and Lind Value II ApS have less than 50 employees and are therefore not required to prepare target figures or policies for the gender distribution of Management.