



# Diversity Policy

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December 2020





## **1. Introduction**

- 1.1 This diversity policy (the "Diversity Policy") has been adopted by GreenMobility A/S, CVR no. 35 52 15 85 (the "Company") in accordance with Section 139 c of the Danish Companies Act and the Recommendations on Corporate Governance.
- 1.2 The Diversity Policy sets out the Company's guiding principles to increase diversity amongst the Company's Board of Directors and other layers of management.

## **2. Purpose**

- 2.1 The Company recognizes the importance of promoting diversity, including gender, at all management levels. The purpose of the Diversity Policy is to ensure equal opportunities through encouragement of diversity including age, gender, ethnicity, nationality, religion, education and sexual orientation. The Company seeks to be an attractive workplace for all employees and focuses on ensuring equal opportunities for all employees in career advancement and the prospect of occupying management positions.
- 2.2 The Company aspires to foster, cultivate and preserve a culture of diversity, equality and inclusion. Further, the Company wishes to foster a community that makes innovation, inclusivity and devotion proliferate across the Company's organization, as the human capital is the most valuable asset of the Company.
- 2.3 The Company employs candidates for management positions with profiles and qualifications best suitable for the Company. In this context, diversity will be considered when appointing candidates for management position while taking into account other relevant recruitment criteria, including professional qualifications, relevant experience and educational background.

## **3. Target level and policy for the underrepresented gender**

- 3.1 The Board of Directors of the Company is comprised by two female board members and three male board members, corresponding to 40% and 60%, respectively. Thus, the composition of the Board of Directors of the Company is therefore in accordance with the Danish Business Authority's guidelines on equal gender distribution on the Board of Directors.
- 3.2 Further, the Company has a continued focus to increase the proportion of women at the other management levels of the Company.

## **4. Initiatives to ensure and increase diversity**

- 4.1 In order to promote diversity and to ensure equal opportunities through encouragement of diversity, the Company has initiated a number initiatives, including the below:
  - 4.1.1 Recruitment
    - The Company is committed to recruit a diverse workforce, where the candidates will be selected based on their merits obtained through education and previous relevant experience
    - Everyone is encouraged to apply for positions irrespective of race, ethnicity, social origin, gender, religion, sexual orientation or similar
    - Decisions regarding recruitment, promotion and dismissal is never affected by the applicants' or employees' race, ethnicity, social origin, gender, religion, sexual orientation or similar
  - 4.1.2 Talent attraction, retention and development
    - The Company strives to attract, retain and develop people with diverse backgrounds, perspectives, and experiences, in order to support the Company's future journey and strategic endeavours



- The Company aims for all employees to have equal opportunities in relation to career development and career and aims to provide the best conditions for career development, mobility, and rotation, to accommodate to the wishes of the workforce
- The Company is committed to evaluate the employees' performance based on both professional and social metrics

#### 4.1.3 Organizational culture

- The Company strives towards being an inclusive workplace, where the organizational culture is characterized by a positive attitude towards everyone and where everyone – regardless of background – meets a welcoming environment
- The Company aims to facilitate an appropriate work/life balance in order to reconcile the demands of working life and family life

#### 4.1.4 Other initiatives

- All managers across the Company's organization are committed to, on an annual basis, receive education on diversity and inclusion issues, as well as how to cope with unconscious bias, in order to enable and understand how to create a culture which allows the growing and nurturing of diverse teams
- The Company aims to track and increase gender balance over time by monitoring the demographics of the Company's employees

Notwithstanding the initiatives above, the strategy and goals of the Company will always be given due consideration during recruitment, promotion and dismissal processes. In order for the Company to employ the best-suited candidates, the decisive factor is the qualifications of the candidate, including the personal, commercial and professional capabilities.

## 5. Reporting

- 5.1 The Company reports on diversity and the gender balance of management in accordance with applicable law.

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This Diversity Policy has been adopted by the Board of Directors of the Company in December 2020 and is available on the Company's website.