



GENDER EQUALITY

LARS LARSEN GROUP

September 2023



INTRODUCTION AND PURPOSE

Lars Larsen Group employs many people across the world, and the purpose with this policy is to ensure career development on an equal basis for all employees.

SCOPE

The Policy for Gender Equality has been prepared as an overall subject framework, which applies to Lars Larsen Group.

INTRODUCTORY COMMENTS

Companies within Lars Larsen Group, obligated by this policy¹, are responsible for developing and implementing individual policies, that aligns with this framework, and for setting individual targets for gender composition at management levels².

Furthermore, the policy is operationalised and communicates gender composition at management levels at LLG A/S.

If you have any questions or comments about the Policy, please contact us through contact@larslarsengroup.com.

STATEMENT

The following requirements aim to support a development towards more equal gender representation at managerial levels throughout Lars Larsen Group. Companies within Lars Larsen Group will ensure that:

- Process of recruitment and/or promotion must be transparent and based on thorough consideration.
- Process of recruitment and/or promotion includes, when possible, presentation of both female and male candidates, equally qualified.
- Adequate management development processes are implemented to support equal opportunity for female and male employees, as well as to ensure an adequate and competent pipeline for management positions.

We aim at reaching a balanced gender composition within the Lars Larsen Group workforce on a long-term perspective. Processes of recruitment and/or promotion must at all times identify the person best qualified for the position at focus. The policy does not require of the companies within the group to make changes in top management solely to achieve a more even gender composition. The policy communicates a requirement to ensure equal opportunity.

¹ cf. §99b The Danish Financial Statements Act

² cf. §99b The Danish Financial Statements Act



STATUS FOR LLG A/S

The Board of Directors for LLG A/S has two male board members and one female board member. Therefore, gender representation is assumed equal, and no further objective is set³.

At the following two management levels in LLG A/S, gender representation is as well assumed equal, and no further objectives are set.

Management levels in scope of this policy, in addition to the Board of Directors:

- Executive board and the persons who organisationally operate at the same level as the executive board.
- Managers with employee/personnel responsibility, and who have reference to the first management level.

LLG A/S, and the companies owned by Lars Larsen Group, will continue to work actively to ensure equal opportunities.

Lars Larsen Group companies who are not legally required to report on §99b of the Danish Financial Statements Act are not legally bound to live up to this policy but are strongly encouraged to do so, while ensuring always to employ the most qualified candidate for any given position regardless of gender.

This policy was last evaluated September 2023.

³ Cf. Guidance on equal gender representation, by Danish Commerce and Companies Agency

