

**DIVERSITY POLICY**  
TRIFORK HOLDING AG

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## **DIVERSITY POLICY**

TRIFORK HOLDING AG

(CHE-474.101.854)

### **1 INTRODUCTION**

1.1 This diversity policy (the "Policy") has been adopted by the board of directors (the "Board of Directors") of Trifork Holding AG, CHE-474.101.854 (the "Company") in accordance with the Danish Recommendations on Corporate Governance (in Danish: *Anbefalinger for god selskabsledelse*) as well as the Swiss Code of Obligations (in German: *Bundesgesetz betreffend die Ergänzung des Schweizerischen Zivilgesetzbuches (Fünfter Teil: Obligationenrecht)*).

1.2 The purpose of this Policy is to:

- (i) Provide specific guidelines on diversity principles applicable throughout the Company and its group members (individually each a "Group Company" and collectively the "Group").
- (ii) Set target figures for the share of the under-represented gender in the Company's Board of Directors.
- (iii) To facilitate gender balance in other managerial functions of the Company.

1.3 The targets set out in this Policy shall apply to the Company as well as to each of the Company's Danish subsidiaries, which are independently subject to the requirements set out in section 139c of the Danish Companies Act (in Danish: *selskabsloven*), if any, and the Company's Swiss subsidiaries, which are independently subject to the requirements set out in article 734f of the Swiss Code of Obligations, if any.

### **2 TARGET FOR THE UNDER-REPRESENTED GENDER IN THE COMPANY'S BOARD OF DIRECTORS AND THE EXECUTIVE MANAGEMENT**

2.1 It is the ambition of the Company to have each gender represented by at least by 30% on the Board of Directors and by 20% in the Executive Management.

2.2 If the Company does not reach the thresholds pursuant to section 2.1, it will, as from the business year 2026 for the Board of Directors and as from the business year 2031 for the Executive Management (i) explain in its annual remuneration report the reasons why the genders are not represented as intended and (ii) indicate the measures intended to promote the under-represented gender.

### **3 DIVERSITY IN THE COMPANY**

3.1 Diversity is an important factor and the Company recognises the importance of promoting diversity in its management levels, including in relation to gender.

3.2 The Company recognises that an inclusive and unbiased culture is imperative for securing and maintaining competitiveness in the market, better problem-solving abilities and innovation and that this includes a good balance between men and women.

3.3 It is the intention of the Company to continue to safeguard a culture where every employee experience the same opportunities for career development and advancement regardless of their gender and that this is the case for all levels of the organisation.

3.4 The Company is committed to maintaining diversity in managerial functions by balancing gender representation in terms of recruiting and internal advancement.

3.5 The Company will aim to employ the best candidates to the managerial functions and the decisive factor, in external as well as internal recruitment processes, shall be the candidates' qualifications.

3.6 It is the Company's objective to have as many skilled candidates of both genders to choose from when filling management positions. For this reason, the Company strives to broaden the field of candidates as much as possible, and the Company's employment procedures are designed to give men and women equal opportunities to apply for and obtain management positions.

3.7 The Company has focus on creating an attractive working environment which promotes the equal career opportunities of men and women. In order to support equal access for men and women to vacant positions within the Company, the Company will continuously focus on any barriers that may prevent women from being appointed to a management position. This applies to all steps of the employment procedure. Consequently, job descriptions, job advertisements, screening of applicants and job interviews should not be aimed at a particular gender.

#### **4 REVIEW AND AMENDMENT**

4.1 The Board of Directors shall annually review, and if relevant update, this Policy.

#### **5 PUBLICATION**

5.1 This Policy will be published on the Company's website.

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Approved and adopted by the Board of Directors of Trifork Holding AG on 17 May 2021.