

# **POLICY AND TARGET FIGURES ON THE UNDERREPRESENTED GENDER**

**Green Hydrogen Systems A/S**



## **1. Introduction**

- 1.1 The board of directors of Green Hydrogen Systems A/S (the “Company”) (the “BoD”) has established this policy (the “Policy”) to increase the share of the underrepresented gender in the Executive Management and at senior management level of the Company.
- 1.2 The Policy is adopted in accordance with section 139(c) of the Danish Companies Act.

## **2. Gender representation at management level**

- 2.1 The Company is of the opinion that diverse perspectives and ways of working create the best possible decisions and results required in order to fulfil the Company’s mission of offering affordable green hydrogen for contributing to a sustainable energy utilization worldwide. Accordingly, the Company strives to having its organisation reflecting the societies within the countries in which the Company operates which inherently implies a natural and balanced representation of female and male members of the senior leadership of the Company.
- 2.2 The Company’s ambition is to record a year-on-year increase of female leaders within the senior management until a desired and balanced representation of male and female management members is reached.

## **3. Gender pay gap**

- 3.1 The Company is firmly committed to ensure fair and equal treatment of all employees, irrespective of race, religion, gender, sexual orientation, national origin, social origin, disability and/or any other personal attribute. Accordingly, the Company remunerates its employees based on experience, skills and personal qualities and merits.

## **4. Gender representation in the BoD**

- 4.1 The Company strives for its members of the BoD to be composed of highly qualified members having the right competencies and experience, collectively and individually, required for the BoD to perform its duties in the best possible manner. When assessing the competencies and experience required for the BoD, the BoD takes duly into account that diversification, particularly in respect of gender, is key for creating a prosperous and innovative decision-making process.

## **5. Target figures on the underrepresented gender**

- 5.1 The Company continuously aims to increase the share of the underrepresented gender in the BoD in order to meet the Company’s target of minimum 40% female members of the BoD elected by the ordinary general meeting in 2024.

## **6. Review and amendments**

- 6.1 The Policy is continuously reviewed and assessed by the Remuneration and Nomination Committee. Any amendments to the Policy must be approved by the BoD.

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Adopted by the board of directors on 7 April 2021

**The board of directors**

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Thyge Boserup

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Troels Øberg

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Thomas Thune Andersen

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Lars Valsøe Bertelsen

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Christian Clausen

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Jakob Fuhr Hansen

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Simon Krogsgaard Ibsen

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Karen-Marie Katholm