

# Diversification in management - the Lind Invest group

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## **Contents**

1. Introduction.....	1
2. Target figures of the top management of the company.....	2
3. Policy for the remaining management in Danske Commodities A/S.....	2

## **1. Introduction**

The aim of the following policy is to bring the under-represented 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 under-represented 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

4U Development A/S, Cornerstone II A/S and Cornerstone Properties Germany Holding ApS present accounts in accordance with reporting class B enterprises. Lind Capital A/S present accounts in accordance with reporting class C (Medium) enterprises. Therefore, these companies are not included the Danish legislation of setting targets for the under-represented gender in management for which reason they do not define targets.

Equal distribution has been achieved in 2018 for Lind Invest ApS and Danske Commodities A/S.

## 3. Policy for the remaining management in Danske Commodities A/S

This policy will help highlight the diversity of the top management levels in Danske Commodities A/S, since the remaining group companies employ less than 50 employees.

Danske Commodities A/S seek to reward high-performing employees. Therefore, the Company finds it discriminatory if the best candidate is deselected because of gender, age, nationality, etc. To avoid discrimination, the Company trains all management in anti-bias when recruiting and encourages candidates of all genders, nationalities, ages and backgrounds to apply.

Danske Commodities A/S aims to have an open-minded culture where the employees can utilise their skills in the best possible way, regardless of gender.

The Company strives to attract the right number of women to the organisation. What is defined as 'the right number', will always be influenced by the characteristics of any available position combined with the proportion of women with matching skills, education, ambition, etc., seeking the respective jobs. Subsequently, it is the attitude of the Company that it is the employees' own ambitions and competencies that determines whether a candidate should be hired.

The Company is very aware of the benefits of a diversified organisation and especially a diversified management. Therefore, the Company has an incentive to increase diversification both in terms of gender, age, qualifications, nationality, etc. In 2019, the Company will introduce mandatory job interviews of the underrepresented party in recruitment processes.

Danske Commodities A/S is dedicated to developing its employees and offers numerous possibilities of professional and personal development. The Company has an internal leadership assessment programme which has qualified female employees to attend. In addition, the Company has launched a High Potentials Programme, identifying internal talents with the potential to lead, in which female high potentials were identified.

Furthermore, Danske Commodities A/S aimed to make the Company more attractive by offering flexible working hours, the possibility to work from home and to work part time. The Company sees these as appealing to candidates with children.

As per December 2018, the representation of women in Danske Commodities A/S (apart from the Board of Directors) makes up 21% of the management.

As per December 2018 out of 38 managerial positions in Danske Commodities; eight women were represented. As per 31 December 2017 out of 40 managerial positions in Danske Commodities; nine women were represented.

During 2018, Danske Commodities A/S has increased the responsibility for two female leaders, taking on additional subteams, employees and/or areas of responsibility.