

## **SUSTAINABILITY**

### **Statement of social responsibility (Cf. §99a of the Danish Financial Statements Act)**

Based on the limited size of the company, its activity with minority shareholdings in three different companies and organisation, EAC Invest A/S does not have a corporate social responsibility policy, including no policies for human rights, social and employee matters, bribery and corruption, environmental conditions and climate impact.

### **Statement of sexual composition of the Management (Cf. §99b of the Danish Financial Statements Act)**

Pursuant to Danish legislation on gender equality, EAC Invest also has an objective for the proportion of the underrepresented gender on the Board of Directors. It is EAC Invest's ambition that 25% of the members of the Board of Directors are women. Consequently, EAC Invest will ensure that qualified candidates are considered before the Board of Directors proposes candidates to the Annual General Meeting. However, the Board of Directors' final submission of candidates will always be based on their actual competencies and experiences relative to EAC Invest's needs to ensure that the candidate deemed best qualified is proposed. This may mean that the ambition of a 25% female representation on the Board of Directors will always not be met, but it will continue to be a general ambition.

At the end of 2019, the company's board of directors consists of three members. Currently no women are represented in the company's board of directors, but the EAC Invest will aim at achieving the 25% target before 2025. EAC Invest has not laid down policies for diversity in management, as management only consists of one person.