
STATUTORY REPORT
on diversity in management,
cf. Section 107d of the Danish Financial
Statements Act



BRØDRENE A & O JOHANSEN A/S

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CVR (Central Business Register) No.: 58210617



Statutory Report on Diversity in Management, cf. Section 107d of the Danish Financial Statements Act.

This statutory report on diversity in management is prepared on the basis of Brødrene A & O Johansen A/S' policy on diversity in management, which is applied in connection with the composition of management, and is part of the Management's Review in the Annual Report for 2022 and covers the accounting period from 1 January to 31 December 2022. Management is defined as members of the board of directors and members of the executive board.

Brødrene A & O Johansen A/S is the only Danish company in the group covered by the rules. Therefore, this report only concerns Brødrene A & O Johansen A/S (hereinafter 'AO').

AO regards diversity as an asset that makes a positive contribution to the company's management, development and growth, and wants the composition of its management and workforce to reflect diversity in the population.

Differences in the way individuals see and tackle problems are the key to AO's success and to enhance the company's opportunities to progress.

The same applies to the composition of the company's management, which in this report concerns the members of the board of directors elected by the general meeting and the executive board.

Our aim is that the company's management is composed in a manner that enables it to work efficiently with strategy, management and control.

The board of directors makes an annual assessment in line with the 'Recommendations on Corporate Governance' of whether the board of directors has the necessary qualifications and skills collectively and individually.

That assessment also looks at diversity in terms of education and commercial experience, along with personal skills.

The board of directors ensures that the executive board also focuses on diversity in terms of education, commercial experience, age and gender and adapted to the individual's area of responsibility and function.

AO's management covers a broad spectrum of experience from Danish industry, relevant sectors and politics.

At the end of 2022, AO's management¹ consisted of 25% women and 75% men². Regarding age, 25% of the management were under the age of 50, 12% between 50-60 and 63% over 60.

¹ In the event of dual management roles, a management member is only counted once.

² On 19 November 2022, a member of the Board of Directors resigned from the Board at his own request.