

**Group Policy: Policy on Gender Equality in Scandlines**

Applicable for: Scandlines Infrastructure ApS &amp; its subsidiaries (“Scandlines”/“Company”)

**Objective:** The overall purpose of this policy is to describe Scandlines’ main objectives regarding Gender Equality

**Recipients:** All employees.

**Validity:** This policy is valid from 21 November 2023.

More women in Scandlines – both at land and at sea – will not only provide Scandlines with a larger talent pool to promote from, but will also mean a more dynamic and better working environment with better opportunities for nuanced decision-making. Scandlines, however, is operating in an industry where the number of qualified candidates of the under-represented gender in some areas, particularly in fleet operational functions, is rather limited, which poses a constant challenge regarding gender-equal filling of certain positions.

In order to be a workplace with focus on gender equality, Scandlines has committed itself to this aim in several of its fundamental corporate statements.

**Scandlines’ Code of Conduct** describes, that Scandlines offers equal opportunities for all employees, and that skills, performance, potential and ethical conduct shall be the only indicators for an employee’s qualification and promotion.

In addition, Scandlines has acceded to **Danish Shipping’s Charter for more women in shipping**.

It further participates in a **UN Global Compact** network based on the Company’s support of principle 5 regarding elimination of discrimination in respect of employment and occupation.

The Company has specified a number of **focus areas** with the aim to ensure a balanced gender distribution on all organizational levels. These focus areas include:

- Commitment to gender equality by shareholders and Executive Management
- Allocation of financial means and human resources for the promotion of gender equality
- Policies relating to equality and diversity, maternity, work life balance, while counteracting bullying and harassment
- Training of staff in organization in relation to equality awareness, unconscious bias, counteracting gender discrimination and sexism, and recruitment and selection (whether performed internally, or with external assistance)
- Leadership training and mentoring opportunities to promote career progression
- Initiatives and events designed to raise awareness and promote gender equality

In keeping with Danish legislation, the Company will also publish its targets for the number of employees of the underrepresented gender with regard to managerial level 1 and 2 as of its annual Sustainability Report 2023 (to be published in 2024).

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Revised date: 21.11.2023  
Rev./Appr. by: JDLC/EMT  
Replaces date: 01.07.2022

First issued date: 18.12.2016  
Issued by: Scandlines Infrastructure ApS  
Revision no.: 4

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Executive Management

**Carsten Rhodes-Nørland**  
CEO SCANDLINES**Jesper Mikkelsen-Heilbuth**  
CFO SCANDLINES**Michael Guldmann Petersen**  
COO SCANDLINES

For questions please contact: Group HR

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