

Diversity policy – the company's board of directors

Background

Pursuant to section 70(1)(4) of the Danish Financial Business Act, the Board of Directors has established a diversity policy for the Board of Directors. With the policy, the Board of Directors wishes to promote the relevant and necessary diversity of the Board of Directors for Schmiegelow Fondsmæglerselskab A/S (Schmiegelow FMS).

The board wants a composition based on diversity in skills and backgrounds, professionalism, work experience, gender and age.

Diversity is seen as a strength that can contribute positively to the company's development, risk management, robustness, success and growth.

Through a diverse approach to the managerial tasks, the Board of Directors wishes to increase the quality of the work and interaction in the Board.

In order to promote a sufficient diversity of qualifications and competencies among the members of the Board of Directors and to ensure optimal benefit from the work on diversity on the Board, the Board wishes to focus on the following elements:

1. Competencies

The Board of Directors shall appropriately include the requirements for the Board of Directors' competencies and self-assessment laid down in the Danish Financial Business Act, the Executive Order on Management, the Danish Financial Supervisory Authority's guidance on the Board of Directors' self-assessment, the Danish Bankers Association's Code of Governance and recommendations from the Committee on Corporate Governance.

When recruiting candidates to the board, the board focuses on attracting candidates with different skills, backgrounds, knowledge and resources that correspond to the company's business model and priorities now and in the future.

When appointing candidates to the Board of Directors, decisive emphasis is placed on ensuring compliance with the conclusion and action plans established in the Board's self-assessment. In addition, the following qualifications and competences are given weight:

- Management competence
- Board competence
- Business Competence
- Financial competence
- Faglig competence
- General competence
 - Insight into social conditions

- Insight into business conditions – in general and at industry level
- Insight into the private sector's conditions
- Other competencies – personality, integrity, analytically broad contact surface

Qualifications and competencies may have been obtained on the basis of the individual board member's educational, professional or personal experience.

2. Equal distribution of both sexes

The Board of Directors wants a gender equal distribution among Board members.

3. Employee representation

The Board of Directors wants a composition of the Board of Directors that helps to ensure that several angles on the same matter are considered and that all interests of the Board of Directors are taken into account. However, the Board of Directors currently assesses that it is not relevant to allow employees to be represented on the Board of Directors via the rules on employee-elected board members.

4. Publication and reporting

Schmiegelow FMS publishes this policy on the website so that the company complies with the requirements of the Danish Financial Business Act.