

Gender balance policy

Introduction

This policy sets out the framework and the principles for ChemoMetec's gender balance efforts, including our position, approach and goals.

The policy has been prepared in accordance with the Danish Gender Balance Act and clause 2.1.6 of the Recommendations on Corporate Governance.

Board of Directors and Management Team¹

ChemoMetec's goal is to achieve a reasonable gender composition on the Board of Directors and in the Management Team based on a commitment to achieving the diversity in expertise and experience required to further develop a sustainable foundation for our operations and to manage ChemoMetec.

Board of Directors

The Board of Directors aims for its members to complement each other as well as possible with respect to age, background, gender, etc. with a view to ensuring a qualified and versatile contribution to the Board's work.

The composition of the Board of Directors, including the recruitment of new members, is based on an evaluation of the overall expertise represented on the Board, any need to strengthen certain areas of expertise and the professional skills of the individual members. In addition to professional skills, we also consider personal skills, the goal being to ensure that the Board possesses the expertise and experience required to handle the general and strategic management of ChemoMetec.

The current gender composition on ChemoMetec's Board is equal in accordance with the Gender Balance Act, and we have therefore set no new targets.

Management Team

ChemoMetec rejects all forms of discrimination and unfair differential treatment in the Management Team and in connection with the recruitment of new management members. We are committed to providing equal opportunities and terms for all employees and applicants as well as to offering equal pay for work of equal value.

New management members are recruited on the basis of their expertise, motivation and personality. Other criteria in the recruitment process are ChemoMetec's needs and corporate culture and the wish to recruit new management members who can contribute to delivering on the overall strategy.

ChemoMetec continually strives to achieve a more equal gender composition in the Management Team in order to make full use of the talent pool and bring the greatest talents into play.

¹ The Management Team comprises the Company's CEO and CFO (first management level) as well as managers reporting directly to the first management level and managers with HR responsibilities (second management level).

Our goal is a gender representation of at least 40% of either gender in the Management Team by the end of the 2028/29 financial year. To achieve this goal, we focus on the following:

- When we recruit new managers, it is a priority for us to ensure that our recruitment base, including our in-house recruitment pipeline, comprises both female and male candidates.
- We take into account the views of our current and prospective employees on what constitutes an attractive workplace, and we regularly adjust our policies and ways of working so they are aligned with our commitment to foster equal opportunity.
- We are committed to providing the best possible opportunities for career and leadership development within ChemoMetec.

Reporting and policy updates

ChemoMetec reports on the Company's diversity performance in the annual report in accordance with the provisions of the Gender Balance Act.

The gender balance policy is reviewed by the Board of Directors once a year and is updated as required with a view to ensuring that it complies with statutory requirements and ChemoMetec's values and long-term goals.

Updated and approved by the Board of Directors on 17 August 2026