

# Diversity Policy

30 March 2020



## INTRODUCTION

This policy sets out Athena Investments' ("Athena") policy for diversity at all levels of the Company.

Athena considers diversity an important asset and remains committed to ensuring equal opportunities and rights for employees.

Employment in Athena is based on professional and personal qualities and competences and is independent of ethnic, national or social background, gender, religion, age, disability, political opinion, sexuality or other status.

## DIVERSITY

Athena encourages diversity of the Company's workforce, as the Company believes this increases innovation and strengthens the culture of the organisation.

To the extent possible, Athena strives to have a diverse workforce with a broad employee composition.

In connection with all recruitment, including recruitment at management level, it is Athena's policy to fulfil the Company's requirements for employees with the necessary skills and competences, regardless of gender, age, ethnicity etc.

Athena is committed to working towards creating and maintaining equal opportunities for women and men at all organisational levels, including management levels, in the Company.

The Company encourages talented male and female employees to pursue a career in the Company and will consider, if relevant, various initiatives to identify actual or perceived obstacles for equal opportunities for men and women.

When choosing between equally qualified candidates, the diversity among the employees shall be taken into consideration.

In connection with recruitment for managerial positions it should be ensured, where possible, that the candidates invited for interview include both men and women.

## DIVERSITY IN SENIOR MANAGEMENT

Athena maintains focus on encouraging diversity also at senior managerial levels.

When assessing the composition of and nomination of new candidates for the Management Board and Board of Directors, the need for integration of new talent and diversity is taken into consideration. The skills and experience of the candidates are however decisive factors in relation to the nomination.

Specifically, the Board of Directors takes into consideration the opportunity to propose election of candidates that may bring a greater degree of gender equality to the Board of Directors, maintaining obviously the primary criteria that any candidates proposed for the Board of Directors are selected considering their suitability based on professional and personal skills and competences.

The Board of Directors has implemented measurable objectives to pursue equal opportunities for both sexes at management level.

The initiative was introduced with the policy on equal representation in management centred on gender distribution in the Board of Directors. In line with section 139a of the Danish Companies Act, the Board of Directors, thus, has implemented a target figure for the proportion of women (the underrepresented sex) elected at the general meeting with an ambitious approach.

Generally, the Company's Board of Directors has a diverse composition in terms of background, experience, skills, nationality and age.

## REPORTING

The Company reports on diversity, including gender representation, annually and in accordance with applicable laws and regulations. In the annual report, the Company elaborates on the Company's policies, targets and status of goal achievement for the under-represented gender in the Board of Directors.

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This policy has been adopted by the Board of Directors of the Company on 30 March 2020.