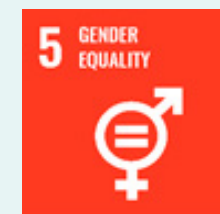


Gender distribution in Columbus

This statutory report constitutes part of the management's report to the Annual Report 2020 for Columbus A/S, cf. section 99b of the Danish Financial Statements Act. This statutory report covers the financial year 1 January 2020 to 31 December 2020.



Columbus A/S has chosen to set target figures and report on target figures only for the companies in the Group that individually meet the criteria for being subject to the rules, cf. The Danish Business Authority's "Guidelines on target figures, policies and reporting on the gender composition of management". Only the parent company, Columbus A/S meets the criteria, and therefore target setting and reporting on development in relation to targets will only apply for Columbus A/S.

Columbus strives to be an attractive work place for both genders with equal opportunities for all, and we are convinced that a reasonable distribution of both genders on all levels in the Company has a positive effect on the working environment and contributes to the creation of a successful company culture which will attract and retain the best talent.

It is essential for Columbus that all employees experience that Columbus A/S has an open and unprejudiced culture where each individual is able to make the best use of

their competencies, and that all, regardless of gender, have the same possibilities for career development and management positions.

Gender distribution in the Board of Directors in Columbus A/S

According to the Danish Business Authority's guidelines on target figures, policies and reporting on the gender composition of management from March 2016, a distribution of 25/75% in a company with four Board members is considered to be an equal gender distribution.

The proportion of women in Columbus' Board of Directors is 25%, and thereby the gender distribution in the Board of Directors is considered to be equal.

The Board of Directors has decided not to increase the target for the proportion of women in the Board of Directors.

Development in gender distribution at management level in Columbus A/S

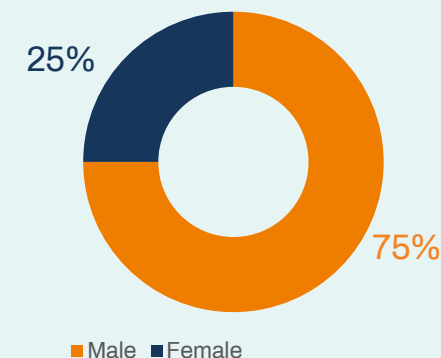
In 2019 the gender distribution at management level in Columbus A/S constituted 21% women and 79% men. At the end of 2020, the percentage of women at management level had increased to 28%.

This means that by the end of 2020 Columbus reached the target of reaching a minimum of 25% female managers in Columbus A/S by the end of 2023.

Columbus has decided to increase the future target to obtain a minimum of 35% female managers in Columbus A/S by the end of 2023.



Gender distribution in the Board of Directors



Development in gender distribution in Columbus group-wide

Although, Columbus has decided only to report progress on target figures for the parent company, Columbus also focuses on increasing the proportion of women at management level group-wide.

By the end of 2020, the percentage of women at management level group-wide was 29%. By the end of 2020, the percentage of women in Columbus group-wide was 28%.

Action plans and measures

In order to increase the proportion of women at management level in Columbus A/S, and thereby obtain the targets, Columbus is pursuing the following measures:

1. Focus on increasing the percentage of women at management level, as vacancies arise. In 2020 a global recruiting process was designed, including how Columbus attracts, finds and selects candidates. In this relation, focus on increasing the percentage of women at management level has been increased further, and when hiring for a position at management level externally, at least one female candidate must be identified. In relation to internal promotions, efforts will be made to ensure that both genders are considered for the position.
2. Ensure that all employees experience that Columbus has an open and unprejudiced culture where each individual is able to make the best use of his/her competencies, and that all employees, regardless of gender have the same possibilities for career development and management positions. To ensure this, Columbus is using the Columbus Career and Competency Framework (CCF). CCF is a structured program for competence and career development in Columbus, which includes all employees globally. With this framework, it is possible to monitor and report performance of all employees, thereby ensuring equal opportunities for all employees when considering internal candidates for management positions in Columbus A/S.
3. Investing in career and skills development, which also supports equal opportunities for all employees.
4. Increase awareness of the development in the percentage of women at management level. The development in gender distribution is part of the monthly people reporting, which is shared with all Business Unit Executives and HR Directors.

Although Columbus is striving to increase the percentage of women at management level group-wide, it is important to always ensure that the most closely matched people are appointed for all management positions.

In connection with employments at management level, a careful assessment is conducted in relation to which professional experience and skills are needed with a view to ensuring the presence of the necessary competences at all management levels. When hiring or promoting employees for management positions, 360-degree analyses are always conducted, and the result of the analyses weighs heavily when assessing candidates.

Follow-up and reporting

Once a year at a Board meeting, the Board of Directors follows up on the progress against the targets set. Based on the progress, the Board of Directors and Executive Board assess whether Columbus is taking the necessary measures to obtain the actions.

Development in gender distribution at management level in Columbus A/S

