

Policy for diversity and the underrepresented gender in executive functions in the Topdanmark Group

As a company, we work to maintain and develop openness in our company culture to counter any form of discrimination due to gender, race, colour, national/social/ethnic origin, religion, beliefs, political opinion, disability, age and sexual orientation.

We want to demonstrate and encourage internal tolerance allowing room for exchange of views and differences. Tolerance should be based on respect for each employee, whether a colleague or superior. Tolerance and respect are basic values ensuring a good working environment for all employees.

A particular focus area of the diversity policy is the underrepresented gender in executive functions. At Topdanmark, the executive team must be represented by the best-qualified candidate, and it is Topdanmark's goal that both genders are represented by at least 40% among the executives.

To achieve this goal, the diversity policy is supported by, among other things, the initiatives outlined below, which are aimed particularly at female employees.

Topdanmark has set up an inspiration group which brings the issue up for discussion both within Topdanmark's Executive Management and in the Group Cooperation Committee. The group looks for inspiration and implements initiatives to inspire and encourage female employees to apply for top executive positions.

Topdanmark has initiated a mentor scheme for female executives. One of the intentions of the scheme is to help identify whether these female executives would like to go for a top executive position and potential obstacles.

Topdanmark has an ambition of there always being a female candidate for a job interview for vacant executive positions, correspondingly if an external recruitment agency is used.

On an annual basis, Topdanmark's HR department discusses with the heads of the business areas and administrative functions how Topdanmark is to retain and develop female management talents.

The Board of Directors is informed about the development in Topdanmark's gender distribution annually.

Topdanmark A/S, 3 October 2017

Signed by (translated)

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