

Gender equality plan

Introduction

As a GTS institute, FORCE Technology has a special role in Danish society, and this role comes with special obligations and responsibilities. We must have a positive impact. Through our contributions to technological development, we are helping to make a difference for people, businesses, and society as a whole.

This is why sustainability is a key concept for us, and part of being a sustainable business is working towards gender equality. In light of this, we have developed a plan that describes our goals and ambitions for ensuring gender equality, including details on how we plan to achieve these goals.

This plan is connected to our own Strategy 2024, as well as to our commitment to DI's Gender Diversity Pledge, which we signed in 2021. This plan was adopted by FORCE Technology's board of directors on 15 May 2022.

Background

For more than 80 years, FORCE Technology has contributed to long-term, technology-based societal development. Our products and services are rooted in technological needs, and our employees represent some of Denmark's strongest technological capabilities.

Given that men have historically held a significant majority in technical fields and STEM degree programmes, our company has also consisted predominantly of men, and we find this to be the case throughout the industry. However, as our society develops, as diversity and equality receive increasing focus, and as more women pursue higher education, reality is changing and opportunities for improving gender diversity are growing.

Consequently, in our Strategy 2024, we at FORCE Technology have decided to work more actively towards the UN's global sustainability goals, which include equality. We value the EU's initiative to strengthen diversity and equality, and we believe that this is fundamental to delivering the best results possible and taking responsibility for our society. Our company is home to a broad spectrum of expertise and business activities, and our team needs to be just as diverse. That creates space for new perspectives and puts everyone's talents into play. In light of this, we wish to attract and develop the capabilities represented by different genders. We also wish to be an attractive place to work for our existing employees, regardless of their gender.

To that end, we signed DI's Gender Diversity Pledge in 2021, and since then, we have established specific gender diversity goals for our company. With our gender equality plan, we will identify, measure, and resolve any imbalances between genders.

Foundation

Focusing on diversity in recruiting is new to FORCE Technology, and this is evident in our gender distribution.

In 2021, women accounted for 22.5% of all employees and merely 18.7% of our managers. As one would anticipate, the percentage of women is higher among our younger employees in comparison to those aged over 50.

In addition, women comprise 26% of our professionally trained employees and 20.1% of our employees who hold academic degrees. For comparison, 33% of students pursuing STEM degrees today are women, compared to 30% in 2019.

Since 2020, FORCE Technology has had a female CEO, and the number of female board members (including those elected by employees) has risen from 43% in 2021 to 50% in 2022. This has encouraged the hiring of more women and generally made FORCE Technology a more attractive place for women to seek employment.

Data collection and monitoring

We are continuously monitoring our progress and taking stock of the following dimensions annually:

- Overall gender distribution
- Gender distribution by age and field
- Gender distribution by career path
- Equal pay
- Harassment, violence and abuse (through an annual well-being survey).

Our monitoring allows us to ensure that developments are proceeding in the right direction so that we can achieve our goals. Our annual progress update also provides us with an opportunity to adjust our goals and implement new initiatives.

A summary of the results is presented in the non-financial portion of FORCE Technology's annual report (in the ESG section) and in an internal report provided to FORCE Technology's management and board of directors.

Activities and initiatives

We have implemented the following initiatives to improve our gender diversity and ensure equal treatment:

- Actively emphasizing and clearly stating diversity objectives in recruitment and appointments
- Implementing separate pools for pay adjustments to address gender imbalances
- Dedicated focus on abuse, violence, and harassment in the annual well-being survey
- Conducting follow-up actions in departments identified with abuse, violence, and harassment concerns in the well-being survey.
- Formulating an employee strategy aimed at creating an attractive and diverse work environment at FORCE Technology, in alignment with the UN's fifth global goal
- Regular participation in activities such as Girls' Day in Science and other events that support women in STEM
- Including FORCE Technology's gender diversity data in the non-financial annual report (ESG section)
- Establishing a whistle-blower program enabling employees to confidentially report instances of gender-based abuse, harassment, or other inappropriate conduct. Moreover, employees and managers have the option to request private meetings with HR at any time. All cases are handled with strict confidentiality to safeguard individuals and prevent undesirable incidents
- Conducting annual reviews to assess employee development, pay, seniority, job categories, and education levels in relation to gender

Dedicated resources

FORCE Technology's Organisational Board holds primary responsibility for our gender equality plan. The board consists of:

- Kathrine Andresen Russo, EVP, Chief People Officer (Chair)
- Hanne Christensen, CEO, President
- Søren Strande, EVP, Chief Digitalisation Officer
- Lars Vesth, EVP Digital Asset-Integrity Solutions
- Thomas Bech Hansen, EVP of Communication & Marketing
- Thomas Haugen, Finance & Adm. Director. FORCE Technology Norway

Responsibility

FORCE Technology's gender diversity plan is binding on line managers, who are responsible for realising goals and initiatives to permit FORCE Technology to achieve its goals.

Line management is supported by dedicated resources and uses shared systems and methods.

Together with HR, FORCE Technology's Compliance Board has the primary responsibility to support and follow up on the implementation of FORCE Technology's gender equality plan.

HR will handle the development and organisation of systems and methods for supporting managers and employees in promoting gender diversity. It will also be responsible for the annual status and goal progress report.

We are following developments in this area, such as through our participation in DI's Gender Diversity Pledge, and we are using our internal platforms to increase awareness of equality and unconscious gender bias among managers and employees.

Goal

	2021	2024	2028
% of female employees	22.5%	25%	27.5%
% of professionally trained women (non-academic)	26%	29%	33%
% of women holding academic degrees	20.1%	24%	30%
% of female managers	18.7%	22%	26%
% of women in upper management	33%	33%	40%
% of female board members	25%	33%	40%