



Policy on more women in Board and Management

RIAS A/S sees diversity as a strength that helps secure access to the best talents.

Like in many other companies, women are under-represented in the management of RIAS A/S; however, RIAS A/S is working to improve this through our work with diversity and inclusion.

The Board members are elected on basis of their total amount of competencies; however, it is also the Board of Directors' goal to achieve an equal distribution of men and women in the Board of Directors. Currently, the distribution is 0% women with three members, the chairman and the other two members being men. As the present registered management board only consists of two members, no goal has been fixed as to the distribution of men and women in the management board.

It is part of RIAS A/S' personnel policy that the percentage of women in the other managerial positions should be increased, but still engaging the most competent candidates, in order to create a more equal distribution of men and women than the present one. The other managerial positions comprise head of departments, mid-level managers and team leaders.

RIAS A/S will focus on the following in order to promote women in managerial positions:

- Work on having a minimum of 25% female managers in the company within 4 years
- Create greater opportunities for flexible career paths for managers, thereby attracting more female leaders including securing a recruitment field that includes well-qualified women.
- To create a frame of the individual's career through networking with managers in other branches
- Focus on the visibility of female leadership talents
- Make the company attractive to managers including middle managers and team leaders of both genders e.g. by ensuring a policy that promotes both women and men's career opportunities by offering a flexible and family-friendly workplace

Distribution of men and women in RIAS A/S as per 30 September 2025:

