

Danish Financial Statement Act, section 107 f

Gender balance in Parent company

	2025	
	%	Headcount
Board of Directors - shareholder-elected members (female/male)	40/60	5
Board of Directors - staff-elected members (female/male) ¹	33/67	3
Executive Board members (female/male) ²	0/100	3
Other levels of Management (female/male) ³	50/50	8

¹Equal to an even (40/60%) distribution, cf. Annex 1 to the Danish Act on Gender balance

²Reporting requirement cf. Section 107 f of the Danish Financial Statement Act

³Executive Board incl. Direct reports employed in the legal entity Demant A/S

The Board of Directors aims to have at least 40% of the underrepresented gender among the Board members elected by the shareholders and for the staff-elected members, as this constitutes an even distribution in terms of gender cf. section 4 of the Danish Act on Gender Balance.

In 2025, the Parent, Demant A/S, maintained an even distribution of gender both in the Board of Directors and at other levels of management, cf. section 4 of the Danish Act on Gender Balance. Hence, Demant A/S is not required to define a specific target and policy for other levels of management.