

# 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) <sup>1</sup>	33/67	3
Executive Board members (female/male) <sup>2</sup>	0/100	3
Other levels of Management (female/male) <sup>3</sup>	50/50	8

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

<sup>2</sup>Reporting requirement cf. Section 107 f of the Danish Financial Statement Act

<sup>3</sup>Executive 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.