

## Diversity Statement

### Royal Unibrew A/S aims to promote diversity

It is our aim to promote diversity from a conviction that diversity leads to cohesion. This includes an equitable representation of both genders, both within the Board of Directors as well as in our respective Management Teams and our workforce in general.

This is based on a wish to strengthen the diversity in all its forms (gender, age, nationality, personality and experience) and we believe diversity improves innovation, the competences of the business in all aspects and also the decision-making processes.

We prioritize identifying candidates of both genders without discrimination and see to encourage female candidates' interest in taking on management positions.

### Operational Goals

#### Board of Directors

The Board of Directors aims at having an approximate 20% share of female directors.

#### International management team

It is the goal of Royal Unibrew to achieve a reasonable gender representation of the international management team (a total of 142 leaders) of at least 40% of each gender.

#### GENDER REPRESENTATION ON THE INTERNATIONAL MANAGEMENT TEAM

	2019	2018
Women	32%	31%
Men	68	69%

Historically the beverage industry is male-dominated industry within a number of functions, which challenges our diversity target.

