

Diversity Policy

cBrain is an engineering company that develops standardized software for political institutions and organizations internationally. We primarily hire high performing academically educated staff that match our culture and DNA, which is described in our prospectus from 2006.

Policy

We aim to have the highest possible degree of diversity and complementary skills in employees and management groups, as we believe that it creates the basis for more innovative and sustainable decisions and solutions.

In cBrain, we therefore include factors such as gender, age, education, international experience, language, etc. in our assessment when we recruit and select employees and leaders.

Gender

The IT industry is generally characterized by employing significantly fewer women than men. Over the past several years, cBrain has worked towards creating a more balanced distribution by e.g., choosing the female candidate in situations where a man and a woman with equal qualifications has applied and qualified for the same position. This approach has contributed to the fact that in 2021, 44% of cBrain's total workforce was made up of women, compared to 40% in 2020 and 38% in 2019.

When it comes to cBrain's top management body – the Board of Directors – it is the Board's goal that the underrepresented gender must make up at least 40%. However, the Board values continuity in the Board while it at the same time values a smaller but effective Board, i.e., given the size of the Company. The Board will actively continue its work to achieve this goal by the end of 2026. When the Board nominates new Board Members, the underrepresented gender is nominated, if they have the same skills.

It is cBrain's goal that for level 1 under the top management, the underrepresented gender must make up at least 20% by the end of 2026. cBrain considers continuity in the Executive Board particularly important and the Company therefore does not wish to replace members before it becomes relevant due to natural causes. When there is a replacement in the other management, cBrain will apply the same policy as for the rest of the Company, namely that if a man and a woman with the same skills and qualifications apply for a position, the woman will be chosen.

For level 2 under the top Management (personnel managers), a good distribution between men and women has been achieved. Here, the goal until 2026 is to maintain a healthy balance, so that the underrepresented gender makes up at least 40% by the end of 2026.

As cBrain places great emphasis on developing its own managers, the fact that there is an overall good balance between men and women in the company (currently 44%) will promote a more equal distribution between the sexes in management layers 1 and 2 over time. In addition to a generally conscious recruitment strategy, investment is made in management development and training.

cBrain's Management Team will continuously evaluate which appropriate actions that can be taken to help promote a more equally distributed proportion of men and women in our Management Team and at other management levels.

See also the Annual Statement on the Company's website regarding the gender composition of the Management, cf. the Danish Financial Statements Act § 99 b.

Age

cBrain has a satisfactory age distribution among its employees. The average age in 2022 is 40 years (women: 37 years and men: 43 years). cBrain consciously works to ensure a good mix between recent graduates, juniors, and seniors, and actively works to ensure an inflow of skilled employees already from candidates' time of study. Through education, training, social activities and by taking responsibility, efforts are made right from the start to create opportunities and space for development.

Nationality

cBrain values an international environment, and this is fundamental in relation to cBrain's growth strategy. Among cBrain's employees there are more than ten nationalities, and this is supported by the fact that internal communication is conducted increasingly in English.

Training

As a software company that develops a standard platform aimed at a global market, cBrain is strongly focused on creating a good and attractive environment for software engineers, which constitutes the foundation in cBrain's R&D. It is supplemented by UX'ers and linguistically strong documentation consultants, who typically have an academic linguistic background.

In the Delivery Units there is a great diversity with many different academic backgrounds: engineers, computer scientists, sociologists, lawyers, journalists, linguists, mercantile candidates etc. Several employees have a PhD and up to several master's degrees. cBrain considers it a big strength and it gives flexibility and perspective in the work.

Log

| Version | Date | Author | Description |
|----------------|-------------|---------------|---|
| 1.0 | 2018.10.12 | EJJ | Diversity policy established, approved by board of directors. |
| 1.1 | 2022.11.02 | EJJ | Diversity policy established, approved by board of directors. |