

Gender Policy

Statement of the gender composition of the management, cf. Annual Accounts Act § 99 b

This statement is part of the management report for cBrain's annual report for 2022.

The IT industry is characterized by the fact that, in general, significantly fewer women than men are employed. It is our policy not to discriminate on the basis of gender and to hire based on professional qualifications.

cBrain has, over a number of years, systematically worked to achieve a more equal distribution between the sexes, because diversity strengthens the company's competitiveness, cf. the company's diversity policy. Until an equal distribution is achieved, the underrepresented gender is chosen. Therefore, the woman is chosen over the man every time there is a woman and a man applying for a given position and where they have the same skills. This approach has contributed to a good development in recent years, resulting in a – in relation to the industry – very satisfactory gender distribution. Thus, 43% of cBrain's total workforce today are women. In 2021 the distribution was 44%, 2020 40% and in 2019 38%.

cBrain's goal is for there to be an equal distribution between the sexes in management. When there is a change in or addition to the 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 apply for the position, the woman will be chosen over the man until an equal distribution is achieved. At the same time, cBrain considers continuity in the management to be extremely important, and the company therefore does not want to replace members of the management until this comes naturally.

At the end of 2022, the number of female managers at level 2 (personnel managers) will number 8 women and make up 35% of the managers in cBrain, which is unchanged from 2021, but is higher than in 2020, when the share was 30%. cBrain has achieved the objective formulated in the company's diversity policy.

At level 1 under the top management (director group), 2 out of a total group of 7 are women, and thus the women make up 29%. The goal here is for the underrepresented to amount to at least 40% by the end of 2026.

The board consists of 5 members, one of whom is a woman. It is the board's aim that the underrepresented gender must constitute at least 2 people, corresponding to at least 40%. The board attaches great importance to continuity on the board and finds no basis for expanding the number on the board at this time, due to the company's size. The board will continue its work to achieve this goal, and has set 2026 as the target for this.

The management continuously assesses which measures are meaningful in relation to the gender composition of the management. When designing job profiles, emphasis is placed on signaling diversity, and this is also supported through the company's management training programme. cBrain will continue its practice of choosing women for leadership positions whenever there is a woman and a man applying for a given position and where they have the same skills, and notes with satisfaction the development in the group of personnel managers.