

Nilfisk Policy on Diversity

The Nilfisk group business is based on a clear vision, a strong set of core values and a consistent corporate governance model.

As a natural consequence, we have formulated positions on issues of relevance to our business and our role as a global corporate citizen.

Diversity

Nilfisk Holding's position on diversity supports and supplements the Business Code of Conduct.

At Nilfisk Holding, selecting members for the Board of Directors and recruiting executives for senior management positions is about ensuring that the Group possesses the best professional competences, social skills and cultural qualities to successfully reach its objective.

Nilfisk Holding believes that both sexes have equal job opportunities in the Group. However, women are under-represented both in the management and in the staff functions generally. The reason is partly historical as there is a marked preponderance of men in the sectors in which Nilfisk Holding operates.

Specifically in relation to the Board of Directors it is the objective that both sexes shall be represented as AGM-elected board members. The target for the underrepresented sex is 17%, corresponding to one AGM-elected member. The Board of Directors of the Group's Danish subsidiary is primarily of a legal nature and consist solely of internal employees. Accordingly, Nilfisk Holding sets no target figures for this board.

Nilfisk Holding will continue to focus on offering both sexes equal opportunity to achieve a position at all management levels. This position applies to Nilfisk Holding and the Group's Danish subsidiary as a fundamental principle.

Action plan

In order to promote equal opportunity for both sexes to attain senior positions, Nilfisk Holding will:

- Demand that recruitment firms and headhunters include both sexes in the field of candidates for senior positions
- Annually monitor the development in diversity, including gender distribution, in the Group's most senior levels of management
- Increase the focus placed on career plans at the annual performance appraisals held with employees who are potential managers
- Responsibility for executing the components of the action plan lies with the HR functions of Nilfisk A/S and Nilfisk Holding's Executive Management, which will report to Nilfisk Holding's Board of Directors