

Gender Gap Analysis 22, 23 & 24



Overall Gender Balance	2022	2023	2024
Female	31%	33%	33%
Male	69%	67%	67%

Gender Balance Career Level	Female	Female	Female	Male	Male	Male
	<i>2022</i>	<i>2023</i>	<i>2024</i>	<i>2022</i>	<i>2023</i>	<i>2024</i>
Junior	50%	67%	40%	50%	33%	60%
Medior	30%	30%	30%	70%	70%	70%
Senior	33%	37%	40%	67%	63%	60%
C-level	17%	17%	17%	83%	83%	83%

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Gender Balance Per Country

Female 2022/ 2023/ 2024

Male 2022/ 2023/ 2024

Group (CPH)	36%	35%	29%	64%	65%	71%
Denmark	39%	33%	50%	71%	67%	50%
Sweden	33%	43%	46%	67%	57%	54%
Finland	30%	27%	20%	70%	73%	80%
The Netherlands	0%	0%	0%	100%	100%	100%
Germany	0%	29%	0%	100%	71%	100%
Poland	0%	0%	0%	100%	100%	100%