

SPECIFICATION OF COMPETENCY OF THE BOARD OF DIRECTORS

COPENHAGEN AIRPORTS A/S

CVR NO. 14707204

SPECIFICATION OF COMPETENCY OF THE BOARD OF DIRECTORS

COPENHAGEN AIRPORTS A/S

CVR NO. 14707204

1. PURPOSE

The purpose of this specification is to provide a profile of competency of the Board of Directors of Copenhagen Airports A/S ("CPH") with a view to optimise its composition.

Proposals for the nomination/replacement of members of the Board of Directors to be submitted to the general meeting are prepared in the light hereof.

2. COPENHAGEN AIRPORTS A/S

Copenhagen Airport is of vital importance for Denmark's national and international air traffic communications.

As stated in the Air Navigation Act, Copenhagen Airports A/S principal objective is to own, operate and enlarge the airport in Kastrup. The company shall ensure that the aerodrome at all times covers Denmark's requirements for national and international, including intercontinental flight services by being able to offer the necessary capacity as regards handling of air traffic.

It is the vision for Copenhagen Airport to be 'Architects of the Future Airport'.

In order to strive for the vision, Copenhagen Airport must successfully seek to maintain the reputation as a quality airport and improve satisfaction through a focused service delivery satisfying the main needs of all its customers. The airport will continue its strategy of increasing the traffic growth in order to retain and grow its European market share, making it profitable and cost effective as well as efficient for airline operations.

3. THE BOARD OF DIRECTORS

The Board of Directors of Copenhagen Airports shall arrange for a proper organisation of the company's entire operations and shall ensure that the company is managed in a satisfactory manner in order to secure that the aerodrome in Kastrup at all times covers Denmark's requirements for national and international flight services.

It is important to recruit members to the Board of Directors who possess, between them, competences enabling them to handle the interests of the shareholders in the best possible manner with due regard for the company's other stakeholders.

In order to support the legislative requirements and the company vision described above, the majority of board members should have a relevant professional background with a particular focus on the airport or other relevant sectors. The qualifications must include corporate advisory experience primarily on business and financial advisory, commercial operations and aviation developments.

Several members of the Board of Directors must have experience with airport regulatory requirements, the public sector and other aviation stakeholder relations, good corporate governance and communication practice.

Board members should possess the following personal characteristics: Open and honest, result-oriented, fact-based analytical thinkers with strong strategic capabilities, and a genuine interest in leading a company with the special characteristics of Copenhagen Airports A/S.

Candidates are selected for their skills, professional experience, expertise in airport management etc. as stipulated above, and the Board of Directors adopts a specific target for the number of women on the board in accordance with applicable legislation. CPH will report on the status of fulfillment of the target in CPH's annual report.

In addition to the members of Board of Directors elected at the general meeting, a number of members are elected by the employees in compliance with the Danish Companies Act. To be eligible for election, a candidate must have been employed at Copenhagen Airports for a full year preceding the election.

Approved by the Board of Directors of Copenhagen Airports A/S on 5 December 2023.