

# Target figures for gender composition for ITU's Board of Directors and management

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According to the Equality Act<sup>1</sup>, state institutions and companies must aim for an equal composition of women and men on boards and other collective management bodies and at the highest management levels.

## Target figures for the board of directors

ITU's Board of Directors consists of 5 external members, cf. ITU's Articles of Association, where the gender composition is 40/60.

ITU's aim is that the underrepresented gender in the Board of Directors is at least 40%.

## Target figures for the Executive Management

ITU's Executive Management consist of three members, the Rector, the Pro-rector, and the University Director, all of whom are of the same gender.

ITU's aim is that the underrepresented gender in the Executive Management is at least 33%.

## Target figures for the University Management

ITU's University Management consists of six members, the Rector, the Pro-rector, the University Director, the Head of Research, the Head of Education and the Head of SAP. At present, ITU's gender composition in the University Management is 17/83.

ITU's aim is that the underrepresented gender in the University Management is at least 33%.

## Target figures for the additional management group

ITU's additional management group consist of 1 scientific Head of Department and 7 administrative Heads of Department. At present, ITU's gender composition of senior management is 40/60

ITU's aim is that the underrepresented gender in the additional management group is at least 40%.

## Realization of the target figures

The target figures for gender composition for ITU's Board of Directors and management are to be realized through the university's work to promote equality, which is described in ITU's strategic target document for the period 2026-2030<sup>2</sup>.

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<sup>1</sup> Bekendtgørelsen af lov om ligestilling af mænd og kvinder, LBG nr. 1575 af 19/12/2022, (§11)

<sup>2</sup> [ITU Towards 2030 - Digital for Good](#)