



Stakeholder Policy

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1. Introduction

- 1.1. The objective of the Stakeholder Policy (the “Policy”) is to outline the general principles and guidelines for the relations with stakeholders. At Relesys, we have a wide range of stakeholders who are important to our business, and key driver to support our success. We aspire to create long-term value for all of our stakeholders and consider a close dialogue with our stakeholders an integral and natural part of our operations. We welcome dialogue with all stakeholders whatever their views, and we want to engage with them in an open and constructive manner and from a long-term perspective.

2. Purpose

- 2.1. The Policy aims at ensuring that the key interests of our stakeholders are respected and that Relesys’ relationship with these stakeholders is aligned with our organizations vision, mission, and values.

3. Scope

- 3.1. The Policy is relevant for all employees, all functions, and all units, especially those who engage with the different stakeholder groups frequently. The policy outlines the principles for stakeholder engagement in Relesys, being shareholders, customers, and employees.

4. External Communication

- 4.1. Within Relesys we use English as our primary language for all communicative actions, with our stakeholders in our company announcements, press releases, communication material as well as on social media, unless otherwise required by law.

When communicating external, the following principles will apply:

1. In our communication we will be professional, honest, responsible, trustworthy, reliable, transparent, and understandable.
2. Communicate adequately and timely with significant stakeholders
3. Keeping ourselves consistent with our vision, mission, values, and strategy.
4. Treat our stakeholders with the utmost fairness and respect

5. Policy Consent

The Policy contains principles for each stakeholder group.

5.1. SHAREHOLDERS

In Relesys we place significant importance on its shareholders, who are owners of the company. Accordingly, our executive management, employees, and Board of Directors are committed to carrying out business in line with our current vision, mission, and values, as well as the principles of good corporate governance in order to ensure maximum benefits and long-term economic value for the shareholders. To ensure the proper treatment of our shareholders, we aim to:

1. Conduct all of our business operations with the utmost honesty and foresight in accordance with our good governance principles, and without a conflict of interest, whilst creating good returns for every shareholder in a sustainable manner.
2. Respect the right of our shareholders and provide an equitable and fair treatment for everyone. Accordingly, we will not perform any act that might violate or restrict the rights of our shareholders.
3. Provide the shareholders the right to initiate proposals for the Annual General Meeting of Shareholders with sufficient time in advance.
4. Provide the shareholders with all relevant and important details concerning the Shareholders' Meeting and the Meeting agenda items to be considered by the shareholders with a sufficient time in advance.
5. Prevent directors, executives, and employees as well as their spouses and children from making use of inside information for their own benefit or that of others before disclosure to the public.
6. Receive complaints or suggestions from shareholders through easily accessible channels established by Relesys.
7. Disclose significant information, financial reports, and operating results on an accurate, complete, timely, transparent, and reliable basis through easily accessible channels to consistently keep our shareholders updated on Relesys' performance.

5.2. CUSTOMERS

Relesys aims at ensuring that our customers receive the maximum benefits and complete satisfaction in terms of both quality, service, and security. We aim at developing and maintaining a sustainable and viable relationship with our customers by:

1. Constantly drive innovation through research and development to generate high quality and value-added products and services to meet the needs of our customers in multiple ways.
2. Collaborating with our customers to understand their employees, challenge assumptions and redefine problems in the attempt to identify alternative strategies and solutions that might not be instantly apparent with our initial level of understanding.
3. Producing secure and reliable products and services, as well as supporting them by giving accurate and adequate information.
4. Storing customers' information safely and systematically while abstaining from abusing the information according to current and relevant legislation.
5. Providing product information, advice, and solutions to problems, along with handling complaints, to ensure the utmost customer satisfaction.

5.3. EMPLOYEES

We firmly believe that employees are the utmost asset within an organization, vitally contributing to its success. The inherent nature of Relesys' DNA is a strong belief in a common mindset: **Growing People / Growing Business**. This is rooted in the culture of Relesys and is reflected in how we think and act – internally as well as externally when working with our customers. Within Relesys we want to foster and grow our talented employees, to promote continuous development of skills and potential to support career advancement and job security. To support our strong company culture and grow we aim to:

1. Recruit employees through a fair and efficient selection process and employment conditions to find “talented and ethical” employees with strong qualifications, integrity, and a growth mindset.
2. Treat our employees with sensitivity and fairness whilst paying due respect to their personal rights, protecting these rights from being violated. Likewise, to support and respect the right of employees to express their opinions independently.
3. Provide channels for employees to file grievances and report any act of impropriety as well as to protect the complainant from retribution or penalty related to filling a complaint.
4. Provide employees in every field of work and at all levels sufficient and continuous professional development appropriate for their duties and responsibilities and to instill ethical awareness into every employee.
5. Promote and encourage working as a team to create unity and to raise employees' awareness about work discipline.
6. Evaluate employees' performance and provide fair remuneration based on suitability, capability, and competence for each individual. Relesys is as well committed to providing fair and appropriate benefits to our employees. The benefits will be constantly improved to keep them on a par with other companies within the same industry.
7. Raise awareness and promote employees' occupational health and safety while maintaining a congenial work environment that enables employees to feel like being a part of family.
8. Operate in compliance with internationally accepted occupational health and safety standards as well as environmental management standards.
9. Encourage employees to find a healthy 'work-life-balance' to ensure balance between their family life and work.
10. Provide channels where important information can be disclosed to employees to keep them informed of the business operations and results.

Approved by the Board of Directors of Relesys A/S on 28 March 2022.