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MINUTES OF ANNUAL GENERAL MEETING

Rias A/S, CVR-no. 44 06 51 18

Date: 23 January 2023

On 23 January 2023 the Annual General Meeting of Rias A/S, CVR-no. 44 06 51 18, was held at the Company's premises Industrivej 11, 4000 Roskilde.

The agenda was:

- 1 Appointment of a Chairman for the Meeting.
- 2 The Board of Directors and the Executive Board's report on the Company's activities during the past year.
- 3 Presentation of the Annual Report and Accounts endorsed by the Board of Directors and Management and Auditors, accompanied by a motion to adopt the Annual Report, including Profit and Loss Account and the Balance Sheet and to give the Board of Directors and the Executive Board a discharge from all personal liability.
- 4 Proposal for the distribution of the net profit or covering of loss in accordance with the adopted Annual Report.
- 5 Presentation and indicative vote on the remuneration report.
- 6 Proposal from the Board of Directors or proposals, if any, from the shareholders:
- 7 Election of Members of the Board.
 - The Board of Directors proposes re-election of Astrid Meicherzyk, CEO Operating Unit Plastics Europe, thyssenkrupp Materials Services GmbH, Dieter Wetzel, CFO, thyssenkrupp Plastics GmbH, Nicolas Neuwirth, CEO thyssenkrupp Plastics GmbH and Peter Sørensen, Partner and Attorney-at-law, The Lawfirm Lund Elmer Sandager
- 8 Appointment of one or more auditors.

The Board of Directors proposes election of BDO Statsautoriseret revisionsaktieselskab
- 9 Any other business.

Re 1

The Board of Directors proposed that Ms. Linea R. Conforti, attorney at law, be elected Chairman of the Meeting. There were no other suggestions and Ms. Linea R. Conforti was elected Chairman of the Meeting.

It was explained and documented that the Annual General Meeting had been convened by advertisements on the Company's website, www.rias.dk, and via the Danish Business Authority's IT-system and Nasdaq Copenhagen on 21 December 2023 and notice had been given to the shareholders listed in the Shareholders Register or representatives who had made a request to this effect on the same date.

Shareholders representing 54.84 % of the total share capital of DKK 23,063,000 were represented at the Annual General Meeting. The represented shareholders totalled 407,724 votes of which 312,500 votes belonged to A-shareholders and 95,224 votes belonged to B-shareholders.

The Chairman ascertained that the Annual General Meeting had been lawfully convened.

Re 2

Mr. Karsten Due presented the Report on the Company's business in the past year on behalf of the Management.

The Meeting was then able to present their questions to the Report.

The Annual General Meeting then took note of the Report.

Re 3

The Company's audited Annual Accounts for the period 1 October 2022 – 30 September 2023 was presented and reviewed by Dannie Michaelsen, Finance Director.

The Annual Accounts showed a profit after tax for the period of DKK 12,507,000.

Following the review of the Annual Accounts, the Meeting was able to ask questions pertaining to the accounts.

The Annual Accounts and Audit Book were then unanimously approved by the Meeting.

The Annual General Meeting also unanimously approved the proposal to accept the decision regarding discharge from liability for the Board of Directors and Management.

Re 4

According to the approved Annual Accounts and Report from the Board of Directors, the Board of Directors proposed that the annual result be distributed as follows:

Annual result 1 October 2022 – 30 September 2023	DKK 12,507,000
Shareholders dividends, DKK 37 per DKK 100 share	DKK 8,533,310
Transferred to retained earnings	<u>DKK 3,973,690</u>
	<u>DKK 12,507,000</u>

The proposal was approved unanimously.

Re 5

Dannie Michaelsen reviewed the presented remuneration report. The shareholders were able to ask questions to its contents. The remuneration report was subjected to an indicative vote and was adopted by all votes.

Re 6

Nothing to discuss.

Shareholders who presented proposals for discussion during the meeting were encouraged to present these proposals for discussion at the ordinary general meeting in 2025 in accordance with the provisions of the Articles of Association in this respect.

Re 7

It was proposed to re-elect Astrid Meicherzyk, CEO Operating Unit Plastics Europe, thyssenkrupp Materials Services GmbH, Dieter Wetzels, CFO, thyssenkrupp Plastics GmbH, Nicolas Neuwirth, CEO thyssenkrupp Plastics GmbH and Peter Sørensen, Partner and Attorney-at-law, Lund Elmer Sandager Law firm.

Reference was made to the Annual Report for a list of the candidates' other managerial positions.

All candidates were re-elected.

Re 8

The Board of Directors proposed that BDO, Statsautoriseret Revisionsaktieselskab be re-elected as auditors.

The proposal was unanimously adopted.

Re 9

Nothing to discuss under this item.

The Chairman then thanked the Meeting for its orderly manner and the Annual General Meeting was adjourned.



Chairman:

A handwritten signature in purple ink, appearing to read 'Linea R. Conforti'.

Linea R. Conforti