



Notice to Convene the Annual General Meeting

RIAS A/S's Annual General Meeting will be held on Tuesday, 24 January 2023 at 12.30 p.m. in the offices of the Company at 11, Industrivej, DK-4000 Roskilde.

Agenda

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. Proposal to prepare the Company's Annual Report exclusively in English
4. 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.
5. Proposal for the distribution of the net profit or covering of loss in accordance with the adopted Annual Report.
6. Presentation and indicative vote on the remuneration report.
7. Proposal from the Board of Directors or proposals, if any, from the shareholders:
 - Presentation and approval of Remuneration Policy for remuneration of the Executive Board and the Board of Directors cf. Section 139 of the Companies Act
8. Election of Members of the Board.
 - The Board of Directors proposes re-election of Astrid Meicherczyk, CEO Operating Unit Plastics Europe, thyssenkrupp Materials Services GmbH, Dieter Wetzel, CFO, thyssenkrupp Plastics GmbH, Nicolas Neuwirth, CEO thyssenkrupp Plastics GmbH and propose election of Peter Sørensen, Partner and Attorney-at-law, The Lawfirm Lund Elmer Sandager
9. Appointment of one or more auditors.
The Board of Directors proposes election of BDO
10. Any other business.

Agenda, Annual Report etc.

The signed Annual Report including Auditors' Report as well as Agenda and the detailed proposals from the Board of Directors and shareholders will be open to the public from the time of convening the meeting in the offices of the Company. These documents can also be downloaded from the Company's homepage: www.rias.dk. Printed copies of the Annual Report can be obtained by contacting the Company by e-mail: info@rias.dk. The changes to the Remuneration Policy are primarily a consequence of the fact that the Company's CFO has been registered as a member of the Executive Board with the Danish Business Authority, which is why the Remuneration Policy also includes the remuneration of the Company's CFO. In addition, the Remuneration Policy no longer contains exact amounts but now provides information on the individual salary components. In addition, only minor editorial changes have been made.

Admissions cards, power-of-attorney or vote by post

A shareholder's right to participate and vote at the General Meeting is determined by the number of shares, which the shareholder possesses at the registration date (1 week prior to the General Meeting). Regarding shareholders with A-shares the ownership is determined according to the registration in the Register of Shares at the registration date and by the information of the ownership, which the Company has received in preparation for registration in the Register of Shares, but so far has not been registered. Regarding shareholders with B-shares the ownership is determined according to the registration at Computershare A/S at the registration date (1 week prior to the General Meeting).

Any shareholder's right to participate at the General Meeting is besides the conditions mentioned above conditioned on that the shareholder concerned at least 3 days prior to the General Meeting has proven to be shareholder and has ordered an admission card for the General Meeting.

An admission card and printed voting papers must be collected at the registration counter at the entrance to the General Meeting against proof of identification.

The time of expiry for the issue of admission cards to the General Meeting shall be 23.59 p.m. (Danish time) on Friday, 20 January 2023. Registration and requests for admission cards may be made by registering electronically through the Company's shareholder portal at www.rias.dk, Investor Relations (General Meeting).

If a shareholder is prevented from participating at the General Meeting, the shareholder can choose to authorize the Board of Directors or others by completing a power of attorney or vote by post, which can be made by registering electronically through the Company's shareholder portal at www.rias.dk, Investor Relations (General Meeting).

The power of attorney or vote by post should be received by the Company or Computershare A/S no later than 20 January 2023 at 23.59.

The shareholders questions to the Board of Directors and the Executive Board will be answered at the General Meeting.

The size of the share capital and voting rights

The Company's B-shares are listed on NASDAQ Copenhagen A/S. At the time of convening the Annual General Meeting the Company's share capital amounts to DKK 23,063,000 split on DKK 3,125,000 in A-shares and DKK 19,938,000 in B-shares. At the Annual General meeting each A-share amount of DKK 100 gives 10 votes and each B-share amount of DKK 100 gives 1 vote.

Roskilde, 22 December 2022

Astrid Meicherczyk
Chairman of the Board