

STATEMENT OF CORPORATE SOCIAL RESPONSIBILITY 2019/20, CF. § 99A OF THE FINANCIAL STATEMENTS ACT

This statement forms part of the management's report in the annual reports of Riis Holding A / S and VSRI Holding ApS (together RIIS Group) for 2019/20, which covers the period 1 July 2019 - 30 June 2020.

Table of Contents

RIIS Group.....	2
Social conditions and employee relations	3
Policies and Risks.....	3
Actions and results.....	3
Environmental and climatic conditions.....	4
Policies and Risks.....	4
Actions and results.....	4
Anti-corruption and business ethics	5
Policies and Risks.....	5
Actions and results.....	5
Human rights.....	6
Policies and Risks.....	6
Actions and results.....	6

RIIS Group

WE DESIGN, WE SOURCE, WE BUILD, WE MAINTAIN

RIIS Group is one of Europe's leading companies in the development and establishment of turn-key concepts for retail, offices, hotels, restaurants and bars.

We partner with international retail chains and brands worldwide with Europe, the Middle East, China, North America, India and Australia as our largest markets. We have more than 150 employees worldwide, most of whom are located at our head office in Kolding.

RIIS Group is a collective unofficial term for the Group's companies, where the operating activities primarily comprise: RIIS Entrepise A / S, RIIS Retail A / S and RIIS Construction GmbH and associated subsidiaries. RIIS Group is family owned and operated by resp. 3rd and 4th generation of the company's founder.

RIIS Group is founded on the principle of orderliness in the performance of our core tasks, which is broken down into the following five fundamental values:

- Innovation
- Quality
- Expression
- Partnership
- Commitment

As a business, RIIS Group has a significant social impact on human rights concerning working conditions for subcontractors, suppliers and its employees.

Social conditions and employee relations

Policies and Risks

Employees are the building blocks of the group's value-creating activities. For the same reason, we have a strong focus on ensuring that employees have the right qualifications and professional level to deliver a product to the end customer that we can be proud of. We believe it is vital that all employees are familiar with and live out the company's set of values so that we can act as a good partner for all partners.

Due to the great importance of employees, we at RIIS Group are aware that employee satisfaction and employee retention are extremely important. Therefore, we make a virtue of being an attractive workplace for all employees. At RIIS Group, we are committed to continuously working to improve our working environment and to keep up to date with applicable legal requirements. We strive to comply with all laws and regulations relating to the working environment of our employees.

RIIS Group has a goal of zero accidents and continuously focuses on learning from "near misses" to prevent accidents in the future.

The most significant risks associated with employee and social conditions are considered to be associated with the work in production and in warehouses, where accidents may occur in connection with the physical work.

Actions and results

To manage this risk and ensure that systematic work is done to reduce the risk of occupational accidents, RIIS Group has established a work environment policy, which is set out in the employee handbook.

In period 1/7-19 to 30 / 6-20, a total of 2 occupational accidents were registered. In the event of an accident, an inspection and follow-up are carried out, to minimize the risk of a similar accident happening again.

The Working Environment Committee is responsible for the implementation of APVs, updating and follow-up on the results of these. APV is implemented every three years - next time before the end of 2020.

A meeting of the Working Environment Committee is held 4 times a year. The frequency of meetings has been smaller as a result of COVID-19, which, among other things, has meant the repatriation of staff. Minutes are prepared after each meeting, which is available to all the Group's employees on the intranet.

Environmental and climatic conditions

Policies and Risks

At RIIS Group, we strive to continuously improve waste management and reduce energy consumption, thus minimizing the negative impact on environmental and climate conditions. RIIS Group is also aware of the climate and environmental impact in connection with the performance of the group's activities. This comes i.a. expressed in the interaction with our customers, where we by an early involvement in the customer's project have the opportunity to influence the customers' choice of materials, where environmental and climate conditions are also considered in the project.

Also, we ensure compliance with all relevant and applicable legal provisions and regulations.

At RIIS Group, we consider the most significant environmental risk associated with waste management, in connection with storage, production and shipments. We handle this on an ongoing basis by following current rules for source sorting of waste.

Actions and results

We are satisfied with the efforts with waste management around our warehouses. Our efforts in waste management have resulted in a marked decrease in the amount of waste in the financial year. A small part of the decline can be attributed to a lower level of activity in the financial year 2019/20.

Part of this is due to less activity, but the majority is due to awareness of waste management.

	2018-2019	2019-2020	
Total waste	124.277	74.658	Tons
Number of empties	169	92	
Source sorting	5	8	Waste fractions

* The figures are without RIIS Entreprise to be able to compare the figures.

We have continued to work to reduce energy consumption in 2019-20, including employees' awareness of optimizing energy consumption. The results are not directly measurable, and the development will be followed in the coming years.

Anti-corruption and business ethics

Policies and Risks

At RIIS Group, we do not tolerate any form of corruption or bribery. Therefore, we have a strong focus on compliance with laws and regulations, both internally in Riis Group and at the Group's partners, so that bribery and corruption are prevented. RIIS Group does not accept payments, gifts or other forms of compensation from third parties that may affect or give rise to doubts about impartiality in connection with business decisions.

The risk of corruption and unethical business behaviour is primarily associated with contracts e.g. public authorities, customers, builders, subcontractors, etc.

Actions and results

In 2019/20, we at RIIS Group continued our practice of ensuring that the distribution of sponsorships and donations is approved by management. In 2019/20, no forms of corruption, bribery or breaches were registered with RIIS Group's business ethics basis.

To minimize risks related to human rights and corruption in employees, subcontractors and suppliers, RIIS Group will in 2020/21 continue its work to ensure that all significant suppliers and subcontractors comply with the group's values and have signed RIIS Group's Code of Conduct.

Human rights

Policies and Risks

It is important for RIIS Group that both its employees and employees of subcontractors and suppliers work under proper conditions and applicable legislation.

RIIS Group supports and respects the internationally recognized human rights as formulated in the UN Declaration of Human Rights and the internationally recognized labor rights as specified in the International Labor Organization's core conventions.

For RIIS Group, the most significant risks are related to human rights with working conditions among subcontractors.

Actions and results

In RIIS Group, we largely use a fixed circle of suppliers with whom we have collaborated for many years and who know the core values of RIIS Group.

In 2019/20, we at RIIS Group continued to ensure that our suppliers become familiar with our Code of Conduct. In 2019/20, no breach of compliance with our Code of Conduct was found.

To minimize risks related to human rights and corruption in employees, subcontractors and suppliers, RIIS Group will in 2020/21 continue its work to ensure that all significant suppliers and subcontractors comply with the group's values and have signed RIIS Group's Code of Conduct.