



Notice to Convene the Annual General Meeting

RIAS A/S's Annual General Meeting will be held on Wednesday, 27 January 2021 at 13.00 p.m. in the offices of the Company at 11, Industrivej, DK-4000 Roskilde.

Due to the current COVID-19 situation, and in order to minimize the spread of the virus as much as possible, all **shareholders are encouraged not to participate physically in this year's general meeting**, and if you are ill, unwell or otherwise suspect that you may be infected with COVID-19, we ask you to stay at home. This year it is possible to follow the general meeting via webcast. Webcast will be accessible through the shareholder portal which is available on the company's website, www.rias.dk. Should shareholders, despite our advice, choose to physically attend the general meeting, the shareholders must wear a mask in accordance with the current recommendations from the Danish Health Authority. Coffee, tea, cake and other refreshments will not be served.

Like shareholders who physically attend the Annual General Meeting, shareholders who follow the Annual General Meeting via webcast will be able to ask questions to the management during the Annual General Meeting. Shareholders following the Annual General Meeting via webcast will not be able to vote electronically. All shareholders who wish to vote are therefore encouraged to submit a postal vote or a proxy to the Board of Directors, as further described below. Questions to the Board of Directors may also be sent to the following mail address shareholder@rias.dk no later than Tuesday 26th January 2021 at 23.59 p.m.

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. 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 a Chairman of the Board.
 - The Board of Directors proposes re-election of Gudrun Degenhart, CEO Operating Unit Plastics Europe, thyssenkrupp Materials Services GmbH.
8. Election of other Members of the Board.
 - The Board of Directors proposes re-election of Peter Swinkels, Managing director, thyssenkrupp Plastics Belgium nv/sa., Steen Raagaard Andersen, Partner and Attorney-at-law, The Lawfirm Lund Elmer Sandager and Dieter Wetzels, CFO, thyssenkrupp Plastics GmbH.
9. Appointment of one or more auditors.
 - The Board of Directors proposes re-election of PriceWaterhouseCoopers, Chartered Accounting Company
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.

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.

Both shareholders who physically attend the Annual General Meeting as well as follow the Annual General Meeting via webcast, have to register their attendance including whether they participate physically or via webcast.

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. Admission card and voting papers will be forwarded by email to the shareholder, if participating electronically.

The time of expiry for the issue of admission cards to the General Meeting shall be 23.59 p.m. (Danish time) on Friday, 22 January 2020. 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 22 January 2020 at 23.59 p.m.

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, 4 January 2021

Gudrun Degenhart
Chairman of the Board