



Notice to Convene the Annual General Meeting

RIAS A/S's Annual General Meeting will be held on Tuesday, 18 January 2022 at 13.00 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. 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:

- a. Proposal for new, updated Articles of Association for RIAS A/S

The major changes are as follows:

§ 7.4:

The Board of Directors may decide to hold the company's general meetings in a completely electronic format without allowing any physical access. Participation in completely electronic general meetings takes place via electronic media allowing the company's shareholders to participate in, speak and vote at the general meeting and ensures that the general meeting can be held safely and in accordance with the provisions of the Danish Companies Act.

§ 7.9:

The deadline for proposals is changed from "at the end of December" to "6 weeks prior to the date of the general meeting, cf. section 7.2."

§ 7.17:

In the agenda for the Annual General Meeting, the item: "Election of Chairman of the Board of Director" is proposed to be removed, as it is proposed that the Board of Directors constitutes itself.

§ 9.3:

The Board of Directors elects its own Chairman and Vice Chairman. In case of the Chairman's absence, the Vice Chairman shall act as deputy.

In the current Articles of Association, the following is deleted:

For adoption of and decision on amendments of the articles of association or the liquidation of the Company or merging with one or more other companies, however, at least 2/3 of the share capital of the Company must be represented at the General Meeting, and the decision must be accepted by at least 2/3 of the votes given as well as of the votes represented at the General Meeting.

If not a sufficient number of votes are represented at the General Meeting, but a proposal has received 2/3 of both the votes given as well as of the votes represented, the Board convenes within 14 days a new General Meeting at which the proposal can be approved by 2/3 of the votes given without regard to the number of represented votes.

Proxies to meet at the first General Meeting are, if these have not been expressly recalled, valid also at the second General Meeting.

The reason why the provision is proposed to be removed is due to the fact that the requirement of a 2/3 majority already follows from the Danish Companies Act.

The remaining proposed corrections are merely in the nature of clarifications and general updates.

Proposals to amend the Articles of Association require that at least 2/3 of the company's share capital is represented at the General Meeting and that the resolution is approved by at least 2/3 of both the votes cast and the part of the share capital represented at the General Meeting.

7. Election of a Chairman of the Board.
 - The Board of Directors proposes re-election of Astrid Meicherzyk, CEO Operating Unit Plastics Europe, thyssenkrupp Materials Services GmbH.
NB. If new Articles of Association for the company are adopted under item 6.a, the election of the Chairman of the Board is deleted, as the Board of Director then constitutes itself.
8. 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, 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.

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, 14 January 2022. 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 14 January 2022 at 23.59.

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

Note. Partially electronic General Meeting and the guidelines for participation in it

As a consequence of the COVID-19 situation, the Board of Directors assesses prior the General Meeting whether it should be possible to follow the General Meeting via webcast. In that case, the webcast can be accessed through the shareholder portal, which is available on the company's website, www.rias.dk. It will not be possible to vote electronically for the shareholders who follow the General Meeting via webcast. All shareholders, who wish to vote, are therefore encouraged to vote by mail or give a proxy to the Board of Directors, as described in more details above. Shareholders participating via webcast will have the opportunity to ask questions to management during the General Meeting. Questions can also be submitted before Monday 17 January 2022 at 23.59 to the email address: shareholder@rias.dk

Shareholders who participate electronically must also register in accordance with the above guidelines. Admission cards and voting papers will be sent to the shareholder's email address by electronic participation.

Notice of the possibility of possible participation via webcast will be published on the company's website, www.rias.dk, no later than Tuesday 11 January 2022 at 23.59.

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 2021

Astrid Meicherczyk
Chairman of the Board