



Nasdaq OMX
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21st September 2022

Stock Exchange Announcement No. 11/2022

RIAS A/S has appointed Karsten Due as new CEO as of 1.10.2022.

Karsten Due is 52 years old, and came most recently from a position as CEO of Danish Genetics P/S. Karsten Due is a B.Sc. Mechanical Engineer with a bachelor's degree in Business Administration. Karsten Due has, among others, extensive experience from the construction industry, where he has been employed for a longer period in the German ACO Group.

The resigning CEO Henning Hess will assist Karsten Due as Senior Advisor during the transition period until 31 January 2023.

As of 1.10.2022, Dannie Michaelsen will also join the Management Board of RIAS A/S as CFO. Dannie Michaelsen is 49 years old and has handled the function as CFO in the best way for several years. The appointment takes place as part of the natural development of Dannie Michaelsen and to strengthen the management of RIAS A/S.

Kind regards,

RIAS A/S

A handwritten signature in blue ink, appearing to be "Henning Hess".

Henning Hess