

**Communication and Stakeholder Policy**  
**Matas A/S, CVR. no. 27 52 84 06**

## Communication and Stakeholder Policy of Matas A/S

### Preamble

This policy outlines how Matas strive to manage communication and relations with our stakeholders.

Matas has identified its key stakeholders as our customers, investors/analysts, suppliers, employees in all brands, authorities, consumer organisations, patient associations, social media influencers and the media in general. We believe considering the needs and desires of our stakeholders as an integrated part of the way we conduct business will optimize the overall performance of the Company.

### Communication

In our external communication, including with our stakeholders, we will apply the following communication principles:

- Being professional, honest, responsible, reliable, transparent and understandable;
- Communicating adequately and timely with relevant key stakeholders;
- Being consistent with our values and strategy;
- Treating our stakeholders with fairness and respect.

If deemed appropriate by the Management, Matas takes part in the public debate regarding areas closely connected to the business of Matas

### Key Stakeholders

In respect to Matas' key stakeholders, we will apply the following main policies:

#### A. Investors/analysts

- We operate according to the rules for companies listed on NASDAQ OMX Copenhagen.
- We operate according to applicable law and the Recommendations on Corporate Governance from the Committee on Corporate Governance; and
- We will ensure an active and timely investor relations policy to ensure that all relevant information is communicated accurately and timely to the financial markets to facilitate regular trading and a fair pricing of listed Matas' securities;
- We strive to ensure that Matas is recognised as transparent, responsible and reliable company and that the operations are directly linked to the overall business strategy.

#### B. Customers and suppliers

- We are committed to providing excellent customer service;
- We strive to address inquiries, feedback and complaints effectively, and to constantly ensuring high levels of service;
- We strive to build mutually beneficial relationships with our customers and suppliers.

#### C. Employees

- We will attract, develop and retain qualified employees by having a workplace culture based on our values and diversity;
- We strive to create opportunities for people to enter the labour market;

- We respect our employees' freedom of association and the right to collective bargaining;
- We will ensure that our employees know how they can contribute to Matas' business and strategy;
- We do not tolerate discrimination and harassment at Matas; and
- We are committed to ensure a fair and equal treatment of our employees.

#### **D. Media**

- We aim to maintain an open and constructive dialogue with the media;
- We are responsive and address enquiries timely and efficiently;
- We proactively publish relevant news and we aim to have a clear profile and high visibility in the public domain on matters that are core to our business and strategy.

#### **E. Authorities, communities and society**

- We conduct our business in a lawful manner; and
- We maintain good relations with the surrounding community and society through involvement and open communication.

Approved by the Board of Directors of Matas A/S on 10 June 2013.

Approved by the Board of Directors of Matas A/S on 7 November 2017.

Approved by the Board of Directors of Matas A/S on 7 November 2018.

Approved by the Board of Directors of Matas A/S on 29 October 2019.