
INVESTOR RELATIONS POLICY



BRØDRENE A & O JOHANSEN A/S

Rørvang 3

DK-2620 Albertslund

Denmark

CVR (Central Business Register) No.: 58210617

As adopted by the Board of Directors on 6th December 2023

IR POLICY

By making factual, relevant and reliable information available to shareholders and other stakeholders, the management of Brødrene A & O Johansen A/S aims at giving the share market the best possible basis for pricing the company's shares fairly.

Brødrene A & O Johansen A/S's Investor Relations activities are designed to ensure that the disclosure of information is in accordance with the current disclosure requirements established by Nasdaq Copenhagen A/S.

RESPONSIBILITY FOR INVESTOR RELATIONS ACTIVITIES

The Chief Executive Officer of the company and the Chief Financial Officer of the company have the overall responsibility for the management of the company's external Investor Relations activities.

The planning and execution of the Investor Relations activities is the responsibility of the Chief Financial Officer and the Head of Investor Relations.

SPOKESPERSONS

The spokespersons for AO are the Chair of the Board of Directors, the Executive Board, and Investor Relations. No other employee or Board member is entitled to speak to investors or analysts unless specifically authorised to do so by one of the above-mentioned spokespersons. If an investor or analyst contacts an employee or Board member, they are obliged to forward the request to one of the aforementioned spokespersons.

PRINCIPLES OF COMMUNICATION

Brødrene A & O Johansen A/S's financial communication with stakeholders takes place mainly through company announcements, quarterly webcasts, and investor meetings.

The company announcements are either scheduled, such as annual or interim reports, routine such as information on insider trading, or ad hoc announcements. Brødrene A & O Johansen A/S publishes all information which is considered relevant to the share price according to current legislation.

All news considered price sensitive is published through statutory company announcements before they are forwarded to other groups. The announcements are published through GlobeNewswire, and at the same time they are, to a relevant extent, forwarded to Finantilsynet (the Danish Financial Supervisory Authority). Afterwards, the announcements will as soon as possible be available on Brødrene A & O Johansen A/S's website in both Danish and English. Webcasts in English will be held in connection with the publication of interim financial reports and annual reports. Interim financial reports as well as the annual report are prepared and published in English. A short version of the financial results is made available in Danish on the IR website.

Current company announcements will be sent directly to stakeholders, if they have stated their email addresses on Brødrene A & O Johansen A/S's website under the function called 'Subscribe to AO's company announcements', or if their email addresses have been listed in the company's register of shareholders.

If sensitive information is leaked to the market, AO is required to publish an announcement without delay. AO refrains from commenting on rumours. However, if the information is likely to affect the share price materially, information about the rumour is disclosed in an announcement, or the company will request a halt to the trading of its shares on the Stock Exchange. This to prevent investors from making investment decisions based on incorrect or incomplete information.

At the company's annual general meeting, shareholders may submit questions to the Board of Directors and exercise their influence by voting on issues on the agenda.

Brødrene A & O Johansen A/S does not comment on any information relating to financial results or expectations in the period between the end of an accounting period and the date on which results are published. The company's management will refrain from holding investor meetings and the like in this period. The company will also be reluctant to arrange meetings in periods where it is dealing with matters that could result in decisions that are to be announced to the public.

CONTACT PERSONS

Shareholders and other stakeholders having questions regarding Brødrene A & O Johansen A/S are always welcome to contact

CEO Niels A. Johansen

CFO/Deputy CEO Per Toelstang

Head of Investor Relations Nicolaj Harmundal Petersen

by email at IR@ao.dk or by phone at +4570280000.

Questions will be answered by phone, letter or email.

APPROVAL

The above Investor Relations policy has been adopted by the Board of Directors on 6th December 2023.