

STAKEHOLDER & COMMUNICATIONS POLICY¹

ALK wants to develop and maintain long-term, positive relationships with all its stakeholders. ALK delivers value to its customers by providing allergy solutions for life. It strives to create a dynamic and attractive work environment with room for professional and personal development, in which it can attract and retain the best employees.

ALK provides accurate, timely and relevant information about financial and non-financial performance, covering strategy, operations, performance, expectations, and its research and development activities.

ALK respects applicable laws and industry standards in its communications with people outside of the organisation, and conducts business with suppliers and business partners who adhere to applicable laws and regulations. Through meaningful engagement with its stakeholders, ALK wants to support global development by using their input to make strategic decisions regarding its business.

Principles governing communication

In its dialogue with stakeholders, ALK applies the following communication principles:

Transparency: ALK communicates openly and professionally. It is transparent about its operations and accountable for the transactions that take place when and where it does business. To ensure transparency in its outreach, ALK communicates its corporate positions on various subjects via the company's communication channels.

Consistency: ALK ensures that its communications are clear, consistent, reliable, and timely.

Respect: In line with the company's cultural beliefs and behaviours, ALK treats its stakeholders with fairness and respect.

Involvement: ALK seeks to engage key stakeholders in a constructive dialogue, using various channels and platforms suitable for boosting communication, cooperation, and knowledge-sharing. The company shares input from key stakeholders with management, evaluating and integrating relevant feedback into its business decisions.

Proactivity: By ensuring that its key stakeholders and society at large understand ALK's impact and targets, the company seeks to influence the public agenda and legislation to fulfil its purpose of helping people with allergies.

Governance framework

This Stakeholder & Communications Policy is further detailed in a series of supplemental policies, including:

¹ The Danish Corporate Governance recommendations state that "management through ongoing dialogue and interaction, should ensure that shareholders, investors and other stakeholders gain the relevant insight into the company's affairs, and that the Board of Directors should have the possibility of hearing and including their views in its work." To achieve this, it is recommended that the company adopts policies covering such relationships "in order to ensure that the various interests are included in the company's considerations." This policy, in conjunction with others outlines ALK's approach to these recommendations.

The [Investor Relations Policy](#), which provides the framework for ALK's dialogue with all financial stakeholders, including the company's commitment to apply to the rules and legislation applicable to listed companies.

The [Code of Conduct](#) outlines the way in which employees should interact with third parties, conduct business with integrity, develop trust with stakeholders, and apply relevant laws and regulations.

The [Sustainability Policy](#) governs the way in which ALK engages with stakeholders in sustainability areas such as the promotion of good health and well-being, the provision of decent working conditions, environmental challenges, and ethical conduct.

The above-mentioned principles apply to all employees, managers and executives at ALK.

Approved by the Board of Directors on 9 December 2021