

# RESPONSIBLE LOBBYING POLICY

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## BIRGER CHRISTENSEN RESPONSIBLE LOBBYING POLICY

Our positions are always based on reliable and scientific data and aligned with our commitments to responsible business conduct and human rights.

We do not provide political donations or in-kind contributions to political parties or candidates. All lobbying activities follow strict rules on anti-corruption and bribery.

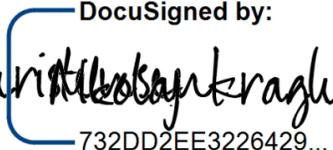
As members of Dansk Erhverv, we participate in policy discussions that support a strong, fair, and sustainable business environment in Denmark. If a lobbying position taken by an intermediary organization differs from our values, we work actively to influence alignment. Where misalignment persists, we will publicly disclose our own position and define “red lines” for continued engagement.

Our lobbying activities are overseen by senior management, and the policy is reviewed every two years. We monitor risks of non-compliance and integrate this policy into our governance, training, and decision-making processes.

Stakeholders can raise concerns at any time through our grievance mechanism, which ensures confidential, safe, and accessible reporting of issues related to our business conduct or lobbying practices.

This policy has been reviewed and formally approved by the Board of Directors.

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