

DONKEY REPUBLIC

Diversity & Inclusion Policy

Version no. 1 2024

Adopted by the board of directors on

March 2024

Background and scope

Donkey Republic is represented by a variety of different:

- Nationalities
- Gender identities
- Sexual orientations
- Ages
- Ethnicities
- Religions
- Food preferences
- Educational backgrounds
- Cultural backgrounds

This variety paints a very diverse picture of Donkey Republic as a whole. Being a diverse company, by retaining and developing diversity in Donkey Republic, is connected to a commitment to provide equality and fairness to all employees. The scope of Donkey Republic's diversity and inclusion policy and strategy includes all employees no matter whether they are on part-time, full-time, or temporary contracts.

Purpose

The purpose of having a Diversity & Inclusion (D&I) policy at Donkey Republic is to ensure a diverse company by retaining and developing diversity. We commit to providing equality and fairness to all employees regardless of who they are. Ensuring a diverse and inclusive workspace in Donkey Republic means two things:

1. Stop all intentional inappropriate and non-inclusive behavior.
2. Limit the amount of all unintentional inappropriate and non-inclusive behavior.

Definitions

Intentionally inappropriate and non-inclusive behavior is defined as: "The deliberate use of words, humour, gestures, other acts or omissions that is used to cause offence."

Unintentionally inappropriate and non-inclusive behavior is defined as: "The unconscious use of words, humour, gestures, other acts or omissions that someone experiences as offensive."

Objectives

The objectives of this policy are to ensure that:

1. Donkey Republic complies with section 139 c of the Danish Companies Act.
2. Donkey Republic follows the Danish corporate governance recommendations.
3. Donkey Republic follows the Danish Business Authority's guidelines on equal gender distribution on the Board of Directors.
4. Donkey Republic protects our most valuable asset, our human capital.

The following items concern everyone working at Donkey Republic

As an employee, I

1. do not say something non-inclusive to my colleagues based on their different way of being.
2. do not discriminate in any way based on ethnicity, religion, gender orientation, sexual

orientation, age, food preferences, physical appearances, disabilities, education level, occupation, cultural background, etc.

3. encourage others to behave in a way that drives an inclusive environment by showing a genuine curiosity towards colleagues and thus, expanding individual horizons.

4. show vulnerability by learning from my mistakes if I hurt one of my colleagues based on intentional or unintentional inappropriate and non-inclusive behavior.

5. show bravery when I approach colleagues and talk to them about situations where I experienced or saw someone else experiencing intentional or unintentional inappropriate and non-inclusive behavior at the workplace.

6. reflect on the intentions of a behaviour that seemed non-inclusive before I call it non-inclusive (related to nr. 5).

7. know that inclusion is ongoing, rather than a one-off training.

8. report any intentional and/or unintentional inappropriate and non-inclusive behavior that I cannot handle myself to the point of trust in Donkey Republic.

The following items specifically concern leaders working at Donkey Republic

As a leader, I

9. hire new employees based on their skills, performance, and personality regardless of their

gender, religion, race, nationality, sexuality, etc.

10. am a role model by promoting and fostering an inclusive culture, while having a genuine

curiosity within my team.

11. encourage my team to educate themselves and develop skills that foster a diverse and inclusive environment.

12. structure meetings in a way that give all team members a voice to express their views, ideas, and feelings.

13. encourage team members to be vulnerable and brave to open up to me or points of trust

(or someone who will take action) if something is experienced as intentional or unintentional inappropriate and non-inclusive behavior.

The following items specifically concern Donkey Republic as a company

As a company, we:

14. are all responsible for fostering an inclusive and diverse environment, where every voice is welcomed, heard, and respected.
15. implement and update structures and guidelines based on continuous data, to keep developing our diversity and inclusion policy in close connection with our employees and the development in the external environment.
16. follow best practices within the diversity and inclusion field as well as meet the obligations entailed by the relevant legislation. For example we aim to have an equal distribution of male and non-male members of the Board of Directors, preferably 40-60.
17. will take the necessary consequences towards individuals if the policy is not followed.

This Diversity & Inclusion Policy has been reviewed by Donkey Republic Board in March 2024 and it will be reviewed on an annual basis. The policy will be available on the Company's website at: <https://invest.donkey.bike/esg/>



Signatures

Executive Board

Niels Henrik Rasmussen
Chief Executive Officer

Christian Dufft
Chief Financial Officer

Board of Directors

Caroline Søbørg Ahlefeldt-Laurvig-Bille
Chairperson

Laurent Mercat

Karl Erik Wenngren

Marina Kolesnik

Jens Kramer Mikkelsen

Marion Galan Alfonso
Employee Representative

Jesper Lilledal Holmgaard

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