

DONKEY REPUBLIC

People & Social Policy

Version no. 1 2024

Adopted by the board of directors on

March 2024

Overview

This policy outlines how Donkey Republic strives to act as a socially responsible employer.

Purpose

The policy serves as a guide with respect to Donkey Republic's business conduct as a socially responsible employer.

Scope

The People & Social policy applies to all employees, all managers, all functions, and all units in Donkey Republic (Donkey Republic A/S and all subsidiaries).

Principles

As a bike sharing company we are highly dependent on our people, their skill sets and dedication. Being a respected and attractive employer is thus of utmost importance to us. Our principles are built on our corporate values:

We want to be an impact business

- Focus for outcome
- We do better together, as colleagues and as a TEAM
- Development, Change, Feedback
- Start with the Why

Donkey Republic follows the principles below in its endeavour to be a socially responsible employer:

- Donkey Republic is a workplace for all. We are committed to ensure and further promote diversity in the workforce including employees with different nationalities, ethnicity, and disabilities, young and old, all genders and sexual orientations.
- We are committed to ensuring equal opportunities and a safe and healthy work environment for all employees.
- We strive to attract, retain, and continually train our employees.
- We believe continuous training and development is a must, and we encourage and support all employees to train and grow in their roles.
- We know that to succeed as a team, we need to work together and embrace knowledge sharing.
- We admit mistakes and provide honest feedback to the team.
- We follow up on employee satisfaction through regular surveys and proactively work on creating a higher satisfaction based on the feedback provided.
- We encourage a supportive and inclusive culture amongst the entire workforce.
- We maintain an open dialogue and communication with all employees to ensure a common understanding of objectives and to make sure everyone's voice is heard.
- We have zero tolerance against harassment or assaults of any kind.
- We have a **whistleblower channel** to ensure intolerant behaviour of any kind can be communicated through a trusted channel and is treated with confidentiality and care. Available at: <https://invest.donkey.bike/esg/>

Monitoring and control

This Policy has been approved by Donkey Republic's board of directors and adherence to the principles will be monitored at regular intervals. The Executive Management is responsible for establishing policies, processes and procedures to ensure compliance with this Policy, and reporting structures are put in place to verify compliance.

This People and Social 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

Jesper Lilledal Holmgaard

Erdem Ovacik