

## VKR GROUP POLICIES

The below 17 “Group Policies” and 1 sub-policy to the Tax Policy concern areas that are important or critical to the whole VKR Group. The policies apply to the VKR Group, i.e. VKR Holding A/S and all companies ultimately owned or controlled by VKR Holding A/S.

Please find links to the policies in the below list.

- [Anti-Corruption Policy](#)
- [Cash Management Policy](#)
- [Communication Policy](#)
- [Competition Law Compliance Policy](#)
- [Crisis Management Policy](#)
- [CSR Policy](#)
- [Data Privacy & Ethics](#)
- [Dividend Policy](#)
- [Financial Information Policy](#)
- [Foreign Currency Exposures Policy](#)
- [Insurance Policy](#)
- [IPR Policy](#)
- [Legal Policy](#)
- [Risk Management Policy](#)
- [Sanctions Compliance Policy](#)
- [Tax Policy](#)
- [Transfer Pricing Policy](#)
- [Policy on the Prevention of Facilitation of Tax Evasion](#) (sub-policy to the Tax Policy)

Please direct any questions in relation to the VKR Group Policies to our mailbox [info@vkr-holding.com](mailto:info@vkr-holding.com)