

DanCenter A/S

This report constitutes the company's statutory statement of social responsibility, cf. section 99a and section 99b of the Danish Financial Statements Act. (Danish translation: *Rapporten udgør virksomhedens lovpligtige redegørelse for samfundsansvar, jf. §99a og §99b i Årsregnskabsloven*)

Statutory Report on Corporate Social Responsibility

Business Model

DanCenter A/S is Denmark's first and oldest holiday property rental agency with 65 years of experience. The company's main activities are related to facilitating rental of vacation homes for private owners, which includes marketing of properties, establishing contact between private owners of vacation homes and people who are interested in renting vacation homes, etc. This means that DanCenter A/S does not own any of the vacation homes, but instead operates as an intermediary between owners and renters of vacation homes. With a portfolio of around 11,000 vacation homes located in Scandinavia and Germany, DanCenter A/S continues to be one of the major holiday property rental portals in Denmark. Today, DanCenter A/S is part of the OYO Vacation homes Holding B.V.

DanCenter A/S' main impacts on society are related to social and environmental issues such as health and safety of employees and waste and energy use related to the company's operation.

Labor Conditions

Policy: DanCenter A/S recognizes our employees as the most valuable asset for the company. Therefore, the company aspires to provide a safe and healthy work environment.

Risks, actions, and results: With regards to labor conditions, DanCenter A/S has identified safety among employees as a risk. To mitigate the risk and to secure a safe and healthy work environment, DanCenter A/S has provided first aid courses for employees during in the latest years as well as first aid equipment is installed in all offices. Furthermore, DanCenter has an active OSH group with a meeting structure of 3-4 meetings a year. The aim is to continuously work with the management to pinpoint areas of improvement and actively work together to improve these areas.

Human Rights

Policies: DanCenter A/S recognizes its social responsibility not only in relation to its own employees but also in relation to its customers. The company supports and respects the internationally recognized human rights as formulated in the UN Human Rights Declaration and the internationally recognized labor rights as specified in the International Labor Organization (ILO) core conventions.

Risks, actions and results: DanCenter A/S' most material risk of violating human rights is related to our customers' private information. During 2021/22, DanCenter has taken all necessary steps to mitigate the risk, and to be fully compliant with the General Data Protection Regulation (GDPR). The company train all relevant employees via workshops and introduction of the new binding guidelines. In 2021/2022, all relevant colleagues have participated in the courses – online or physical attendance. We will continue to train new colleagues and provide information through guidelines for our employees.

Environment and Climate

Policy: Environmental protection is important to DanCenter A/S and as a commercial and socially responsible company, DanCenter works to minimize the use of resources and establish emission-reducing business processes.

Risks, actions and results: DanCenter A/S has identified waste in our offices as a material issue with a risk of having a negative impact on the environment. In 2021/22, to reduce the relative amount of the company's waste going to incineration, DanCenter A/S has continued its efforts to improve waste sorting in most of the offices.

These efforts have resulted in a relative decrease in total waste amounts for incineration. Further, DanCenter has decreased the total paper consumption by eliminating paper catalogues.

Further, DanCenter A/S has identified our customers' energy consumption in the vacation houses as a risk of having a negative climate impact. In 2021/22, DanCenter A/S continued to inform and guide all of our customers on how to minimize their electricity consumption in the vacation houses through direct dialogue and marketing materials. These efforts have resulted in a relative decrease in total electricity consumption in 2021/22.

DanCenter A/S also provides customers the option to choose an energy efficient vacation house with installed geothermal, solar energy or heat pumps. To further reduce DanCenter's impact on climate, we have invested in a conference call set up to increase the use of Skype for Business, Zoom and Microsoft Teams and thereby reduced our travel activities.

Going forward we will continue these efforts and are looking to further decrease paper waste & our environmental footprint by introducing electronic devices to onboard new homeowners and inform guests of electronic ways to report electricity, water etc. expenditure during their stay.

Anti-corruption

Policy: DanCenter A/S does not tolerate corruption or bribery in any form and expects their employees to act according to the company guidelines set in the Code of Conduct and employee handbook.

Risks, actions, and results: DanCenter A/S has identified the most material risks associated with anticorruption as related to gifts and entertainment that employees may give or receive. Hence, to mitigate the risk DanCenter's Code of Conduct and whistleblower system continues to provide the employees with internal guidelines, which define the limitations of receiving and awarding presents and invitations by DanCenter A/S employees. During 2021/22, one case was reported in the whistleblower system. The Code of Conduct and Whistleblower channel is and will continuously be promoted to the employees at town halls, on the intranet and all new employees are obliged to attend physical onboarding training where the content of the Code of Conduct and Whistleblower channel is being reviewed and trained by the HR department.

Gender Distribution in Management

Board of Directors: In 2021/22, the board of directors in DanCenter A/S consisted of 5 men and 0 women. The board of directors recognizes that an equal gender distribution would be beneficial to the board and the company in general. Therefore, the board of directors has set a target figure which states that by 2023 the underrepresented gender should represent at least 1 member in the board. The target figure was not achieved in 2021/22 because no eligible female candidates were identified for the board.

Other managerial positions: DanCenter A/S aims to increase the number of women in other managerial positions. These are all managers with direct employee references / responsibilities and managers not being member of board of Directors. The board of directors continuously evaluates the gender composition and competencies in the management group. When recruiting new leaders, DanCenter A/S seeks to have both genders represented in the final stages of the process of recruitment. This principle is applicable both for internal and external recruitment. In 2021/22, the gender distribution in other managerial position was 18 women and 21 men. DanCenter includes directors, local office managers, team leads and division managers in the calculation of the gender distribution in other managerial positions. The final numbers are based on headcounts.

Covid-19 precautions

In the third year of the outbreak of the Covid-19 pandemic DanCenter has kept all actions in place to mitigate the risk of virus to spread. Guests are encouraged to keep distance and not to enter DanCenter offices physical and instead do self-service check-in. DanCenter have screened the areas where guests meet staff with glas. Employees servicing the vacation homes have been additional trained to clean with higher standards to disinfect before new guests arrives.