

## Statement on Corporate Social Responsibility, pursuant to sections 99a–99b of the Danish Financial Statements Act

This mandatory statement on the company's corporate social responsibility, in accordance with Sections 99a – 99b of the Danish Financial Statements Act, is part of the management report in the 2020 annual report and covers the financial period from January 1, 2020, to December 31, 2020.

### BUSINESS MODEL

Alex Andersen Ølund A/S / Alex Andersen Ølund Holding A/S is a logistics company that has developed expertise in the transportation of flowers, plants, fruit, and vegetables, as well as other temperature-sensitive goods. This expertise enables the company to deliver high-quality transport services to customers requiring deliveries and pickups primarily in Denmark, Sweden, Norway, Finland, Germany, the Netherlands, Belgium, Luxembourg, and France.

### POLICIES ON CORPORATE SOCIAL RESPONSIBILITY

#### *Environmental Policy*

The group strives to be an environmentally conscious company.

Management assesses that the major environmental risks relate to increased energy consumption and CO<sub>2</sub> emissions. As a logistics company, the group has a particular responsibility for the environment. The group's goal is to reduce the environmental impact of its activities as much as possible, considering technical, economic, and business-related constraints.

The group works towards continuous reduction of environmental impacts by contributing to reductions in energy consumption and CO<sub>2</sub> emissions.

The policy is implemented by monitoring fuel consumption per kilometre driven, among other measures.

In 2020, fuel consumption was 3.8 km per litre, an improvement from 3.6 km per litre in 2019.

#### *Policy on Social and Employee Matters*

Management assesses that the risks related to social and employee matters concern the employees' willingness to remain part of the workplace, as well as external perceptions of Alex Andersen Ølund A/S / Alex Andersen Ølund Holding A/S as an employer. The group aims to be associated, both internally and externally, with being a desirable workplace.

The group's policies on occupational health and safety and employee relations focus strongly on establishing and maintaining a healthy working environment where accidents and injuries are prevented, and positive relations to the workplace are generally fostered. This is done, for example, through ongoing dialogue and follow-up on employee well-being, as well as through safety and cooperation committees.

Additionally, an employee handbook has been prepared. Policies for promoting good behaviour in traffic and complying with driving and rest time regulations have also been developed.

The policies are implemented through specific initiatives, such as self-monitoring of compliance with driving and rest time regulations by drivers.

All traffic complaints received by the group are recorded and treated as a complaint about our

conduct in traffic.

The proportion of transports subject to self-monitoring is measured.

To ensure that all employees focus on and work towards increased safety, "Safety Values" have been developed in collaboration with the safety and cooperation committees, which express the attitudes expected of all employees during work.

The number of workplace injuries and sickness absences due to workplace injuries, as well as general sickness absences, are recorded.

In 2020, the group recorded an unchanged sickness absence rate. Overall sickness absence stands at 4.55%, which is satisfactory. In 2020, no severe workplace accidents were recorded.

#### *Policy on Respect for Human Rights*

The group's companies and employees will always comply with all human rights requirements. Since management assesses that there are no significant risks of human rights violations related to the group's business activities in the countries where the group operates, no formal policies have been established concerning the company's impact on human rights.

#### *Policy on Anti-Corruption and Bribery*

The group seeks to be part of a professional, proper, and trustworthy business environment.

The group does not tolerate corruption or bribery. Management assesses that the highest risk involves gifts and events related to customers, suppliers, and other business partners.

The group has therefore developed a policy on how employees may give and receive gifts, as well as how they may participate in and organize events.

The purpose of this policy is, among other things, to prevent and avoid business decisions being influenced by individual and/or non-business-related considerations and interests.

The policy is communicated through the company's intranet, and employees may contact management or HR if they suspect breaches of the policy.

In 2020, no cases defined as anti-corruption or bribery were recorded.

## Statement on the Gender Composition of Management, in accordance with Section 99b of the Danish Financial Statements Act

#### *Gender Representation in Management*

The group is actively working to comply with legislative requirements regarding the underrepresented gender in the board of directors and other management levels.

The board currently consists of six men and one woman. The group's goal is that - assuming relevant competence - there will be at least three women on the board by the submission of the 2021 annual report. The group's goal was not achieved in 2020, as the sitting board was re-elected at the annual general meeting.

In the group's other management levels, the gender distribution is 100% male and 0% female. No changes in gender composition were recorded at other management levels in 2020.

The group views diversity as a strength. It is the group's policy that both men and women are encouraged to apply for available positions within the group and that both genders are guaranteed equal rights and conditions during and after employment. However, we are aware that women are generally underrepresented in the company, especially at the management level. Therefore, we actively work to increase the proportion of women in the company. In 2020, we continued to ensure equal employment opportunities for all by inviting suitable candidates of both genders to interviews whenever possible and selecting candidates of the underrepresented gender in cases where two candidates of both genders are deemed equally qualified.