

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 2019 annual report and covers the financial period from January 1, 2019, to December 31, 2019.

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, fruits, and vegetables, as well as other temperature-sensitive goods. This expertise enables the company to deliver quality transportation services to customers requiring deliveries and pickups primarily in Denmark, Sweden, Norway, Finland, Germany, the Netherlands, Belgium, Luxembourg, and France.

CORPORATE SOCIAL RESPONSIBILITY POLICIES

Environmental Policy

The group strives to be an environmentally conscious company.

Management assesses that the major environmental risks relate to increased energy consumption and CO₂ emissions. As a logistics company, the group holds a special responsibility for the environment. The group's goal is to minimize the environmental impact of its activities as much as possible, taking into account technical, economic, and business-related constraints.

The group is working towards continuous reduction of environmental impacts by contributing to the reduction of energy consumption and CO₂ emissions.

The policy is implemented by monitoring driving efficiency, including measuring fuel consumption per kilometer driven.

In 2019, fuel consumption was 3.6 km per liter, an improvement from 3.5 km per liter in 2018.

Policy on Social and Employee Matters

Management assesses that the risks related to social and employee matters concern 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 wishes to be associated, both internally and externally, with being a workplace people desire to be part of.

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 where positive relations with the workplace are generally fostered. This is achieved through ongoing dialogue with and follow-up on employees' well-being, as well as through safety and cooperation committees.

Additionally, an employee handbook has been prepared. Policies have also been developed to ensure good behavior in traffic and compliance with driving and rest time regulations.

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

All traffic complaints received by the group are recorded and treated as complaints about our conduct in traffic.

The proportion of completed transports that have been subject to self-monitoring is measured. To ensure everyone is focused on and working towards increased safety, "Safety Values" have been developed in collaboration with the safety and cooperation committees. These values express the attitudes all employees are expected to follow during their work.

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

In 2019, the group recorded an unchanged sickness absence rate. Overall sickness absence stands at 4.35%, which is satisfactory. In 2019, 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 a breach of the policy.

In 2019, 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 2020 annual report. The group's goal was not achieved in 2019, as the sitting board was re-elected at the 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 2019.

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 men and women are guaranteed equal rights and conditions during and after their employment. However, we are aware that women are generally underrepresented in the company, particularly at the management level. Therefore, we are actively working to increase the proportion of women in the company. In 2019, we continued to ensure equal employment opportunities for all by, whenever possible, inviting suitable candidates of both genders to interviews and selecting candidates of the underrepresented gender in cases where two candidates of both genders are deemed equally qualified.