

## Statement on Corporate Social Responsibility, pursuant to sections 99a – 99b – 99d 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 2022 annual report and covers the financial period from January 1, 2022, to December 31, 2022.

### *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, vegetables, and other temperature-sensitive goods, enabling the company to deliver high-quality transport services to customers seeking deliveries and collections 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's assessment is that the greatest environmental risks are related to increased energy consumption and CO2 emissions. As a logistics company, the group has a particular responsibility for the environment. The group's goal is to minimize the environmental impact of its activities as much as possible, considering technical, economic, and business constraints.

The group works continuously to reduce environmental impacts by contributing to reductions in energy consumption and CO2 emissions. The policy is implemented, among other things, by monitoring fuel consumption per kilometre driven.

Fuel consumption in the year was 3.8 km per litre, unchanged from 2021.

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

Management's assessment is that risks related to social and employee matters concern employees' desire to remain part of the workplace and the external perception of Alex Andersen Ølund A/S / Alex Andersen Ølund Holding A/S as an employer. The group seeks to be associated, both internally and externally, with being a workplace people want to be part of.

The group's policies within occupational health and safety, as well as employee matters, emphasize creating and ensuring a healthy work environment, preventing accidents and injuries, and fostering positive relations in the workplace. This is done, among other things, 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, and policies for good behaviour in traffic and compliance with driving and rest time regulations have been established.

These policies are enforced through various specific initiatives, such as self-monitoring of drivers' compliance with driving and rest time regulations. All traffic-related complaints received by the group are recorded and treated as complaints regarding our traffic behaviour. The percentage of completed transports subject to self-monitoring is measured.

To encourage safety awareness, the group has, in collaboration with safety and cooperation committees, established Safety Values, which express the attitudes all employees are expected to adhere to while performing their work. The number of work-related injuries and sick leave due to injuries, as well as general sick leave, is recorded. In 2022, the group recorded a total absenteeism rate of 4.2%, which is deemed satisfactory. No severe work-related accidents were recorded in 2022.

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

Management assesses that there are no significant risks of human rights violations in relation to the group's business activities in the countries in which the group operates, and therefore, no formal policies regarding the company's impact on human rights have been established.

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

The group aims to be part of a professional, proper, and trustworthy business environment. The group rejects corruption and bribery. Employees and business partners are expected to demonstrate a high degree of integrity, honesty, and fairness in all internal and external matters.

The group has therefore developed a policy regarding whether employees may give and receive gifts, as well as how employees may participate in and host events. The purpose of the policy is, among other things, to prevent and avoid business decisions being influenced by individual and/or non-business considerations and interests.

The policy has been communicated through the company's intranet, and employees can report any suspected breaches to management or HR. In 2022, no cases were registered that could be defined as corruption or bribery, and the company will continue to focus on this issue in 2023.

### REPORT ON GENDER COMPOSITION IN MANAGEMENT, IN ACCORDANCE WITH SECTION 99B OF THE DANISH FINANCIAL STATEMENTS ACT

#### *Gender Representation in Management*

The group is actively working to comply with the legal requirements regarding the underrepresented gender in the board of directors and other management levels. The current board consists of 6 men and 1 woman. The group's goal is that by the time of the 2023 annual report, at least 3 women will be on the board, provided they have the relevant competencies. This goal was not achieved in 2022, as the current board was re-elected at the general meeting.

At other management levels in the group, the gender distribution between men and women is 100/0. There was no change in the gender composition at other management levels in 2022.

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 company, and men and women are guaranteed the same rights and conditions during their employment. However, the company acknowledges that women are generally underrepresented, particularly in management positions. Therefore, active efforts are being made to increase the proportion of women in the company. In 2022, the group continued to ensure equal employment opportunities by inviting qualified candidates of both genders to interviews, and choosing candidates of the underrepresented gender when two candidates of different genders were deemed equally qualified.

#### MANDATORY REPORT ON DATA ETHICS IN ACCORDANCE WITH SECTION 99D OF THE DANISH FINANCIAL STATEMENTS ACT

As a logistics company, Alex Andersen Ølund A/S handles large amounts of data as part of its business operations. The types of data we handle include supplier and customer data, GPS data, and personal data related to the company's employees.

We are committed to handling data in a responsible and ethical manner in accordance with applicable laws and regulations. We take our responsibility for managing data processes in an ethically responsible manner seriously. Therefore, we have internal policies and guidelines that our employees must follow when handling data related to our business. One of the primary considerations in our data management process is access to data. As a logistics company, we strive to be as transparent as possible with our customers regarding the transportation of their goods. At the same time, we are mindful of the responsibility to protect the data of customers, suppliers, and employees.

We follow the principle of least privilege when it comes to data access in our organization. This means that individuals only have access to the data necessary for their work. The same principle applies to customers and suppliers, who only have access to data directly related to their goods.

To support our internal guidelines and policies, we regularly check to ensure that employees only have access to the data necessary to perform their tasks. In this process, we regularly review access rights. With respect to employee data, we ensure that data is only accessible to authorized personnel.

We find it relevant to continuously assess our data processing policies and guidelines to ensure that they keep pace with developments in the company and in society.