

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 2021 annual report and covers the financial period from January 1, 2021, to December 31, 2021.

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. This expertise enables the company to provide 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 main risks in relation to the environment involve increased energy consumption and CO₂ emissions. As a logistics company, the group has a particular responsibility toward the environment. The group's goal is to reduce the environmental impact of its activities as much as possible, within technical, economic, and business constraints.

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

Fuel consumption in the year was 3.8 km per litre, which is an improvement from 3.8 km per litre in 2020.

Policy on Social and Employee Matters

Management's assessment is that the risks in relation to social and employee matters involve 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 where accidents and injuries are prevented, and fostering positive relations in the workplace. This is done 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 regarding appropriate behaviour in traffic and compliance with driving and rest time regulations.

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 promote safety awareness, the group has, in collaboration with safety and cooperation committees, established Safety Values, which outline 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 2021, the group recorded an overall absenteeism rate of 4.05%, which is deemed satisfactory. No severe work-related accidents were recorded in 2021.

Policy on Respect for Human Rights

The group's companies and employees will always comply with all requirements regarding human rights. As management assesses that there are no significant risks of human rights violations in relation to the group's business activities in the countries where the group operates, the group has not established formal policies regarding the company's impact on human rights.

Policy on Anti-Corruption and Bribery

The group aims to be part of a professional, proper, and trustworthy business environment. The group does not accept corruption or bribery. Management's assessment is that the greatest risks involve gifts and events related to customers, suppliers, and other business partners.

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

The policy has been communicated via the company's intranet, and employees can report any suspected breaches to management or HR. In 2021, no cases were recorded that could be defined as corruption or bribery.

Report 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 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 to have at least 3 women on the board by the time the 2022 annual report is issued, provided they have the relevant competencies. This goal was not achieved in 2021, 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 were no changes in the gender composition at other management levels in 2021.

The group views diversity as a strength. It is the group's policy to encourage both men and women 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 2021, 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.