

A large, stylized graphic of the year '2021' in a light blue color, with a white outline. The numbers are thick and rounded, serving as a background for the title text.

2021

Corporate Social Responsibility Statement



Statutory Corporate Social Responsibility (CSR) Statement 2021

This statutory statement on the corporate social responsibility of Danske Fragtmænd, cf. Section 99a, 99b and 99d of the Danish Financial Statements Act (Årsregnskabsloven), forms part of the management's review in the annual report for 2021 and covers the financial year 1 January 2021-31 December 2021.

Danske Fragtmænd consists of two legal entities: Fragtmænd Holding A/S and Danske Fragtmænd A/S and its sister and subsidiary companies. Danske Fragtmænd is owned by 36 independent carriers, forming the nationwide carrier system.

Corporate Social Responsibility

Danske Fragtmænd integrates corporate social responsibility into our strategy and activities. The CSR statement outlines the main principles of our CSR activities.

Our objective is to practice 'Freight with care' every day in all parts of our group. Regarding corporate social responsibility, our objective is to take an active part in a sustainable development, in which we act responsibly with regard to:

1. The Environment – reducing CO2 emissions by optimising our logistics solutions to the benefit of the environment.
2. Employee conditions – being a safe healthy and attractive workplace of which we can be proud.
3. Health and safety – ensuring a healthy and safe work environment for our employees.
4. Society – taking responsibility for the society of which we are part.
5. Human rights and anti-corruption – conducting business ethically and correctly.
6. The under-represented gender – to be an attractive workplace for all genders.
7. Data ethics – ensuring high information security and protecting sensitive data at the company.

Danske Fragtmænd's work with CSR is rooted in the company's management team and the overall responsibility lies with Jørn P. Skov, CEO.



1. The environment

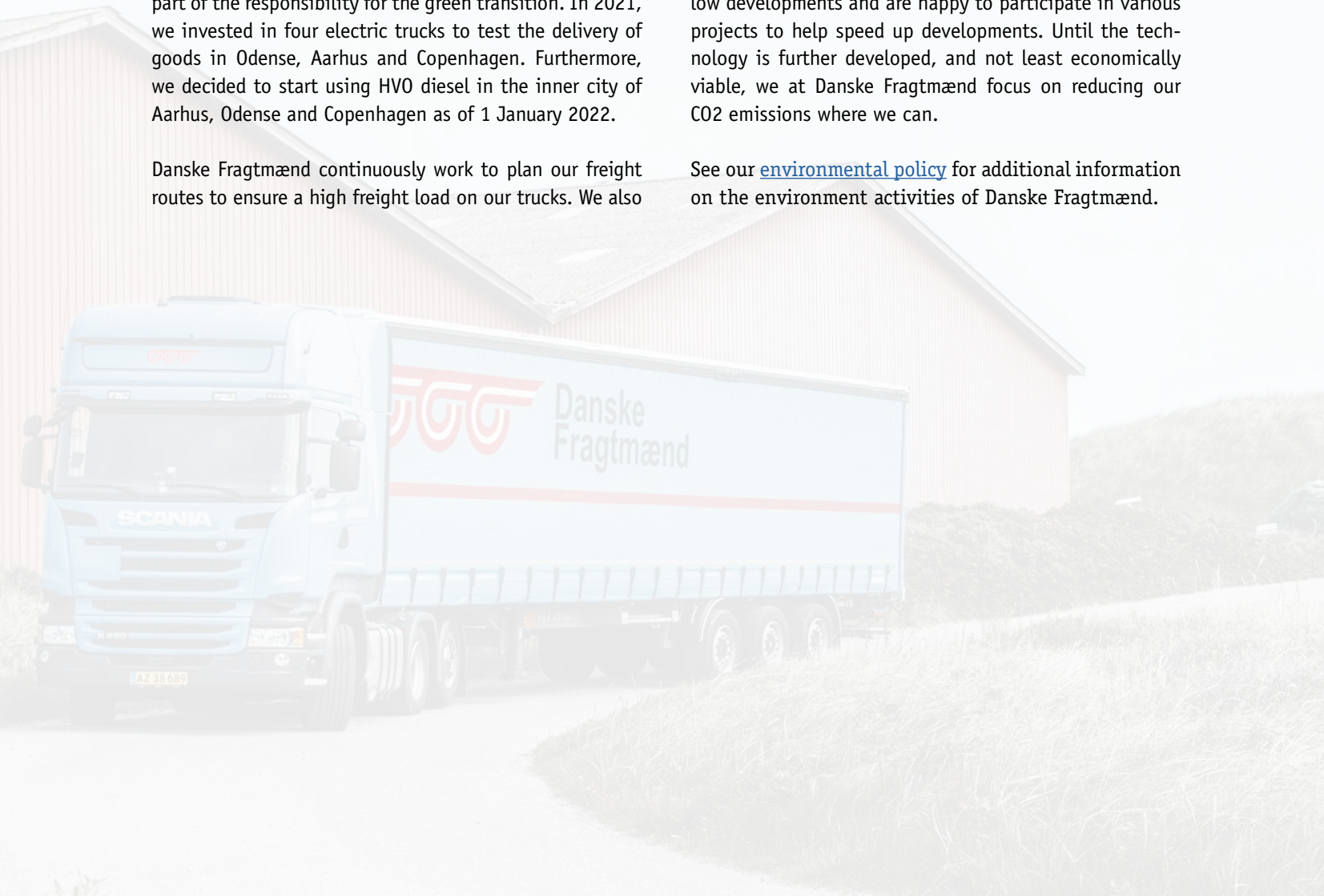
As one of Denmark's largest carriers, we take responsibility for the environment every day. At Danske Fragtmænd, we know that our trucks pose the greatest risk to the environment. That is why we work every day to reduce our CO2 emissions as much as possible so that we can take our part of the responsibility for the green transition. In 2021, we invested in four electric trucks to test the delivery of goods in Odense, Aarhus and Copenhagen. Furthermore, we decided to start using HVO diesel in the inner city of Aarhus, Odense and Copenhagen as of 1 January 2022.

Danske Fragtmænd continuously work to plan our freight routes to ensure a high freight load on our trucks. We also

consolidate our goods at the terminals which means fewer vehicles on the roads.

As technology in electric trucks and climate-friendly fuels is still not sufficiently advanced, we constantly follow developments and are happy to participate in various projects to help speed up developments. Until the technology is further developed, and not least economically viable, we at Danske Fragtmænd focus on reducing our CO2 emissions where we can.

See our [environmental policy](#) for additional information on the environment activities of Danske Fragtmænd.



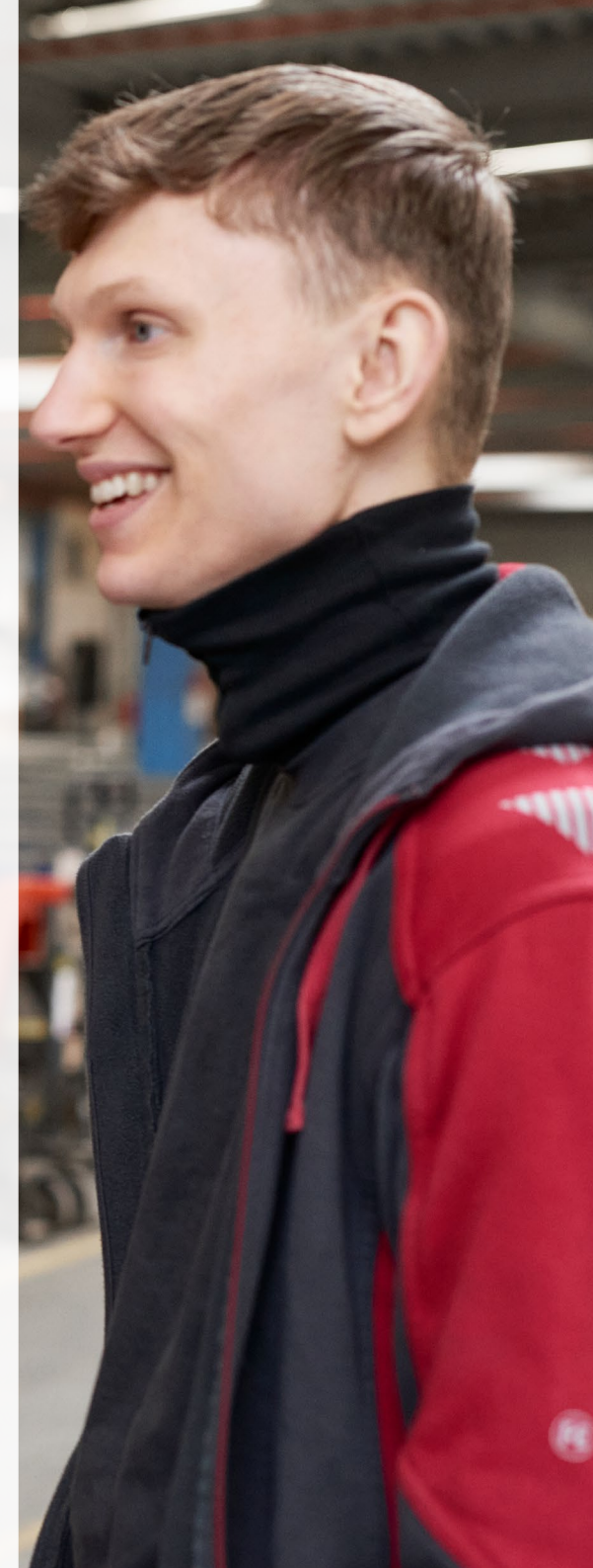
2. Our employees

Our employees are an important part of our business. We offer a number of services and benefits to our employees which contribute to making Danske Fragtmænd an attractive workplace for current and future employees. Danske Fragtmænd works on good management and, every year, we conduct employee and team performance reviews.

Moreover, all our managers have attended the Danske Fragtmænd internal management training consisting of three modules focusing on personal leadership, situational management and the management toolbox.

Danske Fragtmænd has an internal employee app which provides all employees, salaried as well as hourly paid, with access to news and information from and about Danske Fragtmænd. The app also lets our employees see the staff benefits offered to our employees.

The Danske Fragtmænd Group is part of the Confederation of Danish Industry/DI and we comply with the requirements set out in the collective agreements. Danske Fragtmænd wishes and works for a good dialogue with the trade unions.



3. Health and safety

Working environment is a core area for Danske Fragtmænd. We have established a well-functioning working environment organisation which holds regular meetings and follows up on occupational health and safety challenges. The work is coordinated across places of business and knowledge and experiences are exchanged. Prevention is an important part of our ongoing occupational health and safety work.

We register industrial injuries and near-accidents and work continuously to reduce these. In 2021, 26 accidents were recorded compared to 40 in 2020, which is a 35 % reduction that is due to a backdrop of increased focus on reducing the company's workplace injuries. For example, in the Danske Fragtmænd's employee app, we have informed and taught correct lifting techniques, and we have trained ergonomics ambassadors to guide colleagues on how to look after their bodies in their jobs.

In its work with hazardous goods, Danske Fragtmænd has a hazardous goods policy. We have our own safety officers, and everyone who works directly with hazardous goods has an ADR certificate, while others who have contact with the area receive a shorter introductory course.

In order to monitor the well-being of our employees, Danske Fragtmænd conducts six-monthly welfare surveys that focus primarily on well-being and the psychological working environment. Furthermore, every 3 years, we carry out the statutory workplace assessment, which was held in January 2020. We follow up the results of the six-monthly welfare measurements and the statutory workplace assessment at joint meetings, both centrally and decentrally. In 2021, our health and safety organisation had a particular focus on improving the physical working environment and creating a more appreciative culture.



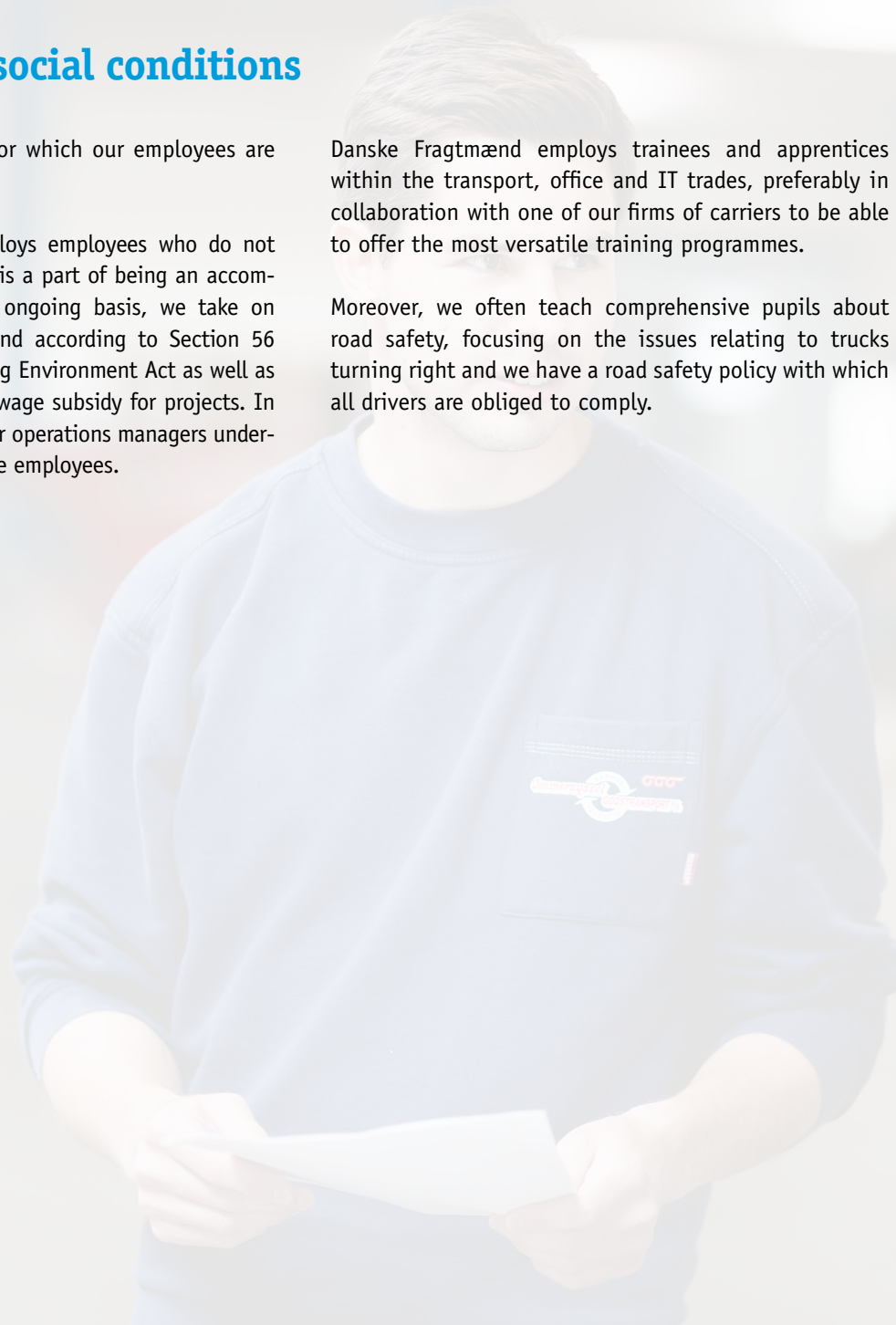
4. Society and social conditions

We want to be a company for which our employees are proud to work.

Danske Fragtmænd also employs employees who do not have full work capacity. This is a part of being an accommodating workplace. On an ongoing basis, we take on employees in flexible jobs and according to Section 56 schemes in the danish Working Environment Act as well as unemployed personal with a wage subsidy for projects. In this connection, several of our operations managers undertake the role of mentor for the employees.

Danske Fragtmænd employs trainees and apprentices within the transport, office and IT trades, preferably in collaboration with one of our firms of carriers to be able to offer the most versatile training programmes.

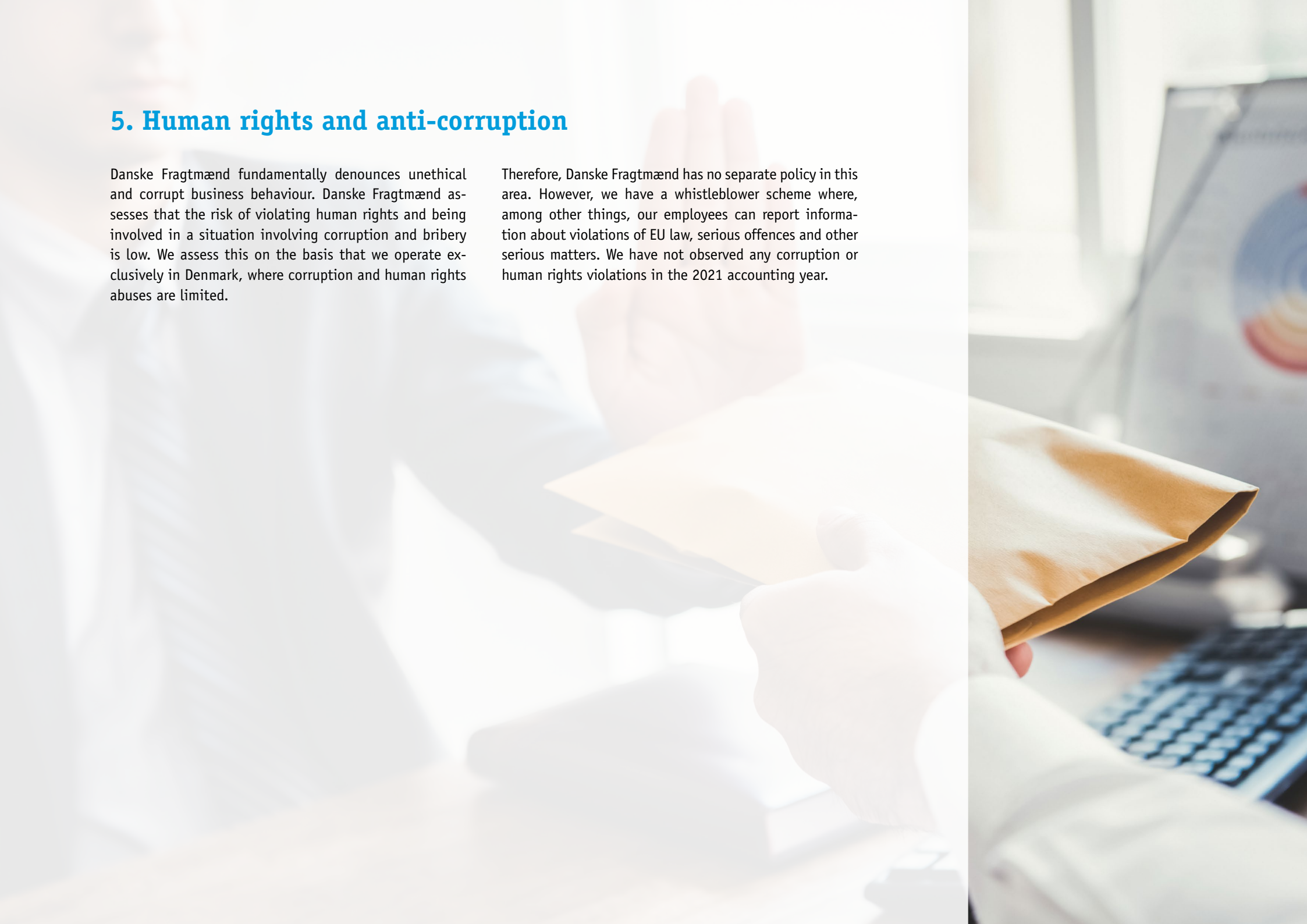
Moreover, we often teach comprehensive pupils about road safety, focusing on the issues relating to trucks turning right and we have a road safety policy with which all drivers are obliged to comply.



5. Human rights and anti-corruption

Danske Fragtmænd fundamentally denounces unethical and corrupt business behaviour. Danske Fragtmænd assesses that the risk of violating human rights and being involved in a situation involving corruption and bribery is low. We assess this on the basis that we operate exclusively in Denmark, where corruption and human rights abuses are limited.

Therefore, Danske Fragtmænd has no separate policy in this area. However, we have a whistleblower scheme where, among other things, our employees can report information about violations of EU law, serious offences and other serious matters. We have not observed any corruption or human rights violations in the 2021 accounting year.



6. The under-represented gender

The Board

It is the owners of Danske Fragtmænd who elect the company's board. Only an owner who has a route contract with Danske Fragtmænd and a professional carrier can hold a position on the board. The operating carriers are mainly men, and only 2 out of 58 are women. This gender distribution is also reflected in the Board of Directors, where men currently hold all seven positions. There has been no change in the Board of Directors in the 2021 accounting year.

The company aims to increase the proportion of the underrepresented gender to 1 woman by the end of 2025, which is with the proviso that it is the owners who finally elect their representatives on the board.

Management

At Danske Fragtmænd, the gender distribution of the Group's top management is to women and four men. We expect to maintain a gender distribution with at least 33 % of the underrepresented gender in top management in the future.

24 out of 107 managers are women in the company's other management layers, and this distribution reflects the company's overall gender distribution, where 257 out of 1430 employees are women. The transport industry generally struggles to attract more women into the profession, a challenge shared by Danske Fragtmænd.

As a company, we are committed to gender equality – both in terms of career opportunities and pay. We pay employees according to their qualifications, responsibilities and the nature of their work without regard to gender. Furthermore, we aim for all job advertisements to be gender-neutral and appeal to all genders. In the 2021 accounts, we have not launched any additional initiatives to increase the proportion of the underrepresented gender in the other management layers.





7. Data ethics

Danske Fragtmænd focuses on the risks and uncertainties that can arise with rapid digital development.

As we work with personal data, we pay particular attention to information security and processing personal data. We do this, for example, by training our employees on how to handle personal data and other confidential material properly. We also work to internationally recognised security standards, including ISO 27001 on information security.

The company has a whistleblower scheme where employees and other stakeholders can safely report behaviour that breaks the rules. We always comply with data protection rules and other legislation.

Danske Fragtmænd has a data ethics policy, which, together with our guidelines on 'Information security and processing personal data' is available on our [website](#).

