

## Management's review

### Statutory CSR report

The DACHSER Group, the company's owners and management are aware of its economic, environmental and corporate social responsibility and have committed themselves to a sustainable corporate policy, which forms part of DACHSER's underlying values.

### Business model

DACHSER's main activities consists of conducting transport, distribution, logistics and freight forwarding services and other related activities, as well as being a parent company of the associated subsidiaries, whose main activities also are within freight forwarding services and related activities.

### Climate impact

DACHSER supports the global community's climate targets of net zero emissions through its own climate protection strategy, DACHSER climate protection, which consists of the four fields of action: Process efficiency, energy efficiency, research & innovation and corporate Citizen+ (social commitment beyond the DACHSER business model)

There may be a material risk of a negative impact on the climate due to the emission of CO<sub>2</sub> related to our transport activities, however, DACHSER is working actively on implementing measures to reduce these emissions. This includes further increasing process efficiency, for example through digital optimization tools or the increased use of mega trailers.

The package of measures also includes a further increase in energy efficiency. For some time, the company has been switching its lighting to economical LED technology and converting its entire fleet of technical handling equipment to modern lithium-ion technology. Since 1.1.2022, DACHSER has exclusively purchased green electricity for its energy supply worldwide. Also, we are investing in the construction and expansion of photovoltaic systems on the roofs of our European Logistics facilities and office buildings. By 2025, the current capacity will be more than quadrupled to over 20,000 kWp of installed capacity.

Next to optimizing truck routing, loading of trucks and related processes, during 2023 close to all new company cars were BEV, additional electrical distribution trucks were put into operation, first photovoltaic system was put into operation in Norway together with LED lighting and the first electrical terminal tractor was put into operation in Denmark all contributing to the target of net zero emission.

In the future, we expect to continue our efforts to reduce emissions and impact on the climate.

### Environment

DACHSER is committed to using environmentally sound technologies. Inadequate handling of dangerous goods and waste material is considered to pose a material risk to the company and the environment.

One of the concrete goals for environmental protection is the use of state-of-the-art technologies within economically justifiable limits. Our purchases are based on internally issued quality specifications and thus ensure the procurement of products that are as environmentally compatible as possible.

In addition to the use of these technologies, CO<sub>2</sub> management and the reduction of particulate matter play a key role in environmental protection. Through appropriate measures and continuous optimization of processes, the resulting greenhouse gas emissions are monitored and successively reduced supported in 2023 by investing in low emission equipment and installations.

As a further, active contribution to environmental protection, we also in 2023 have performed regular in-house training of employees on safety and environmentally relevant aspects, which are considered depending on organizational processes and internal guidelines. Additionally in 2023 new procedures for waste handling have been implemented in Denmark, implemented prior in Sweden and in Norway.

In the future, we expect to keep working on our recycling efforts, to reduce our environmental footprint.

### Human rights

At DACHSER, people take the center stage. We value diversity, and risks related to violation of human rights are particularly important to us. For this reason, our company culture and policy are characterized by mutual

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appreciation and cooperation. This includes respect for internationally recognized human rights, labor rights and tolerance of people with different cultural backgrounds as well as customs.

DACHSER does not tolerate discrimination or any kind of harassment or disadvantage on the grounds of racial or ethnic origin, gender, religion or beliefs, disability, age, or sexual identity.

This means that we encourage people, regardless of their personal background, to apply for vacant positions. Also in 2023, the company employed staff with great variability in personal background, and there were no human rights violations.

In the future, we expect to continue to investigate how we can improve human rights in our organization.

### **Social and employee responsibility**

DACHSER is committed to social responsibility, long-term health and working ability of the employees. This is very important to us in all aspects.

If we fail to foster a positive work culture or adequately address workload concerns, there is a risk that employees might become disengaged, leading to decreased productivity, higher turnover rates, and increased instances of burnout.

For instance, with the personnel development and learning opportunities offered by the DACHSER Academy, the company enables continuous professional and personal development for employees. The offers for employees in the transit terminal and warehouse, in particular to strengthen leadership skills, have been expanded with practical training and coaching. Also, general internal and external training courses on social and methodological skills are offered. The DACHSER placement programs offer targeted further training opportunities as preparation for increased responsibility when taking on a management role. Increasingly digitized internal and external training courses help to ensure that training takes place across borders without the need for CO<sub>2</sub>-emitting travel. The DACHSER Academy uses seminars to impart specialist knowledge about DACHSER-specific processes and current internal developments.

Moreover, DACHSER and the international children's charity terre des hommes are working together on several projects in Ukraine and the regions of South Asia, Latin America and southern Africa. The focus of the projects, which are organized according to the principle of "helping people to help themselves", is on the fight against human rights violations, especially all forms of violence against children and women, the commitment to a healthy, clean environment, as well as the education of young people, especially girls and young women, and their accompaniment into gainful employment.

Based on the philosophy that only a solid foundation of experience and expertise will allow individuals to act confidently and think in a future-oriented way, DACHSER broadens and updates the professional, social and leadership skills of the employees with customized, need-based seminars or individual coaching.

A great number of employees have participated in training and education activities during 2023,

Additionally, DACHSER supports the work life balance of the employees and combines a strong company pension plan with a comprehensive concept for intelligent, sustainable health management.

Within the logistics and transport industry, potential risks may exist relating to employee's health working abilities.

DACHSER is committed to complying with legal regulations for fair working conditions, including those relating to fair remuneration and appropriate working hours. We condemn all forms of forced or child labor and we provide our employees with safe workplaces in accordance with international standards. With the aim of, among other, optimizing employees' job satisfaction and motivation, DACHSER conducted an employee satisfaction survey in 2023 and a new survey is planned for 2025.

In the future, we expect to continue the work, to improve and nurture social and employee conditions.

### **Anti-corruption and bribery**

Business and services at DACHSER are conducted in an ethically and legally responsible manner, and DACHSER expects each and every employee to abide by all laws without exception, including applicable anti-corruption

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legislation, and not to engage in any form of bribery or corruption. Any breach of these rules could have a material negative impact on our business. This is outlined in the DACHSER Compliance Manual and related guidelines.

All administrative employees participate in a "Compliance E-learning" on a regular basis and our local Compliance Officer and internal control procedures monitor various risk indicators. This means that there is a constant awareness of this subject.

The risk of inadvertent non-compliance with anti-corruption laws and regulations in various jurisdictions poses a significant threat, potentially resulting in legal actions, fines, and damage to our brand reputation.

During 2023 there have been no breaches of the anti-corruption and bribery rules, and In the future, we will continue our efforts to prevent corruption in our value chain.

### Report on the underrepresented gender in Management

Group management by gender	2023	2022	2021	2020	2019
<b>Board of directors</b>					
Number of members	3	3	3	3	3
Gender diversity (%) (female/male)	0/100	0/100	0/100	0/100	0/100
Target figure (%)	25/75				
Year of achievement of target figures	2024				
<b>Executive and senior management</b>					
Number of members	12	12	15	15	15
Gender diversity (%) (female/male)	25/75	17/83	13/87	13/87	13/87
Target figure (%)	31/69				
Year of achievement of target figures	2025				

The board of directors' target for the underrepresented gender among members of the board elected by the general meeting has not changed from previous years. In 2023, two male members were changed in the board with two new male members. Hence, the board consisted of 3 male members and 0 (0 %) female members. Therefore, the target was not reached this year and the underrepresented gender was not represented on the board during 2023.

In the current financial year, we made efforts to identify potential candidates for the Board of Directors, actively seeking qualified individuals, including those from underrepresented gender, to enhance diversity. Despite these efforts, no candidates from the underrepresented gender who met the necessary qualifications were identified or available for consideration for board positions.

The goal is to reach a higher degree of gender diversity in the company's board of directors. It is the board's ambition to reach a goal of 25% representation of the underrepresented gender, corresponding to one elected member from 2024.

The first level of management includes members of the Executive Management and the other level of management level includes persons with managerial responsibility, who refer directly to the first level of management.

Considering the Group's activities, the board aims at diversity at all levels of the Group, which is why we ensure equal conditions for obtaining a position in the senior management team in connection with recruitment and composition of the management team.

The executive and senior management consist of 12 members, where the underrepresented gender is 25 %. Our target is 31% by 2025. The proportion of underrepresented gender in management teams is increased by one person during the current financial year.

Apart from the increase in the underrepresented gender in the current year, there have been no vacant management positions during the year. To increase the representation of the underrepresented gender in the future, the company has actively in 2023 implemented targeted recruitment strategies to increase gender diversity

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in management positions. At the same time, there is a strong focus on internal development and recruitment of managers that support the group's goal of increased diversity.

### Data ethics

DACHSER collects, uses and stores large amounts of data from the company's business partners, employees and other stakeholders for the mediation of agreements or for the execution of the company's business in any respect. This includes all types of data among other but not limited to personal data on employees, customer and supplier data, production date, data for internal and external reporting and regulatory requirements. Data are collected, processed, generated and stored locally, by the DACHSER group or by third parties.

Data ethics is an important issue for DACHSER, including special protection of personal data. DACHSER has set up a set of rules for data protection and in this context DACHSER wants transparency, integrity and confidentiality in respect to the company's collection, processing and storage of data.

DACHSER's set of data protection rules, together with the DACHSER Compliance Manual and related guidelines, including the Code of Conduct, form the basis of the company's Data Ethics policy. With this basis for data ethics, DACHSER respect the expectations of our partners to operate in accordance with legal and ethical standards and we establish a solid basis for a trusting cooperation with our customers.

The DACHSER Executive Management is clearly and unambiguously committed to the principles of proper compliance including the principles of such as transparency, data minimization, data security, data privacy and data protection etc., and demands that every employee strictly observes and complies with them.

In this respect DACHSER is committed to ensuring that all its business and services are conducted in an ethically and legally impeccable manner and orients its business activities to the relevant requirements, The behavior of DACHSER and its employees in daily practice is inseparably linked to this.

DACHSER's Compliance Management System is built on binding principles of conduct and on the principles of internationally recognized standards of responsible company management, and all parties involved in the business should respect these.

DACHSER uses data necessary for operating the business such as customer, supplier, HR and regulatory data. The data consist of master data received from the involved stakeholders and operational data either received or acquired from the stakeholders or generated during the operational processes.

The processing of personal data, such as name, address, e-mail address or telephone number, is always in accordance with the general data protection regulation (GDPR) and the specific data protection rules of the country in question applicable to DACHSER. The set of rules for data protection contains among others information about data controller and data protection consultant, data collection and data processing, duration of data storage and rights, etc.

All master data and operational data are handled on the basis of the policy for data ethics. DACHSER's set of data protection rules also contains information on data protection for business associates.

Additionally we have prepared the DACHSER Code of Conduct for Business Partners, which also includes requirements for data protection and information on security. The data protection rule set can be found at <https://www.dachser.dk/da/regler-for-databeskyttelse-277>.

With a unique combination and global integration of logistics network capabilities, DACHSER seeks to optimize the logistics balance sheets of its customers. In order to achieve this, we strive to become the most digitalized logistics service provider combining the advantages of physical and digital freight forwarders.

The basis for this is continuous research, development and use of new technologies such as artificial intelligence, machine learning, algorithms, telematics etc.

All data related to these processes are handled on the basis of the policy for data ethics.

DACHSER wants to ensure a fundamental development and permanent maintenance of suitable, target oriented measures to raise the awareness of all DACHSER employees on data ethics, among others, through development and implementation of regular face-to-face training courses, an e-learning programme and establishment and

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maintenance of a consistently accessible information facility on the subject throughout the entire DACHSER organization with the aim of reaching as many employees as possible.

Decisions about data use and new technology, including how the company's efforts and policies for data ethics are evaluated, are thus anchored in the organization through training and information, e.g. via our intranet or through the DACHSER Group's Compliance Organization. In order to ensure that all employees are kept up to date on the latest developments and requirements within data security and handling, they must pass a yearly code of conduct training and data security training via DACHSER's online e-learning tool.

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