

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 logistics and freight forwarding services and other 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 significant risk of a negative impact on the climate due to the emission of CO₂ 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.

High volume and weight utilization of shipments across our network ensures minimal greenhouse gas (GHG) emissions per customer delivery. Daily line haul services in the overland network are designed for maximum efficiency, while swap bodys and double-deck trailers are utilized in main haulage operations to optimize loading capacity.

Additionally, advanced digital solutions have been implemented to improve operational efficiency. These include systems for precise pallet stuffing, which reduce the number of journeys and emissions per shipment. In Hvidovre branch, the transit terminal processes (handling and moving goods) have been improved by 29%, resulting in 32 % improvement of loading trucks. Furthermore, 5G and LPWAN telematics further enhance transparency in the supply chain, enabling better route and process planning.

Fleet modernization plays a key role in Dachser sustainability efforts. Tests of long trucks in six European countries during 2023 have shown potential emissions savings of up to 20%. Furthermore, Dachser are replacing all standard semi-trailers with mega trailers and lowliners, aiming to complete the transition in Germany by 2027 and across 25 other European countries thereafter. Through these initiatives, Dachser continues to align its operations with global climate protection goals, ensuring sustainable growth and environmental responsibility.

Environment

Dachser is committed to adopting different technologies to minimize its environmental impact. Improper handling of dangerous goods and waste materials is recognized as a significant risk to both the company and the environment. To mitigate this, one of Dachser's key environmental goals is to integrate advanced technologies, provided they are economically feasible. All purchases adhere to strict internal quality specifications, ensuring the procurement of products that are as environmentally friendly as possible.

Beyond the use of advanced technologies, CO₂ management and the reduction of particulate matter are central to Dachser's environmental protection efforts. Through targeted measures and continuous process optimization, greenhouse gas (GHG) emissions are actively monitored and systematically reduced. In 2024, Dachser further supported these efforts by investing in low-emission equipment and installations.

As part of our commitment to sustainability, regular in-house training sessions were conducted in 2024 to educate employees on safety and environmentally relevant practices, tailored to organizational processes and internal guidelines. Additionally, new waste handling procedures were introduced in Denmark, following earlier implementations in Sweden and Norway.

Looking ahead, we remain focused on enhancing our recycling initiatives and further reducing our environmental footprint to meet our sustainability objectives.

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Human rights

At Dachser, we value diversity and recognize the importance of addressing risks related to human rights violations. Our company culture is built on mutual respect, appreciation, and cooperation, ensuring adherence to internationally recognized human and labor rights. We embrace cultural diversity and respect different customs and traditions.

Dachser does not tolerate discrimination, harassment, or any form of disadvantage based on race, ethnicity, gender, religion, beliefs, disability, age, or sexual identity. We actively encourage individuals from all backgrounds to apply for open positions. In 2024, no human rights violations were reported.

Social and employee responsibility

Dachser is committed to social responsibility and ensuring the long-term health and well-being of its employees. We recognize that fostering a positive work culture and addressing workload concerns are crucial for employee engagement, productivity, and retention.

To support continuous professional and personal development, the Dachser Academy offers a range of training and learning opportunities. In 2024, we expanded practical training and coaching programs, among others, for transit terminal and warehouse employees, with a focus on leadership development. Additionally, internal and external training sessions on social and methodological skills are available, alongside targeted placement programs preparing employees for management roles.

Beyond internal initiatives, Dachser collaborates with the international children's charity terre des hommes on various projects in Ukraine, South Asia, Latin America, and Southern Africa. These projects focus on combating human rights violations, preventing violence against children and women, promoting a clean and healthy environment, and supporting the education and employment of young people, particularly girls and young women.

Dachser also supports work-life balance and provides a good company pension plan and a flexible benefit account alongside a comprehensive, sustainable health management concept. Within the logistics and transport industry, we recognize potential risks related to employee health and working conditions. We strictly adhere to legal regulations ensuring fair remuneration, reasonable working hours, and safe workplaces. We strongly condemn all forms of forced or child labor.

To continuously improve employee satisfaction and motivation, we conducted an employee satisfaction survey in 2023, with the next survey planned for 2025.

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 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 Dachser's 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 Dachser's brand reputation.

During 2024 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 the value chain.

Data ethics

Dachser collects, processes, and stores significant amounts of data from business partners, employees, and other stakeholders to facilitate agreements and execute business operations. This data includes, but is not limited to, personal information of employees, customer and supplier data, production data, and information for internal and

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external reporting and regulatory compliance. Data is handled locally, within the Dachser Group, or by third-party service providers.

Data ethics is a fundamental priority for Dachser, particularly regarding the protection of personal data. The company has established a comprehensive set of data protection rules to ensure transparency, integrity, and confidentiality in data collection, processing, and storage. These principles are embedded in Dachser's Compliance Manual, Code of Conduct, and other related guidelines, forming the foundation of the company's Data Ethics Policy. By adhering to these standards, Dachser upholds the legal and ethical expectations of its partners, fostering trust and cooperation.

Dachser's executive management is firmly committed to compliance principles, including transparency, data minimization, security, privacy, and protection. Every employee is expected to strictly follow these principles, ensuring that all business activities are conducted ethically and in full legal compliance.

Dachser's Compliance Management System is built on internationally recognized standards of responsible corporate management. All business partners are expected to respect these principles. The company utilizes essential data, such as customer, supplier, HR, and regulatory data, obtained from stakeholders or generated through operational processes. The processing of personal data—including names, addresses, email addresses, and phone numbers—is always conducted in compliance with the General Data Protection Regulation (GDPR) and country-specific data protection laws applicable to Dachser.

Dachser's data protection rules outline key aspects such as data controllers, data protection consultants, data collection and processing, data retention periods, and individual rights. These rules also extend to data protection measures for business associates. Furthermore, the Dachser Code of Conduct for Business Partners includes specific requirements for data protection and security. More details on these policies can be accessed at Dachser's data protection rules at <https://www.dachser.dk/da/regler-for-databeskyttelse-277>.

As a globally integrated logistics provider, Dachser continuously advances its digital capabilities to optimize logistics operations for customers. The company leverages cutting-edge technologies, such as artificial intelligence, machine learning, algorithms, and telematics, to enhance digital freight forwarding. All data related to these processes is managed under the Data Ethics Policy.

To ensure a robust and ongoing commitment to data ethics, Dachser actively promotes employee awareness through various initiatives, including regular face-to-face training sessions, a comprehensive e-learning program, and a readily accessible information portal on data ethics across the organization.

Decisions regarding data use and new technologies, as well as evaluations of Dachser's data ethics policies, are embedded within the organization through continuous training and communication. Employees stay informed about the latest developments in data security and handling through the company's intranet and the Dachser Group's Compliance Organization.

To reinforce compliance, all employees must complete annual training on the Code of Conduct and data security via Dachser's e-learning platform. Business partners are also subject to these principles through the Dachser Code of Conduct for Business Partners, which details data protection and security requirements. More information can be found at Dachser's data protection rules for business partners at <https://www.dachser.dk/da/regler-for-databeskyttelse-277>.

Dachser remains committed to upholding the highest standards in data ethics, ensuring legal compliance, and maintaining trust with employees, customers, and business partners.