

2024

H . D A U G A A R D

# ESG

REPORT



With our ESG reporting, you gain a clear insight into how we work responsibly with environmental, social, and governance matters. It's not just about numbers — it's about transparency, values, and action.

## Contact



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# Welcome



As CEO of H. Daugaard, I am proud to present our new ESG report. It documents our efforts to reduce our climate footprint, strengthen social responsibility, and conduct business ethically — not as a separate initiative, but as an integrated part of our strategy and daily operations.

We recognize the responsibility we carry as a player in an industry with significant environmental and social impact. That’s why we work systematically with sustainability — from CO<sub>2</sub> reduction and energy consumption to occupational health and safety, diversity, and responsible supplier management.

Our approach is rooted in our three core values: **People, Performance, and Precision** — they guide our efforts, but it is the tangible results and continuous improvements that truly matter.

This report shows how far we have come — and that we continue to set ambitious goals for the future. A heartfelt thank-you to all employees, customers, and partners who help turn our ambitions into action.

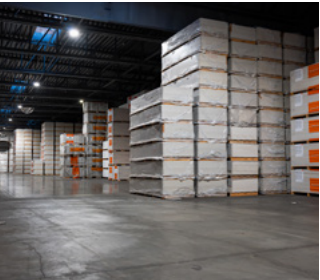


## H. Daugaard

We are a logistics company operating from offices in Denmark, Luxembourg, and the Czech Republic, offering tailored logistics solutions across Europe. Our wide range of services includes road, rail, and sea transport, as well as the operation of modern warehousing facilities. Our solutions are customized to meet our customers’ needs and cover the entire value chain — from storage to handling and delivery. We are dedicated to providing efficient, reliable, and responsible services with a strong focus on precision and high quality.



*With 100 company-owned trucks and 300 trailers, we cover a wide range of transport needs. In addition, we collaborate with carefully selected partners to ensure that we consistently deliver reliable solutions with high quality and precision.*



*Our centrally located hubs and warehouse facilities ensure efficient logistics. With strategically positioned locations, we can offer fast and flexible handling of goods — for both short- and long-term storage.*



*Through combined solutions involving rail and sea freight, we reduce CO<sub>2</sub> emissions and provide carbon-saving alternatives to road transport — without compromising on efficiency or reliability.*



## OUR WORK WITH SUSTAINABILITY

Our sustainability efforts are anchored in internal policies that guide us in conducting business responsibly — environmentally, socially, and ethically.

We actively promote diversity and inclusion through equal access to recruitment, a respectful working environment, and the prevention of discrimination. At the same time, we systematically reduce our environmental impact through energy efficiency measures, waste management, and responsible supplier selection — supported by assessments and standards such as ISO 14001, SQAS, and EcoVadis.

**We have an anonymous and confidential whistleblower scheme for reporting serious matters such as legal violations, harassment, and unethical behavior. The scheme is accessible via our website.**



## CODE OF CONDUCT

We have a **Code of Conduct** that outlines the ethical and behavioral expectations for our employees and management. It covers areas such as respect for human rights, anti-corruption, data security, and occupational health and safety. All employees are introduced to these guidelines, which form an integral part of our company culture and management practices.

We also set clear expectations for our suppliers. Our **Supplier Code of Conduct** establishes requirements for responsible business practices throughout the value chain. This includes compliance with laws, fair working conditions, environmental responsibility, and respect for human rights. When entering new supplier partnerships, sustainability and compliance assessments are an integral part of the selection process.



During the renovation, we reused the original pillars, which now stand preserved with new life — a visible testament to our respect for the building's history. The headquarters still clearly reflects its past as a customs house, both in appearance and atmosphere, where modern solutions blend seamlessly with the historical setting.



In 2024, the old customs house was brought back to life. After spending most of the year in a temporary office building, employees moved back into a “new” headquarters at the end of the year.

During the renovation of our historic headquarters in Kolding, we focused on sustainable solutions that both preserve the building's character and minimize environmental impact. Materials, furniture, and energy sources were carefully selected with consideration for sustainability, emphasizing a healthy indoor climate and functional spaces for employees. We collaborated with suppliers with a documented focus on CO<sub>2</sub> reduction, ESG, and certifications such as FSC, EU Eco-label, and Oeko-Tex.

# Initiatives

## ECO-Driving & up-to-date equipment

Eco-driving is a central part of our efforts to reduce fuel consumption and CO<sub>2</sub> emissions in daily operations. Through training and follow-up, we continuously promote a more fuel-efficient driving style among our drivers. By focusing on smooth acceleration, correct gear shifting, and driving planning, we achieve significant environmental and operational benefits.

At the same time, we invest in a modern truck fleet using the latest technology in engine management, aerodynamics, and emission control. New trucks feature advanced driver assistance systems, lower weight, and more fuel-efficient engines, contributing to safer and more CO<sub>2</sub>-efficient driving. The modernization of our fleet supports our goals to reduce environmental impact and meet growing demands from customers and society. The combination of eco-driving and new technology is an important step toward more sustainable logistics solutions.



*“It is our goal to electrify as much as possible as it becomes operationally feasible. Therefore, we have set an ambitious strategy for the implementation of electric vehicles.”*

- Palle Albertsen, Fleet Manager

Our largest warehouse in Vamdrup operates exclusively with electric forklifts. They are charged with electricity from Danish wind power, contributing to more climate-friendly operations. This initiative is part of our efforts to reduce the CO<sub>2</sub> footprint in our logistics activities.



**+230**  
important employees

We handle a wide range of job functions — from operations and logistics to administration and development — with employees based in Denmark, Luxembourg, and the Czech Republic. For a detailed overview of employee composition and functions, please refer to the statement in the VSME basic module (appendix).



“We have had a long-standing collaboration with Per Smed from the warehouse facility in Vamdrup, who is always ready to offer work training and internship opportunities to various individuals. Several of these programs have even led to permanent employment or flex jobs.”

— Kåre Møller, Business Consultant at Kolding Municipality

In January 2025, we once again received the “SammenomJOB” award from Social og Arbejdsmarked Kolding. We earned this recognition, among other reasons, for offering employment opportunities to individuals who have faced challenges entering or re-entering the job market.

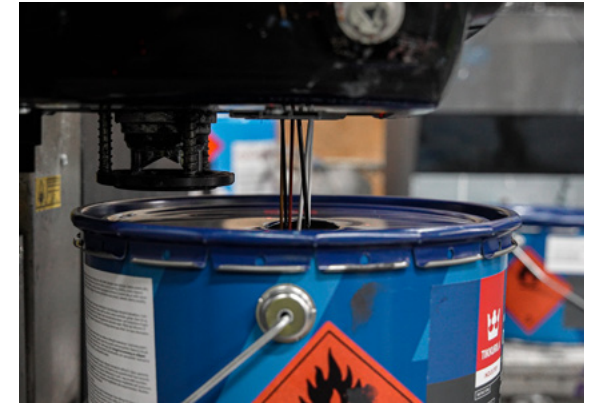
H. Daugaard encompasses a wide variety of job types, and it is our goal to utilize them in the best possible way. You can read more about this here.



## Health and Safety

Many of our employees work daily with heavy and hazardous goods, and therefore we have established procedures and training to ensure both mandatory certifications and a safe working environment. We work proactively toward zero workplace accidents and a sickness absence rate below 2%. Incidents and near misses are recorded and actively used to drive continuous improvement.

Our trucks are equipped with modern safety technology and ergonomic design, and every three years we conduct a workplace assessment to promote well-being and prevent risks.



ADR is the set of international regulations governing the transport of dangerous goods by road in Europe.

The agreement sets requirements for packaging, labeling, documentation, and the training of drivers and warehouse staff. Therefore, employees must be re-certified in this every three years.



# Driven by People, Performance, and Precision

At H. Daugaard, our approach to sustainability is built on the company's DNA: People, Performance, and Precision. We believe in the value of personal relationships, high flexibility, and delivery reliability — also when it comes to ESG. Our ambition is to be a responsible and value-creating partner that actively contributes to the green transition and social responsibility. We continuously develop our competencies and solutions, and we are not afraid to challenge conventional thinking and systems. Through innovation, partnerships, and a strong culture of change, we aim to strengthen our market position — not as the largest, but as the best.

## Winner of Best Managed Companies 2024

In 2024, we were recognized as one of Denmark's Best Managed Companies by the audit and advisory firm Deloitte — an award given to companies that demonstrate strong leadership, a clear strategy, solid results, and a healthy corporate culture. The recognition serves as a mark of quality, reflecting our ability to work in a structured and long-term manner with business and organizational development.



In 2024, we introduced a partner portal that provides access to transport information — including calculations of the associated CO<sub>2</sub> emissions. It remains our ambition to be as transparent as possible and to offer innovative solutions to our partners.

As specialists, we are committed to applying our expertise to help optimize our partners' logistics solutions. We therefore provide guidance with a focus on reducing CO<sub>2</sub> emissions, for example by choosing sea or rail transport instead of road. As electric trucks are phased into our operations in 2025, they will become a strategic tool in our efforts to reach our 2030 targets.



At the beginning of 2025, we welcomed two new members to our executive management team, **Lars Romsøe** and **Jeppe Groth Lund**. Their appointment strengthens our commitment to responsible business practices and sustainability. With their expertise and leadership experience, we expect to intensify our ESG initiatives and continue integrating sustainability more deeply into our strategy. Their dedication and vision will be key in shaping our future sustainability strategies, and we look forward to their contribution toward achieving our goals of creating long-term value for our stakeholders.

An aerial photograph of a dense forest with a winding asphalt road. The trees are a mix of dark green and bright yellow-green, suggesting autumn. A large, bold, white 'ESG' is superimposed over the center of the image, with the road passing through the letters.

# ESG

Statement 2024

H. Dugaard A/S

# ESG statement

|                                                                                                      |         |
|------------------------------------------------------------------------------------------------------|---------|
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## Basis of Preparation (B1)

| Basic Module, or Basic Module + Extended Module (item 24a)                                                                               |     |
|------------------------------------------------------------------------------------------------------------------------------------------|-----|
| The statement is based on the Basic Module of the voluntary SME standard.                                                                | YES |
| The statement has been prepared in accordance with the Basic Module and the Extended Module of the voluntary SME Sustainability Standard | NO  |

| Individual or Consolidated Reporting (item 24c)                                                         |     |
|---------------------------------------------------------------------------------------------------------|-----|
| The statement has been prepared on an individual basis (i.e., it does not include any subsidiaries).    | NO  |
| The statement has been prepared on a consolidated basis (i.e., it includes the company's subsidiaries). | YES |

| Overview of Subsidiaries Included in this ESG Statement (item 24d) |                                   |
|--------------------------------------------------------------------|-----------------------------------|
| Name of Subsidiary                                                 | Address of Subsidiary             |
| Dauczech S.R.O                                                     | Smetanova 206, CZ-41723 Kostany   |
| Daulux S.A.                                                        | Port de Mertert 1, L-6688 Mertert |
| Toldbodgade 7 A/S                                                  | Toldbodgade 7 DK-6000 Kolding     |

## Basis of Preparation (B1) – continued

| Basic Information about H. Daugaard A/S (item 24e) |                                                                                                                                                                                                            |
|----------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Legal form                                         | Public limited company A/S                                                                                                                                                                                 |
| NACE sector code(s)                                | H49.4.1 - Freight transport by road<br>H52.1.0 - Warehousing and storage<br>H52.2 - Support activities for transportation<br>H52.2.4 - Cargo handling<br>H50.2.0 - Sea and coastal freight water transport |
| Balance (in Euro)                                  | 21.78 mio.                                                                                                                                                                                                 |
| Revenue (in Euro)                                  | 56.733 mio.                                                                                                                                                                                                |
| Number of employees (FTE's)                        | 231.69                                                                                                                                                                                                     |

| The ESG statement contains omissions due to confidentiality or sensitive business information (item 24b). |                                                              |
|-----------------------------------------------------------------------------------------------------------|--------------------------------------------------------------|
| The following items have been omitted                                                                     | B4: not relevant, B5: not relevant, B6 pkt 126. not relevant |

| Addresses and geolocation of significant assets and facilities owned, leased, or managed by H. Daugaard A/S (items 24e, vi, vii / items 73–76). |                        |       |          |            |
|-------------------------------------------------------------------------------------------------------------------------------------------------|------------------------|-------|----------|------------|
| Location                                                                                                                                        | Address                | Zip   | City     | Country    |
| Headquarter                                                                                                                                     | Toldbodgade 7          | 6000  | Kolding  | Danmark    |
| Office                                                                                                                                          | Fænøvej 1              | 6000  | Kolding  | Danmark    |
| Warehouse                                                                                                                                       | Dokvej 15              | 6000  | Kolding  | Danmark    |
| Warehouse                                                                                                                                       | Bavnevej 13            | 6580  | Vamdrup  | Danmark    |
| Warehouse                                                                                                                                       | Kærmindevej 1          | 6580  | Vamdrup  | Danmark    |
| Warehouse                                                                                                                                       | Stålvej 1              | 6000  | Kolding  | Danmark    |
| Warehouse                                                                                                                                       | Naverland 33           | 2600  | Glostrup | Danmark    |
| Warehouse                                                                                                                                       | Ndr. Havnevej 2        | 6000  | Kolding  | Danmark    |
| Warehouse                                                                                                                                       | Sdr. Havnegade 86      | 6000  | Kolding  | Danmark    |
| Warehouse                                                                                                                                       | Caspar Müllers Gade 33 | 6000  | Kolding  | Danmark    |
| Warehouse                                                                                                                                       | Pakhusgade 72          | 7100  | Vejle    | Danmark    |
| Drivers’ accommodation                                                                                                                          | Caspar Müllers Gade 26 | 7100  | Kolding  | Danmark    |
| Office                                                                                                                                          | Port de Mertert 1      | 6688  | Mertert  | Luxembourg |
| Office                                                                                                                                          | Smetanova 206          | 41723 | Kostany  | Tjekkiet   |

| Name of ESG certificate / environmental label (item 25) | Short description                                                                                                                                                                                                                                 | Date of issue / validity | Rating    |
|---------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|-----------|
| ISO 14001                                               | We operate in accordance with ISO 14001, the internationally recognized standard for environmental management. The standard helps us structure and improve our environmental efforts through objectives, action plans, and continuous evaluation. | 2003-05-05 / 2027-11-05  |           |
| ECOVADIS                                                | We have undergone an assessment through EcoVadis, an international platform that evaluates companies’ sustainability performance across four key areas: environment, labor and human rights, ethics, and sustainable procurement.                 | 01-07-2024/01-07-2025    | 56/100    |
| SQAS Transport & SQAS Warehouse                         | SQAS is not a certification in the traditional sense but an independent assessment, with results available through <b>Cefic</b> ’s platform and updated regularly. It supports our commitment to transparency and continuous improvement.         | 24-10-2024 /24-10-2027   | 62% & 79% |
| Best Managed Companies                                  |                                                                                                                                                                                                                                                   |                          | Winner    |

## Efforts, policies, and future initiatives for the transition to a more sustainable economy (B2)

| Area<br>(pkt. 26 og 78)     | The company has a concrete policy/initiative in this area (YES/NO) | Is the policy/initiative publicly available? (YES/NO) | Does the policy/initiative include objectives or future initiatives? (YES/NO) |
|-----------------------------|--------------------------------------------------------------------|-------------------------------------------------------|-------------------------------------------------------------------------------|
| Climate Change              | YES                                                                | YES                                                   | YES                                                                           |
| Pollution                   | NO                                                                 |                                                       |                                                                               |
| Water and Marine Resources  | NO                                                                 |                                                       |                                                                               |
| Biodiversity and Ecosystems | NO                                                                 |                                                       |                                                                               |
| Circular economy            | YES                                                                | YES                                                   | YES                                                                           |
| Own workforce               | YES                                                                | YES                                                   | YES                                                                           |
| Workers in the Value Chain  | YES                                                                | YES                                                   | NO                                                                            |
| Affected communities        | NO                                                                 |                                                       |                                                                               |
| Consumers and end-users     | NO                                                                 |                                                       |                                                                               |
| Corporate Governance        | NO                                                                 |                                                       |                                                                               |



### Definitions

#### Efforts / Policies / Initiatives

A company may have, for example, one policy that covers several of the areas listed — such as an environmental and climate policy that addresses both **climate**, **pollution**, and the **circular economy**. Separate policies are not required for the company to answer “yes.”

If your company’s policy also includes specific objectives or concrete initiatives, you may choose to supplement with disclosure point **C2** under the **Extended Module**.

# Energy consumption (B3)

| Energy consumption in MWh (item 29) |                              |                                  |                                     |
|-------------------------------------|------------------------------|----------------------------------|-------------------------------------|
|                                     | Renewable energy consumption | Non-renewable energy consumption | Total energy consumption (MWh) 2024 |
| Electricity                         | 738                          | 31,96                            | 770                                 |
| Fuel                                | 1.491                        | 23.288                           | 24.779                              |
| Other (district heating)            | 55                           | 14                               | 69                                  |
| Total                               | 2284                         | 23.334                           | 25.618                              |

# CO<sub>2</sub>e-emissions (B3)

| GHG emissions(pkt. 30)                                | Year 2024<br>Location based | Year 2024<br>Market based |
|-------------------------------------------------------|-----------------------------|---------------------------|
| Scope 1 CO <sub>2</sub> e emissions                   | 6313                        | 6313                      |
| Scope 2 CO <sub>2</sub> e-emissions                   | 71                          | 29,29                     |
| Total CO <sub>2</sub> e-emissions scope 1 and scope 2 | 6384                        | 6348                      |

| CO <sub>2</sub> e intensity (pkt. 31) | Year 2024                         |
|---------------------------------------|-----------------------------------|
|                                       | 112,5t CO <sub>2</sub> e/mio euro |



Total CO<sub>2</sub>e-emissions

Revenue mio euro

= CO<sub>2</sub>e intensity



Definitions

CO<sub>2</sub>e stands for **carbon dioxide equivalents**. CO<sub>2</sub> emissions are measured and reported as CO<sub>2</sub>e under three different categories, referred to as Scope 1, 2, and 3.

**Scope 1** includes direct emissions from activities controlled or owned by the company. These are emissions from company-owned vehicles and on-site facilities for heat and energy production, such as natural gas plants.

**Scope 2** covers indirect emissions from purchased energy, including electricity and district heating. In this case, the emissions occur elsewhere — for example, at the local power or district heating plant.

**Scope 3** includes all other indirect emissions across the company’s value chain and often represents the largest share of a company’s total emissions.

The **Greenhouse Gas (GHG) Protocol** is an internationally recognized standard for calculating and reporting corporate CO<sub>2</sub>e emissions and is recommended by the European Commission. The calculation model used in **Klimakompasset** is based on this standard.

# Water (B6)

| Water consumption (pkt. 35)                                     | År 2024 |
|-----------------------------------------------------------------|---------|
| All locations                                                   | 1192    |
| From locations in areas with water scarcity (high water stress) | 0       |

# Resource use, circular economy, and waste management (B7)

| Information on the application of circular economy principles (item 37) |     |    |
|-------------------------------------------------------------------------|-----|----|
| H. Daugaard A/S applies principles of the circular economy              | Yes | No |
|                                                                         | X   |    |

| Description of how H. Daugaard applies circular economy principles (item 37)                                                                                                                                                                                                                                                                |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>Our initiatives include upcycling tarpaulins, returning workwear to suppliers for reprocessing, and replacing worn-out batteries in forklifts at the Vamdrup facility instead of replacing the entire truck.</p> <p>We also collect and sort fiber gypsum so that damaged materials are sent back to the manufacturer for recycling.</p> |

## Resource use, circular economy, and waste management (B7) - continued

| Total annual amount of waste                      |                                  |                                                                    |
|---------------------------------------------------|----------------------------------|--------------------------------------------------------------------|
|                                                   | Total amount of waste (item 38a) | Waste redirected for recycling or preparation for reuse (item 38b) |
| Non-hazardous waste<br>(specified with EWC codes) | kg                               |                                                                    |
| 15.01.01                                          | 16155                            | 16155                                                              |
| 15.01.07                                          | 85                               | 85                                                                 |
| 16.02.11                                          | 1                                | 1                                                                  |
| 17.02.01                                          | 39820                            | 39820                                                              |
| 17.02.03                                          | 785                              | 785                                                                |
| 17.02.04                                          | 8400                             | 8400                                                               |
| 17.02.05                                          | 60                               | 60                                                                 |
| 17.04.07                                          | 2085                             | 2085                                                               |
| 17.08.02                                          | 5400                             | 5400                                                               |
| 17.09.04                                          | 9490                             | 170                                                                |
| 19.09.04                                          | 2560                             | 2560                                                               |
| 19.12.04                                          | 1635                             | 1635                                                               |
| 19.12.10                                          | 52.580                           | 52580                                                              |
| 20.01.01                                          | 1.225                            | 1225                                                               |
| 20.01.08                                          | 415                              | 415                                                                |
| 20.01.39                                          | 2690                             | 2690                                                               |
| 20.02.01                                          | 600                              | 600                                                                |
| 20.03.07                                          | 4000                             |                                                                    |
| 20.03.01                                          | 8780                             |                                                                    |

## Resource use, circular economy, and waste management (B7) - continued

| Total annual amount of waste                                |                                  |                                                                    |
|-------------------------------------------------------------|----------------------------------|--------------------------------------------------------------------|
|                                                             | Total amount of waste (item 38a) | Waste redirected for recycling or preparation for reuse (item 38b) |
| <b>Hazardous waste</b><br><i>(specified with EWC codes)</i> | <b>kg</b>                        |                                                                    |
| 11.01.13                                                    | 150                              |                                                                    |
| 15.01.11                                                    | 185                              |                                                                    |
| 16.03.03                                                    | 36609                            |                                                                    |
| 16.05.06                                                    | 2                                |                                                                    |
| 16.05.07                                                    | 536                              |                                                                    |
| 16.09.03                                                    | 27                               |                                                                    |
| 16.09.04                                                    | 120                              |                                                                    |
| 20.01.13                                                    | 2769                             |                                                                    |
| 20.01.14                                                    | 194                              |                                                                    |
| 20.01.15                                                    | 137                              |                                                                    |
| 20.01.19                                                    | 95223                            |                                                                    |
| 20.01.27                                                    | 1200                             |                                                                    |
| 20.01.29                                                    | 355                              |                                                                    |
| 20.01.32                                                    | 38                               |                                                                    |
| 06.13.01                                                    | 10584                            |                                                                    |
| 07.01.11                                                    | 193                              |                                                                    |
| 07.02.14                                                    | 18                               |                                                                    |
| 07.02.16                                                    | 66                               |                                                                    |
| 07.04.13                                                    | 1880                             |                                                                    |
| 08.01.11                                                    | 386                              |                                                                    |

## Own workforce: General characteristics (B8)

| Contract type (pkt. 39a)  | Number of employees (full-time equivalents) |
|---------------------------|---------------------------------------------|
| Temporary employment      | 4,97                                        |
| Permanent employment      | 226,7                                       |
| Total number of employees | 231,69                                      |

| Gender (pkt. 39b)         | Number of employees (full-time equivalents) |
|---------------------------|---------------------------------------------|
| Male                      | 199,58                                      |
| Female                    | 32,11                                       |
| Total number of employees | 231,69                                      |

# Own workforce: General characteristics (B8) - continued

| Country of employment (pkt. 39c) | Number of employees (full time equivalents) |
|----------------------------------|---------------------------------------------|
| Denmark                          | 171,67                                      |
| Luxembourg                       | 3,88                                        |
| Czech Republic                   | 56,15                                       |
| Total number of employees        | 231,69                                      |

| Employee turnover<br>(pkt. 40) | 2024 |
|--------------------------------|------|
|                                | 17   |

 **Guidance for completing the disclosure point**

The number of employees who have left the company during the reporting year

Average number of employees during the reporting year

X 100

= Employee turnover

# Own workfoce: health & safety (B9)

| Work related accidents (pkt. 41a) | Year 2024 |
|-----------------------------------|-----------|
| Amount                            | 15        |
| Frequency                         | 7,85      |

| Work-related fatalities (item 41b)          | Year 2024 |
|---------------------------------------------|-----------|
| As a result of occupational injury/accident | 0         |
| As a result of work-related ill health      | 0         |



Number of work related accidents in the reporting year

Number of working hours for all employees in the reporting year

x 200.000

= Frequency of work related accidents



## Explanations of Terms

### Work Accident

A work accident is a sudden event occurring in connection with work that results in a person being physically or mentally injured.

### Work Accidents – Frequency

The frequency indicates the number of work-related accidents per 100 full-time employees per year.

### Work-Related Fatalities – Ill Health

Health problems resulting from smoking, substance or alcohol abuse, physical inactivity, unhealthy eating habits, and psychosocial factors that are not work-related are not considered work-related.

Own workforce: Remuneration, collective agreements, and training (B10)

| Information on minimum wage (item 42a)                                                                | Yes | No |
|-------------------------------------------------------------------------------------------------------|-----|----|
| At H. Daugaard A/S, all employees receive a salary that is at least at the level of the minimum wage. | X   |    |

| Pay gap between male and female employees (item 42b) | Year 2024 |
|------------------------------------------------------|-----------|
|                                                      | 10,36     |

Own workforce: Remuneration, collective agreements, and training (B10) - continued

| Collective agreement (item 42c)                           | Year 2024 |
|-----------------------------------------------------------|-----------|
| Percentage of employees covered by a collective agreement | 67        |

| Average training hours per employee (item 42d) | Year 2024 |
|------------------------------------------------|-----------|
| Male employees                                 | 4         |
| Female employees                               | 0,3       |
| Other                                          |           |

Corporate conduct: Number of legal cases and fines in relation with corruption & bribery (B11)

| Corruption and bribery (item 43) | Number of legal cases | Total amount of fines |
|----------------------------------|-----------------------|-----------------------|
|                                  | 0                     | 0                     |

**Thank you for reading along**

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