

Statutory diversity reporting under Danish law

The following constitutes the reporting of our parent company NTG Nordic Transport Group A/S, in accordance with section 107d of the Danish Financial Statements Act.

Summary of NTG's diversity policy

Our ESG & Diversity Policy underscores our dedication to enhancing employee diversity within NTG. We strive to attract and retain talented employees by providing opportunities for growth and development. We ensure fair and objective treatment of all employees and applicants, based on criteria relevant to each specific position.

We consider the diversity of our employees a strength, particularly in achieving a more balanced gender distribution. NTG aim to increase the gender diversity relative to the industry standard and has set a target to enhance the representation of the underrepresented gender in the Board of Director, and in the two management levels below the Board of Directors.

Board of Directors diversity

In 2022, NTG set a target of 2/7 representation of the underrepresented gender on the Board of Directors. NTG's Board of Directors is composed of seven members elected at the general meeting in 2024, of which 28.6% was female Directors. The Danish Business Authority has provided guidance on the definition of an equal gender distribution, outlining that of a 40/60 split, or where the lower gender representation is closest to 40% without exceeding 40%, is considered equal.

According to these guidelines, NTG's Board of Directors has an equal gender distribution with a total of seven members (five male and two female) elected by the general meeting. NTG has consequently achieved its objective of equal gender distribution on the Board of Directors. The Board of Directors continuously assesses its composition and will pursue to maintain an equal gender distribution.

Diversity in the two management levels below the Board

NTG's other management levels include the two management levels below the Board of Directors (executive management and managers with employee responsibility who report to the executive management).

In NTG's ESG & Diversity policy, our aim is to create a diverse workforce and management in terms of age, nationality, gender, and background and therefore we always seek to recruit the most suitable candidate, based on merits and competences. In alignment with our policy, we have defined a target in our other management level to reach a representation of 10% of the underrepresented gender by 2027 at the latest.

In 2024, our process for recruitment of managers at other management levels was reviewed based on the policy and target. As the composition of the other management levels changed during the period the share of the underrepresented gender increased to 9.1%. NTG continue its focus to create a diverse workforce and to reach the target set for 2027.

Composition of NTG's management levels	2024	2023
Board of Directors		
Members elected by the shareholders (number)	7	7
Underrepresented gender – female Directors (%)	28.6	28.6
Executive management		
Members (number)	11	8
Underrepresented gender – female (%)	9.1	0