

## Environmental, Social, and Governance Policy

NTG is committed to promote a sustainable agenda on key Environmental, Social, and Governance (ESG) areas by providing specific actions aimed at our business activities, which also include long-term value creation for NTG's stakeholders.

This policy is established by the Board of Directors of NTG Nordic Transport Group A/S (NTG) in line with the Group's Codes of Conduct and covers all levels of the organisation. The day-to-day compliance of the policy is monitored by Group Management, who follows up on various initiatives and activities.

NTG supports the UN Global Compact and conducts our business responsibly by aligning the ESG strategy and operations with the ten universal principles on human and labour rights, environment and anti-corruption. NTG takes strategic actions to advance broader societal goals, such as the UN Sustainable Development goals, with an emphasis on collaboration and innovation. NTG will report annually on the continuous efforts and progress.

### Environmental impact

NTG is part of the transportation and logistics sector that accounts for a significant share of global greenhouse gas emissions. As an asset-light freight forwarder and logistics provider, the vast majority of emissions derives from subcontractors' physical transports of customers' goods. Reduction of emissions to a sustainable level is a challenge faced by all stakeholders in the transportation industry.

It is NTG's goal to promote higher transparency of our level of carbon emissions and NTG performs annual estimations of our carbon emissions in accordance with the Greenhouse Gas Protocol principles and industry-based best practices. Initiatives to increase NTG's carbon efficiency and decrease our total carbon footprint are continually analysed and evaluated. Bringing transparency to the area of carbon emissions is important to create actionable insights which enable continued improvements and promote sustainable service offerings to our customers.

Our direct emissions mainly relate to office buildings and terminals where we are in a better position to control the environmental impact. Albeit direct emissions are very limited, we continuously strive to identify viable opportunities to reduce direct emissions through energy efficiency and savings across locations. NTG has implemented an ISO 14001 multisite environmental and quality management certification in several companies and sites. All companies have a set of objectives focussing on minimising direct and indirect emissions from local activities.

## Responsible business practices<sup>1</sup>

Responsible behaviour is part of NTG's core values, and customers and other stakeholders all expect NTG to conduct business in a responsible manner. NTG's Codes of Conduct towards employees and suppliers form the basis of all actions and activities carried out in the name of NTG, and it provides information and guidance on ethical conduct towards various stakeholders. The Codes of Conduct reflects NTG's commitment to acting responsibly with all business partners and state NTG's values, including the commitment to respect human and labour rights as well as providing guidance on our prohibition towards bribery and corruption. Based on NTG's Codes of Conduct, policies regarding anti-corruption, competition law and international trade restrictions, such as sanctions and export controls, have been implemented across the organisation.

As a fundamental principle, all our business partners globally are expected to comply with local laws. When selecting business partners, NTG aims at appointing partners who share the values described in our Code of Conduct for Suppliers which set out the requirements that NTG specifies for our suppliers. NTG has implemented a standardised third-party management process, including the performance of a pre-boarding due diligence for third parties who are interacting with governments on behalf of NTG, including, inter alia, agents, customhouse brokers, lawyers, and tax advisors.

NTG has a Group-wide whistleblower system which enables all employees to report, via a confidential channel, wrongdoings or suspected wrongdoings and violations of law. Further, the system is accessible for external business partners, such as suppliers and external consultants, to report possible serious offences or misconducts. The principles and procedure of NTG's whistleblower system are laid down in a policy and all reports are received by an external and independent third-party entity.

NTG performs regular group-wide risk assessments on the implementation of our Codes of conduct, awareness of the whistleblower system, anti-corruption, competition law, human rights, and foreign trade controls. The outcome of the risk assessments forms the basis for NTG's mitigation plan that includes online and in-person training and third-party due diligence.

## Employees and social relations

NTG's employees are the reason for our success. Freight forwarding is a people's business, and our employees are central to everything we do. Their dedication and talent are the main assets of NTG. Our business model is rooted in the empowerment of employees, decentralisation of operations, and cooperation across entities, and we are committed to securing a safe and healthy workplace, employee satisfaction, and talent-based advancement opportunities for all employees on an equal and non-discriminatory basis.

## Working environment

The health and safety of our employees is highly prioritised. Our concern for safety applies to the working environment in all its forms. No NTG employee should suffer from physical or psychological injuries at their workplace. All managers are responsible for their own teams, but everyone is responsible for working

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<sup>1</sup> The traditional corporate governance structures are presented on our [website](#) and in consecutive annual reports. This governance section covers NTG's corporate values in relation to responsible business practices.

together, striving for continuous improvements, and preventing injuries. NTG aims at providing the optimal conditions so that all employees can work in a healthy and safe workplace.

NTG performs annual surveys of employee matters, including data collection on work accidents, employee turnover and gender representation at employee and manager level. NTG monitors employee satisfaction annually, and openly presents and discusses the results with employees to continuously improve the working conditions. NTG aims at reaching an employee satisfaction score that are above those of comparable companies.

## Diversity

All entities within NTG recruit on the basis of competences. All employees and applicants are treated according to formal and objective criteria relevant to the position in question. These criteria are based on the principle of non-tolerance of discrimination of any kind.

NTG has experienced that our gender diversity has increased in connection with NTG's continued international expansion, but in relation to gender diversity, the transportation Industry traditionally attracts the male workforce to a higher degree than the female.

We consider the diversity of our employees as a strength also when it comes to a more balanced gender distribution. It is NTG's objective to increase the gender diversity relative to that of the industry, and a target of increasing the representation of the underrepresented gender in the Board of Directors to two-out-of-seven was achieved in 2023<sup>2</sup>.

## Community engagement

It is within NTG's DNA to engage with the surrounding community by using our expertise, network or funds to aid people in need.

Our community engagement is centred around a partnership with Gadens Børn (Street Children) that we support with housing and funds to contribute to a better and brighter future for street children in Kolkata, India. NTG sympathises with their work and identify us with the fundamental values of their organisation.

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<sup>2</sup> The Danish authorities advise on an equal gender distribution (40/60 per cent or the number that comes closest to 40 per cent without exceeding 40 per cent) in relation to the number of seven board members elected by the General meeting, as is the case with NTG's board, that a distribution of 2/7 is considered to be an equal gender distribution. The Boards of Directors continuously assesses the composition of its members and will continue to maintain an equal gender distribution.