

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

The Board of Directors of the parent, NTG Nordic Transport Group A/S comprises seven members of which two are female (28.6%). The Board of Directors aims to have at least 40% of the underrepresented gender among the Board members by 30 June 2026, as this constitutes an even distribution in terms of gender in accordance with the definitions of the Danish Act on Gender Balance.

When evaluating candidates for election or re-election to the Board of Directors, both the Nomination Committee and the Board of Directors consider a broad range of competencies, including diversity and other relevant criteria.

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 2025, this group comprised 9 employees, with a gender distribution of 77.8% male and 22.2% female. NTG has consequently achieved its objective of reaching a representation of 10% of the underrepresented gender in Executive Management and direct reports well before 2027.

NTG has set a target to have at least 40% of the underrepresented gender among the other management levels by 2028, as this constitutes an even distribution in terms of gender in accordance with the definitions of the Danish Act on Gender Balance.

We aim to increase the representation of the underrepresented gender within the two management levels below the Board of Directors. This objective reflects our ongoing commitment to fostering equal opportunities and promoting a diverse and inclusive leadership pipeline across the organisation. By strengthening our focus on balanced gender representation at senior levels, we seek to enhance decision-making, support long-term value creation, and reinforce our broader diversity ambitions.

Composition of NTG's management levels	2025	2024	2023
Board of Directors			
Members elected by the shareholders (number)	7	7	7
Underrepresented gender – female Directors (%)	28.6	28.6	28.6
Executive management			
Members (number)	9	11	8
Underrepresented gender – female (%)	22.2	9.1	0