ESG Report DANTRA GROUP Released in November 2024

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Management report

Sustainability and IT security are top of the agenda at Dantra Group – and are here to stay

Sustainability remains very high on the agenda at Dantra Group – it has become part of our DNA. Carbon emissions and carbon footprint are in focus across the organisation – when it comes to vehicles, the workshop, our administration or our washing facility.

When the technology is sufficiently efficient and competitive, and the necessary infrastructure is in place, we will be ready to invest in greener solutions for our vehicles. Until then, we will continue to focus on training our employees in eco-driving.

As one of the leading international transport companies, we have a responsibility to reduce emissions and work towards greater sustainability. That is why we constantly look for improvements, and our hope is that if we in the transport industry come together to reduce our emissions, we can leave a slightly greener world for the next generations.

IT security is paramount at Dantra Group, in order to protect us and our customers' data in these uncertain times. We want everyone at Dantra Group to feel safe.

Dantra Group is continuing its growth strategy, which will be realised through a strengthened sales organisation, customer care and a fleet that has been replaced with the latest equipment.

Our growth is also fuelled by our competent employees, who always work to ensure that Dantra Group is our customers' first choice. We want to be an attractive and present partner with our core values at the forefront: Employees, quality and partnership.



Lone Kjær Marc Ahrenfeldt Jeel Pirector / CFO Director / CEO

Introduction

Dantra Group Sustainability Report 2023/2024



Dantra Group is a family-owned company founded in 1920.

Built on sound values and a constant focus on innovation and development, Dantra Group is a pioneer in the transport sector.

Dantra Group is an international company managed from Hjøllund. This report covers the group's operating companies: Dantra A/S (DK), Dantra AB (SE) and UAB DT Transport Baltic (LT).

We are committed to reducing our negative environmental impact and increasing our positive contribution. To ensure the best possible development, we continuously measure selected parameters that are summarised in an overall sustainability report.

The company is *not* subject to the upcoming EU legislation – CSRD – on sustainability reporting and the report has *not* been prepared according to ESRS standards. We have chosen to focus on a few selected parameters that we have assessed as important.

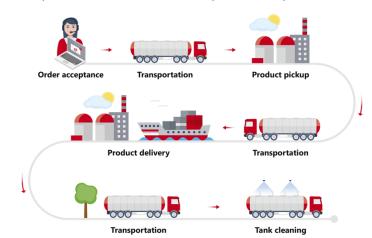
In the transport industry, our performance has a negative impact on the climate and there is a strong focus on the social conditions in our industry.

Climate impact and social conditions are also areas we consider essential, and we work every day to influence them positively.

In the following sections, we will provide insights into our company values and strategy.

Next, we explain our work to reduce our impact on the climate (E), our work with employees and society (S) and our governance and business practices (G).

The report covers our climate impact in Scope 1 & 2.





Values



Employees

We stand for open and honest communication, treating each other and our business partners with mutual respect.

We have challenging and motivating work tasks and a lot of influence on how they are solved on a daily basis.

We have a shared sense of responsibility in everything we say and do.

We invest in employees with the right skills and want to continuously train and develop ourselves.

Quality

With over 100 years of transport experience, quality is not a coincidence, but the result of a determined effort.

Our skilled, independent and competent employees guarantee that our customers receive professional service.

We only use equipment purchased according to the highest standards and have all expertise under one roof. This allows us to strive to deliver transport solutions with a focus on safety and responsibility, while continuously working to reduce our environmental impact

Partnership

We are Denmark's and one of Scandinavia's largest providers of transport of liquid chemical and technical products. We have over 250 units and offer national and international transport.

Our owner-managed structure and multiple operating units make us flexible and ensure fast decision-making processes. Our sound finances and solidity also ensure the ability to generate growth in collaboration with our business partners.



UN Sustainable Development Goals



Business model

Dantra Group offers transport of liquid chemical and technical products nationally and internationally. The transport meets the strictest safety and environmental requirements on the market.

Strategic initiatives



Increased focus on health through advice on diet and exercise and focus on good mental health in our work environment.



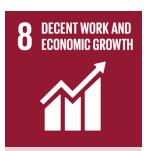
Continue to help educate young people as well as adults. Additionally training for all employees.



We strive to ensure equal opportunities for all genders.



Ensure the adaptation of our energy sources and equipment.
Keep up with technological developments.



Professional board and management to ensure positive financial growth. This is how we create attractive jobs.



We strive to optimise our driving to be more environmentally friendly and keep up with technological developments.

Sustainability strategy



Core business

Transport of dangerous goods, including liquid chemical and technical products, nationally and internationally, with a focus on providing safe and efficient logistics solutions to meet specific customer needs.



Ambitions

ENVIRONMENTAL SUSTAINABILITY

Dantra Group works to reduce our environmental impact and promote biodiversity through responsible operations, with the aim of contributing to the green transition of the transport industry and creating value for society.



SOCIAL SUSTAINABILITY

Dantra Group wants to ensure decent working conditions, a safe and secure working environment and contribute to training the workforce of the future.



SUSTAINABLE GOVERNANCE

Dantra Group wants to integrate sustainable governance into its core business and be a role model for the transport industry.

Strategic priorities



Climate control

MINIMISE CARBON **EMISSIONS**

Dantra Group wants to reduce our Scope 1 and 2 climate impact by 30% by 2030.



Technology and materials

SUSTAINABLE INFRASTRUCTURE

Dantra Group strives to optimise our driving towards greater environmental friendliness and follow tech no logical developments.



Nature and biodiversity

BUILDING WITH NATURE

Dantra Group wants to focus on biodiversity, which is why we have established a flower field with many types of flowers.



Salary and working conditions

BUILDING WITH CARE

Dantra Group wants to support decent working conditions and ensure the framework for a good working life with wellbeing and good health.



Apprentices and education

THE WORKFORCE OF THE FUTURE

Dantra Group wants to continue to help edu cate young people as well as adults. Additionally training for all employees.



Work environment

TOWARDS ZERO

Dantra Group prioritises safety and works continuously to minimise work accidents through regular checks and compliance with safety measures.



Diversity and human rights

DIVERSITY AND INCLUSION

Dantra Group works to create conditions that promote diversity among employees, internally and with suppliers in our value chain, and we do not tolerate human rights violations.



INVOLVEMENT

Dantra Group has a professional board and management team to ensure positive financial growth. This is how we create attractive jobs.



91 own trucks 160 tankers

169 employees

9,195,559 kilometres



Certifications & quality

1920 2020

With more than 100 years of experience, quality is no coincidence, but the result of a targeted effort

At Dantra Group, we have a range of certifications that ensure we can consistently deliver high-quality services as a company.

This ensures a sound foundation for rigorous quality assessment and continuous improvement within the organisation.

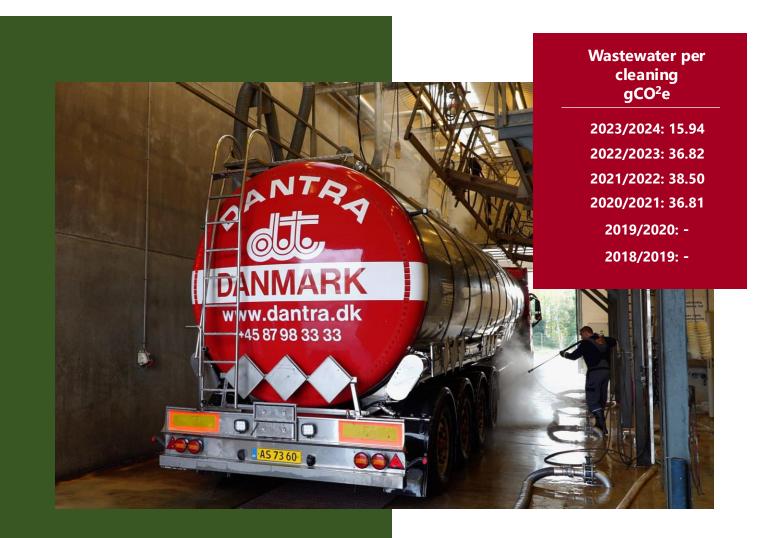
The certifications are also part of how we actively incorporate sustainability into our daily work.

Over many years, we have gained solid experience and specialise in transporting dangerous goods, including particularly aggressive products that require special equipment and thorough professional knowledge.

In our washing facility in Hjøllund, we carry out tank cleaning of our own and external tankers.

After tank cleaning, we issue a proof of cleaning, supported by our certifications: ISO 9001, ISO 14001 and SQAS. With the SQAS certification, we are able to issue an EFTCO cleaning certificate.

Our tank cleaning system recycles a large part of the water and soap used in washing.



Certifications & quality

continued

1920 2020

















Quality guarantee

- Well-trained employees
- Proven customer satisfaction score of 4.7 out of 5
- Decency
- Customised solutions

Dantra Group is certified according to regulations:

- ISO 9001 / Quality certification
- ISO 14001 / Environmental certification
- **SQAS** / Safety and environmental certification at chemical companies
- **GMP+** / GMP+ Certification for safe transport of feed and food
- ABP cat. 1+2+3 / Authorised transporter of animal by-products
- **EFTCO** / Quality certification of tank cleaning

We are working on:

- ISO 27001
- NIS2 / High Data Security Directive

Climate – impacts and actions



SCOPE 1

(Direct)
Own vehicles

SCOPE 2

(Indirect) **Electricity, water and heating At our own sites**

SCOPE 3

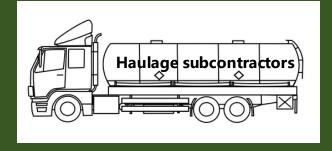
(Indirect) **Not included**











Climate – impacts and actions

continued





Our climate goals

Scope 1 and 2

30% reduction in 2030 (compared to 2018/2019)

Scope 3

Not included in the report

Since 2018/2019, we have reduced our carbon emissions per km by

>20% in Scopes 1-2

What we do to reach them

Tank transport

- Optimisation of route planning
- Reduction of fuel consumption through efficient driving, use of biodiesel
- Increased payload
- High maintenance of equipment such as tyres
- Fleet renewal

Washing facility & workshop

- Reduction and recycling in water consumption
- Waste sorting

Energy sources

- Green power in buildings in Hjøllund
- LED lighting in Hjøllund
- Heat pump replacement on selected buildings
- Testing solar panels on trucks

Collaboration partners

- Certifications
- Talking with our customers about the possibility of using alternative fuels and propellants
- Screening suppliers and focusing on their sustainability initiatives

Action behind our climate goals



DANTRA GROUP • 100 YEARS IN LOGISTICS

Scope 1

Our biggest and most significant climate impact at Dantra Group is emitted via our trucks. Minimising our carbon emissions from our fuel has always been a focus area.

On a daily basis, we operate with a fleet where 79% are our own Dantra trucks. This means that we have a high impact on influencing the climate and environmental footprint of our customers' transport.

Equipment

To achieve our Scope 1 carbon reduction target, we have a progressive replacement policy at Dantra Group: All trucks have been replaced to EUR06.

These trucks have the most efficient and environmentally friendly fossil fuel engine on the market.

Route and payload optimisation

Our dispatchers are tasked with focusing on route optimisation when dispatching a trip. Similarly, the filling rate of the tank is also an important factor in reducing our climate impact per tonnage.

We believe that digitalisation is a vital tool for solving climate challenges, and we continuously invest in digital tools that can help us make better decisions in our operations.

Behaviour

We train our drivers in eco-driving. Since 2018/2019, we have reduced our carbon footprint from our own fleet by >20% per kilometre.

With selected "sustainability ambassadors", we continuously focus on driving behaviour and have created specific online teams for our drivers where they get advice on how to drive more environmentally friendly.

We regularly organise information sessions and driver meetings to talk about sustainability to ensure that all employees participate in our work to improve our impact.

1920 2020

Continued ...

We have invested in solar panels on the roof of some of our trucks. We see this investment as a trial and we expect it to reduce emissions when the vehicle is idling.







Action behind our climate goals



continued

The Master Driver Concept

At Dantra Group, quality and safety are paramount. Our master drivers' main task is to work closely with drivers and train them to drive safely.

All new drivers go through an onboarding process where our master driver provides an introduction to safety and tank handling, systems and "driver coaching" – improving driving behaviour.

The master driver continuously focuses on reviewing new legal requirements and regulations with the drivers, and performs control runs to ensure that all procedures are followed.

The future

Our ambition is to reduce our Scope 1 and 2 climate impact by 30% by 2030.

To achieve the remaining part, we continuously follow developments in alternative fuels and combustibles.

Unfortunately, the technology for zero-emission vehicles and charging/fuelling infrastructure is not yet sufficiently developed to match our customers' needs for long-distance heavy transport. We follow developments very closely and when the fundamental and competitive conditions are in place, we are ready to invest in new technologies in a close strategic collaboration with our customers.



Master drivers ensure optimal driving



The Master Driver concept guarantees high quality and safety, and benefits the environment and our customers

Master Driver systematises driver training:

- Training new drivers
- Improve skills among experienced drivers
- Proper use of safety equipment
- Safe and economical driving
- Driving and resting time regulations
- Follow-up on errors/near miss episodes
- Carbon reduction
- Alcohol locks
- Speed limiter in all trucks







Buildings

Energy consumption



Scope 2

Just as we focus on our climate impact from our fuel consumption, we also focus on the energy consumption of our buildings.

In 2023/2024, we achieved an 8% reduction in our electricity consumption since 2018/2019.

In Hjøllund, we have an administration building, workshop and a washing facility, as well as driver facilities.

Our main energy consumption is in the washing facility, where large amounts of water are used for tank cleaning. In addition, heating oil and wood pellets are used to heat the water.

Since 2018/2019, we have reduced the use of heating oil and wood pellets.

We have done this by investing in a washing system with heat exchangers. This has allowed us to reduce the use of heating oil and wood pellets, and to recycle much of the energy and heat required to thoroughly clean a tank.

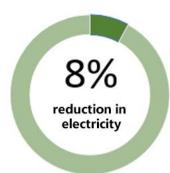
Green power

In all buildings in Hjøllund, we have switched to 100% LED lighting, and in selected buildings we have changed the heat source from heating oil to heat pumps.

Waste sorting

In our administration and workshop buildings, we sort waste and focus on increasing recycling.









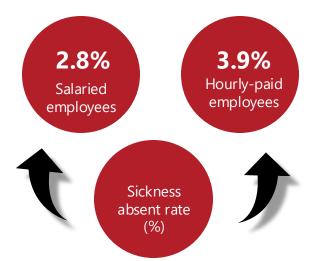
Employees

Our most important resource



169 Employees **3**Trainees (Office)

3Trainees (Driver)









Health, safety & well-being



-₩

GOOD HEALTH AND WELL-BEING

Our employees at Dantra Group must feel good – *including* when they go to work! We treat each other with respect and behave properly to each other. We emphasise that all functions and tasks are important and a prerequisite for our success as a company.

Safety and security

Our different work functions – drivers, mechanics, washing and office staff – are exposed to different risks. The safety of all employees is a top priority. Our drivers are particularly vulnerable, and with our master driver concept, we do everything we can to improve procedures to minimise accidents at work.

Monthly meetings are held in the workshop and washing facility, where safety is a regular item on the agenda. Our quality managers continuously spot-check that safety measures are complied with.

Health

Our employees' well-being is linked to health. We have ongoing initiatives to help our employees with an active lifestyle, and we help them with ergonomic guidance on their working postures. Most recently, we have had a campaign with "health on the go" for our drivers to help them exersice their bodies, even if they have a sedentary job.

Our drivers have also been given a health kit where we try to remind them that, at Dantra Group, we focus on their health, but also on the health of the world.

Well-being

At Dantra Group, we have a continuous and focused effort on employee well-being and the work environment. We conduct an annual satisfaction survey to get input on what we can do to improve employee satisfaction.

Annual performance reviews are held with each employee. The purpose is to ensure employee development and ensure clarity about tasks and expectations. Quarterly meetings are held between the health and safety organisation and management to ensure a close discussion on working conditions.



2022/2023: 4.0

2021/2022: 4.1

2020/2021: 4.0

2019/2020: 4.0

2018/2019: 3.9



We have driver facilities at our locations in Hjøllund, Køge and Padborg: Sleeping facilities, kitchen and shower facilities, laundry facilities and bicycles for drivers to use.

Education and training



Youth and adult education

We want to help more young people and adults without education get a vocational education.

It is important for us to raise awareness of the exciting job opportunities in the transport industry.

At Dantra Group, we have a high level of professionalism that we can pass on to our trainees, and they also bring us a great deal of new and useful knowledge.

We aim to have trainees in both administration and transport; administration trainees, finance trainees, freight forwarder trainees and driver trainees.

We work closely with local educational institutions through lectures, company-related case assignments and various other events. Over the past 5-6 years, we have significantly increased the number of trainees and apprentices. On average, in 2023/2024 we employed three more trainees/apprentices than in 2018/2019.

Continuing education and skills development

As specialists in tank transport of chemical and technical products, it is crucial to continuously develop our employees' skills so that everyone is equipped to do their job in the best possible way.

All drivers are specially trained in the type of product they carry.

For both salaried and hourly-paid employees, employee development is highly valued, with a focus on the professional and personal development of the individual employee.



Diversity, equality & inclusion



Great diversity in employee composition

The male gender has historically been overrepresented in the transport industry.

In our recruitment, we focus on the individual's personal contribution and professional skills. We do not emphasise age, gender, nationality, race, etc., but are aware of the importance of having an employee composition that reflects our society.

In the leadership team, the share of women has increased from 40% in 2018/2019 to 43% in 2023/2024.

In addition to our focus on equality, we employ many nationalities both as salaried and hourly-paid employees.

We have employees with different care considerations and special needs, and with the help of Section 56 and flexible job schemes, we create a workplace that accommodates everyone.

We have a partnership agreement with the local job centre, which means that, as a company, we continuously check whether the job centre has available candidates that match our vacancies before we post the position.

We continuously provide work placements for job centre candidates.

It is important for us to support the local community and find qualified employees in the local area.

Staff policies that emphasise gender equality and promote diversity

We work strategically to promote gender equality and foster diversity. One way we do this is through our personnel policies, most recently in our parental leave policy, where we given women and men equal rights.





Donations & sponsorships

Investing in the local community



Donations & Sponsorships

- Silkeborg IF Football Club
- Bjerringbro Silkeborg Handball Club
- The Danish Cancer Society
- Danish Hospital Clowns
- Blue Cross Denmark

The local community

We are committed to our local communities at Dantra Group. We have selected a number of local organisations that have a social, health-related or sporting purpose.

We also support organisations and causes such as the Danish Cancer Society, Blue Cross and Danish Hospital Clowns.

Furthermore, we have an interest in supporting local forces in Hjøllund, such as the former grocery store.

As part of our corporate social responsibility, our trucks and drivers participate in road safety training at the local school.

Most recently, we participated in the ITD Truck Caravan, which increases trainees' understanding of safety on the roads.















Management & business practices



At Dantra Group, proper governance and business practices are a vital cornerstone that helped ensure the company's long-term existence.

We have procedures and policies in place to ensure that our quality is connected to our services. We also have procedures for our management structure and our business processes.

Our intranet ensures that employees have access to updated safety procedures, various manuals, guidelines and IT procedures, etc.

Our managers receive leadership training to ensure the best management of our employees and strengthen leadership skills and behaviours.

We have a professional board of directors that is composed and selected based on the individual board member's qualifications and competences. Our code of conduct contains a set of principles that emphasise the way we do business.

It is essential that we take responsibility for our mission and act ethically in all situations.

The Standards of Business Conduct support our Global Business Ethics Policy and provide an overview of some of the legal and ethical standards that each of us is expected to follow every day.

Whistleblower scheme

Dantra Group introduced the statutory whistleblower scheme in 2023. It allows internal and external parties to anonymously and securely report serious offences such as criminal offences, work environment violations, unwanted sexual contact, etc.

Code of Conduct

- Respect human rights
- Support freedom of association and joining collective agreements
- Comply with local and national regulations on working hours
- Do not employ children under the age of 15
- Pay a fair wage according to local conditions
- Treat employees fairly (no discrimination)
- Do not accept corruption and bribery
- Do not allow cartel formation
- Do not consume unnecessary resources
- Support local initiatives

Methodology & accounting policies



Data used is mainly from our own system covering our locations, transport and employees. This helps to ensure a correct and consistent collection of data used.

Scope 1

Scope 1 covers the combustion of fuels including diesel and other fuels. The emissions cover Tank To Wheel (TTW).

The emission factors are based on figures from GLEC except the emission factor for wastewater, which is provided by the wastewater treatment plant.

We ensure a more comparable and reliable result by using the same source for the emission factors.

Scope 2

Scope 2 covers electricity and heat consumption for own sites. The emission factors for heat consumption are based on data from the Greenhouse Gas Protocol (GHG). The emission factors for electricity are based on data from Energinet.

In the 2023/2024 year, Dantra Group has used 100% green electricity at the location in Hjøllund, resulting in 0 grams of carbon per kWh production.

We ensure a more comparable and reliable result by using the same source for the emission factors.

Scope 3

Scope 3 is not included in this sustainability report.



Key figures



		2212/2212	/				
	Unit	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023	2023/2024
Diesel*	tCo2 e	7,102	6,933	6,791	6,690	6,503	7,040
Electricity**	GJ	64	59	47	57	4	3
Wood pellets**	tCo2 e	7	8	8	8	5	6
Heating oil**	tCo2 e	475	406	401	437	415	379
Natural gas**	tCo2 e	1	2	2	2	2	2
Waste water***	tCo2 e	-	-	1.01	1.01	1.02	0.94
Total	tCo2 e	7,648	7,408	7,249	7,195	6,929	7,429
Number of employees	Number	160	155	138	134	160	169
Apprentices/trainees (annual average)	Number	3	3	3	6	6	6
Managers – gender distribution (%)							
Women	Per cent	40%	29%	29%	43%	43%	43%
Men	Per cent	60%	71%	71%	57%	57%	57%
Kilometres	Number	7,231,381	7,729,794	7,970,934	7,951,652	8,509,484	9,195,559
Own trucks	Number	64	66	69	69	80	91
Tankers	Number	-	154	156	144	145	160
*Emission factors are based on figu	fuero CI E	<u> </u>					

^{*}Emission factors are based on figures from GLEC .



^{**}The emission factors for heat consumption are based on data from the Greenhouse Gas Protocol (GHG).

^{***} The emission factor for wastewater is provided by the treatment plant.

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