

# CSR-report 2024

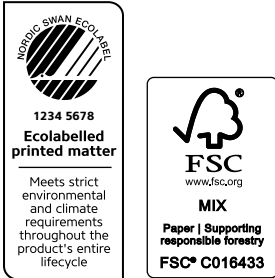




# Table of contents

- 04** Growth through responsibility and community
- 06** About ALPI
- 08** Key figures
- 09** What role should the workplace play in the future?
- 12** Renewable energy
- 14** ALPI Go Green
- 18** Autistic people in the labour market
- 20** ALPI Care
- 24** Sustainable development starts with data and partnerships
- 26** Biodiversity
- 28** CSRD, EU Taxonomy and Omnibus
- 30** Short excerpts from ALPI's CSR policy
- 31** Organisation and management
- 34** Risks and opportunities
- 38** ESG-data
- 40** About the report

*Appendix 1: Accounting practices for ESG data*



# Growth through responsibility and community

At ALPI, our vision and ambition are clear: We want to combine profitable global transport and logistics solutions with a workplace and workplace community where social sustainability, employee well-being and responsibility for the environment, society and people are in focus.

At a time when businesses play a crucial role in the sustainable and social transition, we see it as our duty and opportunity to contribute positively to the world we are a part of. It's not just about optimising supply chains or ensuring efficient logistics solutions but also about driving change through responsible actions.

This report presents our progress, initiatives, and ambitions in sustainability and corporate social responsibility. We share how we focus on ESG initiatives, reduce our climate footprint and create an inclusive workplace. Our focus is both strategic and operational - from implementing more sustainable solutions to ensuring a strong and engaged community among our employees.

Sustainability is a shared journey, and we know we can't do it alone. That is why we invest in collaboration with customers, partners and stakeholders who share our ambitions for a responsible and future-proof transport and logistics industry.

We believe that long-term relationships, transparency and innovation are the way forward.

The EU's decision to postpone CSRD reporting does not change our approach to social sustainability, for example, which is not just a compliance exercise for us. It is a strategic priority.

Thank you to everyone who contributes to our sustainability journey. We look forward to continuing the discussions and development.

Where there is a will, there is a way. And we are on our way.

Happy reading!



**Morten Høgsberg Nielsen**  
Managing Director ALPI Air & Sea



**Kjeld Tygesen**  
Managing Director ALPI Danmark



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Managing Director  
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# About ALPI

The ALPI Group is a global freight forwarding company founded in Italy in 1945 by the Albini and Pitigliani families. The company remains in the ownership of the two families. The ALPI Group has offices in 77 countries.

The Danish part of the ALPI Group, ALPI Denmark, was established in 1992, and ALPI Air & Sea in 2001. The report refers to the Danish group under the collective name ALPI. We have our head office in Herning and offices in Kolding, Karlslunde, Padborg, Odense and Aarhus. Our Aarhus office was established in 2024 to attract and retain employees and to create additional opportunities to be close to customers in East Jutland.

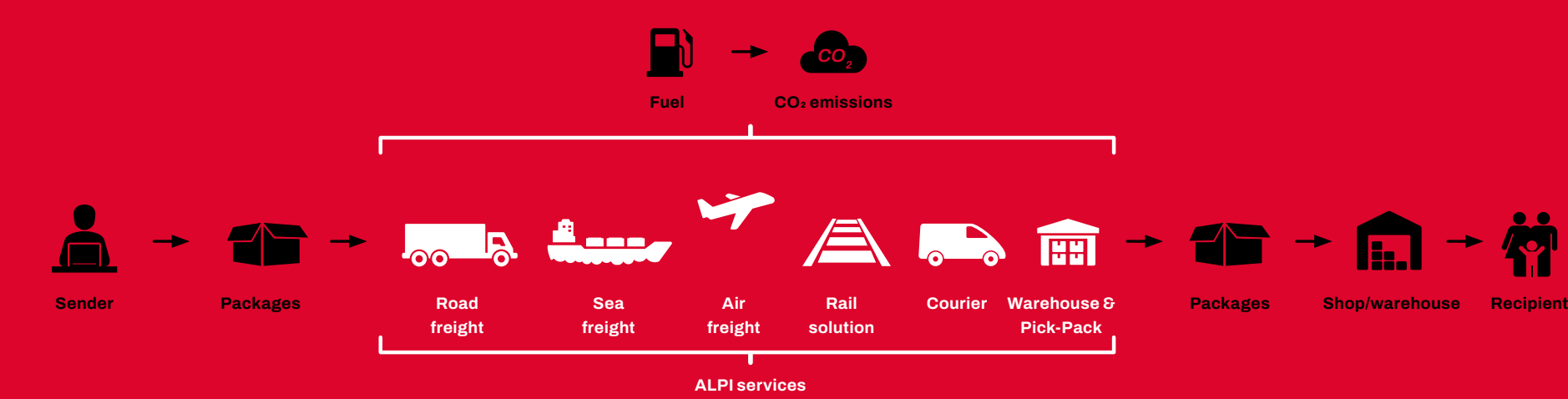
We offer full-service transport and logistics worldwide. In addition to road, air and sea freight, we provide courier solutions, rail solutions, warehousing, pick-pack, trade fair forwarding and consulting. We operate a business model where we do not own the means of transport. All transport is carried out in collaboration with experienced hauliers, as well as reputable shipping companies and airlines.

ALPI focuses on closeness in our customer contact, and we strive to be at the forefront of service, collaboration, accountability and sustainability.

Our customer segment is primarily small and medium-sized companies that need flexibility and handheld solutions throughout the transport chain. Experienced ALPIsters ensure global follow-up, help and advice.

Locations	Products
<b>Herning</b> (Group head office) <i>Established in 1992</i>	Road freight Air freight Sea freight Courier Rail/Intermodal solution Warehouse and pick-pack
<b>Kolding</b> <i>Established in 2018</i>	Sea freight Warehouse and pick-pack
<b>Padborg</b> <i>Established in 2015</i>	Road freight Rail/Intermodal solution
<b>Odense</b> <i>Established in 2008</i>	Sea freight Air freight Courier Warehouse and pick-pack
<b>Karlslunde</b> <i>Established in 2022</i>	Road freight
<b>Aarhus</b> <i>Established in 2024</i>	Sea freight

ALPI has always had accountability at its core. Internal and external social action has been integral to the company since its foundation. We started structured environmental work in 2019 and launched the ALPI Go Green project in 2020. One of the goals was, and still is, to gain knowledge about developments and technologies and to be active in the work on the green transition in the transport industry to inform and guide our customers and provide transparent and valid CO<sub>2</sub> data. As a result, we now act as a sounding board for many of our customers and partners. Transport today is about more than just moving goods and products from A to B. At ALPI, we focus on the know-how, knowledge, and services necessary for good and future-proof collaboration. We therefore offer our customers support throughout the supply chain through our Supply Chain and ESG Services (see the article on page 24-25).





# Key figures 2024



280 employees

6,0 years of seniority

22 trainees

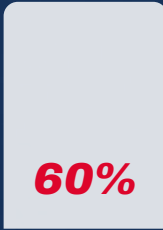
Average age 42

532.539 kWh  
renewable energy

17.500 m<sup>3</sup>  
natural gas

359.208 kg CO<sub>2</sub>  
in scopes 1 & 2

56.115.801 kg CO<sub>2</sub>  
in scope 3



Road freight



Sea freight



Air freight



Warehouse hotel  
& pick-pack



Courier

1.121.000.000 kr  
2024 turnover



# What role should the workplace play going forward?

We are continuously trying to learn more about this and much more, which is related to ALPI's social sustainability. In 2024, we engaged a history of ideas student to look at the needs and expectations at different life stages and generations, both in current employees and labour market trends in general. The history of ideas student has had conversations with 17% of ALPI's employees to clarify the needs and expectations of employees at different stages of their working lives.

Having a strong workplace community at ALPI is crucial for us. A strong workplace community creates meaning. When we become part of a workplace, we also become part of a culture, a group and a community where we contribute something meaningful.

## The workplace community through life stages and differences

A strong workplace community is not only defined by the tasks we do but just as much by the people we share the working day with. We come from

different backgrounds, experiences and needs, and these differences make us stronger as an organisation. We must continuously focus on succeeding across generations and differences.

Our needs, challenges and priorities change throughout life. We endeavour to embrace and understand the changing needs we all have throughout our working lives. We need professional support and a strong social network when we are young and new to the labour market. Flexibility is important for families with children and for late-career employees, community and flexibility often energise and give meaning. However, everything must be done on terms where individual considerations that can be combined with the best interests of the company and the workplace community.

## Working life as an important social factor

This approach is not only important for ALPI - it also has societal relevance. According to Folkebevægelsen mod Ensomhed (The People's Movement

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Against Loneliness), 470,000 adults in Denmark feel very lonely, and +60% have experienced loneliness or felt alone at their jobs. At the same time, over 40% of Danish households consist of a single adult.

This emphasises how significant the workplace community is in people's lives. Several experts point out that good work relationships are crucial for well-being and loneliness. The average employee spends a third of their working life at the workplace during their working age, so it's vital that we see work not just as a function but as a community with real value.

#### **A community built on contributions**

We want to shift the perspective from "what's in it for me" to focus on what a strong workplace community you get the opportunity to contribute to. Inspired by JFK's famous words: "Ask not what your country can do for you. Ask what you can do for your country."

By cultivating and recognising the value of the workplace community, we believe we can create a stronger, more engaging and meaningful work life - for current and future ALPI employees.

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*When we become part of a workplace,  
we also become part of a culture, a  
group and a community where we  
contribute something meaningful.*





# Renewable energy

## – A key part of the green strategy and security political agenda

Denmark's energy self-sufficiency is not only a crucial part of the green transition but also a factor that is increasing the importance of security policy. Crises in Europe and global energy markets have emphasised the need to reduce dependence on fossil fuels from uncertain suppliers and instead invest in renewable energy production.

In the 2000s, when oil production in the North Sea peaked, Denmark was well over 100% self-sufficient. Today, the situation is different, but the production of biomass, solar and wind energy in Denmark has increased significantly and contributes to a more robust energy supply.

### Biomass production as part of the solution

Biomass is a generic term for organic materials that can be used as fuel or raw material for energy production. For example, wood biomass (wood chips, wood pellets, firewood, sawdust) - agricultural residues (straw, animal manure) and organic waste (food waste, sewage sludge, food production residues).

Biomass plays a role in the green transition, and in recent years, there has been an increased focus on the sustainability of biomass production, especially compared to imported wood biomass. Therefore, Denmark is working to ensure that biomass is sustainably certified and used with other renewable energy sources.

### Solar and wind energy in rapid growth

Denmark is known for its wind power, which makes up a significant part of the energy supply today. However, solar energy is also gaining ground - especially in the business community. The number of solar installations tripled between 2020 and 2023, and businesses are playing an increasing role in the green transition.

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*Renewable energy is no longer just an environmental necessity – it is a matter of national security policy and a long-term strategic investment*

At ALPI in Herning, we have invested in solar energy as part of our sustainability strategy. In May 2024 we finished the installation of 208 solar panels on our headquarter, the panels produced 53.000 kWh in 2024. We are continuously working to improve our energy consumption and are always considering new investments that can make us even more self-sufficient.

### The future of renewable energy in Denmark

With increasing investments in offshore wind farms, Power-to-X technologies and locally produced solar energy, Denmark is well on its way to a more self-sufficient energy sector. For companies like ALPI, it's not just about sustainability but also about securing a stable and future-proof energy supply at a time of geopolitical uncertainty.

Renewable energy is no longer just an environmental necessity – it is a matter of national security policy and a long-term strategic investment.







# Sustainability Strategy 2025

At ALPI, we have developed a new sustainability strategy in 2024 that both builds on and supports our overall ambition: to combine profitable global transport and logistics solutions with a strong workplace community.

We prioritise social sustainability, employee well-being and our responsibility to the environment, society and people because we know that long-term success goes hand in hand with responsibility.

Our sustainability strategy sets clear goals and ambitions towards 2030, supported by specific initiatives within environment (E), social responsibility (S) and good governance (G) by 2025. These actions are crucial steps towards our longer-term sustainability goals.

Environment - E	Social - S	Governance - G
Renewable energy	Employee satisfaction and well-being	Ethical business conduct
CO <sub>2</sub> reduction	Lifelong learning and career development	Diversity
Waste	Employee needs in relation to life stages	Risk Management/IRQ
Biodiversity	Social responsibility in the local community	Data security

# E - Environment

Initiatives	2030 ambition	2025 initiatives
Renewable energy	ALPI's electricity consumption is covered 100% by renewable energy through PPAs, certificates and increased own production.	Thoroughly analyse the opportunities to increase the share of self-generated electricity.
CO <sub>2</sub> reduction	30% CO <sub>2</sub> reduction across Scopes 1, 2 and 3 (2020 baseline).	Develop a plan for CO <sub>2</sub> reductions with a focus on Scope 3 and engage in dialogue with customers and suppliers, about CO <sub>2</sub> -reducing initiatives.
Waste	30% reduction of waste for incineration (2020 baseline).	Mapping and analysing waste management and training employees to promote a waste-aware culture.
Biodiversity	Completed a comprehensive biodiversity project at ALPI in Herning, where all areas have been restored. Plants, flowers, grasses, insects and animals that are native to the area have returned.	Plant 1,000 sqm of marshland with common alder at ALPI in Herning and establish and place tree roots, stone walls and insect hotels on the 165,000 sqm of ground. The area will be used for the Walk & Talk project, among other things.



S - Social

Initiatives	2030 ambition	2025 initiatives
Employee satisfaction and well-being	Employee satisfaction of min. 85% in the satisfaction survey.	Initiatives that increase mental and physical health in all locations, such as exercise during the workday.
Lifelong learning and career development	Cross-generational career support programmes and skill development courses.	Pilot project on cross-generational skills - such as setting up a cross-generational working group.
Employee needs in relation to life stages	At least 70% of employees think that ALPI takes into account adapting working conditions and development opportunities to meet the changing needs of employees throughout their lives.	Needs in different life stages are clarified and an action plan for implementing options.
Social responsibility in the local community	Continue to provide significant, active and engaging support to local projects and initiatives that promote social sustainability and communities.	Establish work placements or other initiatives that support people with special challenges - such as municipal primary and lower secondary school pupils with learning difficulties.

G - Governance

Initiatives	2030 ambition	2025 initiatives
Ethical business conduct	All our business partners are committed to transparency and accountability throughout the value chain and comply with the UN Guiding Principles on Business and Human Rights for the business community.	Preparation and implementation of a new Code of Conduct for both employees and business partners.
Diversity	ALPI has an inclusive culture and a diverse workforce that reflects age, gender, ethnicity and skills, as well as employees with special needs and women on the board.	Development of a policy for recruitment and inclusion of employees with special needs.
Risk Management/IRQ	ALPI has a robust and transparent risk management framework that effectively identifies, evaluates and minimises risk across our global value chain.	Development and implementation of a risk management system and risk assessment of all Tier 1 suppliers.
Data security	Data and cyber security is an integral part of all processes and decisions to future-proof ALPI's digital business activities.	Review of the IT audit and a plan for a revised versioning of the Contingency plan and IT policy and data ethics.



# Autistic people in the labour market

*Inclusion and diversity are important and necessary elements of a modern and responsible labour market. At ALPI, we believe that respect for differences strengthens our workplace community. At our warehouse in Kolding, we have three autistic employees who contribute both financially and personally.*

## Structure and predictability

For many autistic people, a structured everyday life with set routines, repetition, and well-defined tasks is necessary. At the Kolding warehouse, our autistic colleagues thrive on fixed routines and monotonous and repetitive tasks that others often find boring. They thrive on some of the packing and picking tasks that warehouse work entails and perform them with precision and accuracy.

Our experience shows that when we create the right environment and recognise that autistic people are not all the same, we get loyal employees who perform at their best. At the same time, we see a positive effect on the employee's well-being, the municipality's employment efforts and our company. It needs to create value for everyone - otherwise, it's often not sustainable. We work together with Special Minds, a Danish social economy organisation that works to integrate people with autism into society, and we have a dedicated and committed Warehouse Manager who spends about

Lennert Alslöv Jensen, Warehouse Manager at ALPI  
in Kolding, has more than 15 years of experience  
working with employees with autism.

20% of his working hours on coordination, follow-up and daily contact with employees with special needs.

## Differences strengthen the community

Lennert Alslöv Jensen, Warehouse Manager at ALPI in Kolding, has more than 15 years of experience working with employees with autism. Lennert joined ALPI in 2020 and brought both employees with autism and good experiences with him into the work. Differences create diversity and dynamism in a company, says Lennert, who has dyslexia. We must dare to articulate the special needs and conditions we each have. It creates a healthy understanding of people's different lives and premises.

At the warehouse, that Lennert is responsible for, three of 17 employees are autistic. The youngest is 20 years old, the oldest is 52, and all have been with ALPI for several years.

At ALPI, we are proud to offer a workplace community with room for diversity. Our autistic colleagues are not only an essential part of our warehouse team in Kolding - they are also proof that diversity creates value for people, companies and society as a whole.

## FACTS about autism:

- 65,000 Danes have a registered autism diagnosis (2024, the National Association of Autism).
- 75-80% of these are boys/men.
- Approx. 3% of 12-30 year olds have an autism diagnosis.
- On average, 15 people a day are diagnosed with autism.
- Only 37% of people with cognitive disabilities, including autism, are employed, while the employment rate for people without disabilities is 86%.





## **ALPI Care** – support and projects that make a difference

ALPI Care was established in 2020 with a clear purpose: to support external social projects and activities and help employees who need extraordinary financial support due to personal challenges.

At ALPI, we believe in community and responsibility. Therefore, all employees can nominate projects and initiatives to the fund, after which a group of

employees assess the nominations and decide which ones should receive funding.

In 2024, we have had the pleasure of contributing to 17 external projects - initiatives driven by dedicated people who make a tangible difference every day. Below, we present five of the projects that ALPI Care has supported this year:



### **JunkFood** – meaningful meals for the most vulnerable

Every day, JunkFood CPH delivers 300 hot, nutritious meals for free to people on the street. At Christmas, ALPI Care was delighted to make a donation to JunkFood.

The food is delivered to hostels and shelters, primarily in Copenhagen, and a large part of the meals are made from donated surplus goods - an effort that both helps people and reduces food waste.

In Denmark, around 6,000 people are homeless, and a hot meal can make a big difference to their everyday lives.



### **Christmas gifts** for children in hospital

Christmas is a time for joy and togetherness, but the holiday season can feel especially difficult for children in hospital. That is why this year, ALPI employees have distributed Christmas gifts to children in hospitals in the towns and cities where we have branches:

Skejby/Aarhus - Hillerød - Aabenraa - Odense - Kolding - Gødstrup/Herning

It has been a great pleasure to spread Christmas cheer in the paediatric wards and, at the same time, meet the exceptional healthcare professionals who make an invaluable contribution to the little patients every day.





## ***Mødrehjælpen*** – holiday help for children in vulnerable families

More than 47,000 Danish children grow up in families where finances are so tight that the summer holidays offer little more than blank weeks in the calendar.

Therefore, every year, the social-humanitarian organisation Mødrehjælpen distributes holiday assistance to families in challenging economic and social situations. The support includes a financial grant to ensure the children have great summer holiday experiences.

ALPI Care is proud to have contributed to this effort, bringing a little extra summer joy to the children.



## ***headspace*** – because everyone needs someone to talk to

headspace Denmark offers free and anonymous counselling for young people who need a confidential conversation. The initiative is run by volunteers and functions as a health promotion and prevention programme.

To ensure the best possible environment for the young people, ALPI Care has donated funds for a much-needed makeover of the headspace centre in Herning so that the volunteers can continue their important work in a welcoming and safe environment.



## ***Ukrainian children*** – from chaos to community

For some children, life is a daily struggle, which is especially true for an extended Ukrainian family who had to flee the war in 2022.

The family consists of two parents and 11 children - four biological children and seven foster children. The foster children come from unbearable conditions, and shortly after their placement, war forced them to leave Ukraine.

Today, the family lives in Vildbjerg near Herning, where the children are slowly finding peace and security. Although they still face different challenges, they now get the love and care they need.

To help the children become part of the local community, ALPI Care has donated funds for football boots and sports equipment so they can join sports clubs and experience the value of community through sport.



We are proud of the projects we supported in 2024 and look forward to continuing our work to create positive change.

**#ALPIcare&commitment**

# Sustainable development starts with data and partnerships

Transport accounts for almost 30% of the EU's total CO<sub>2</sub> emissions, and as an industry, we are a big part of the problem. For us, it is crucial that we create insight, trust and transparency about ALPI's commitment to sustainability. We take a broad perspective on environmental, social and governance (ESG-factors). We orientate ourselves towards new trends and legislation to find the best solutions for our customers, partners, society and ALPI.

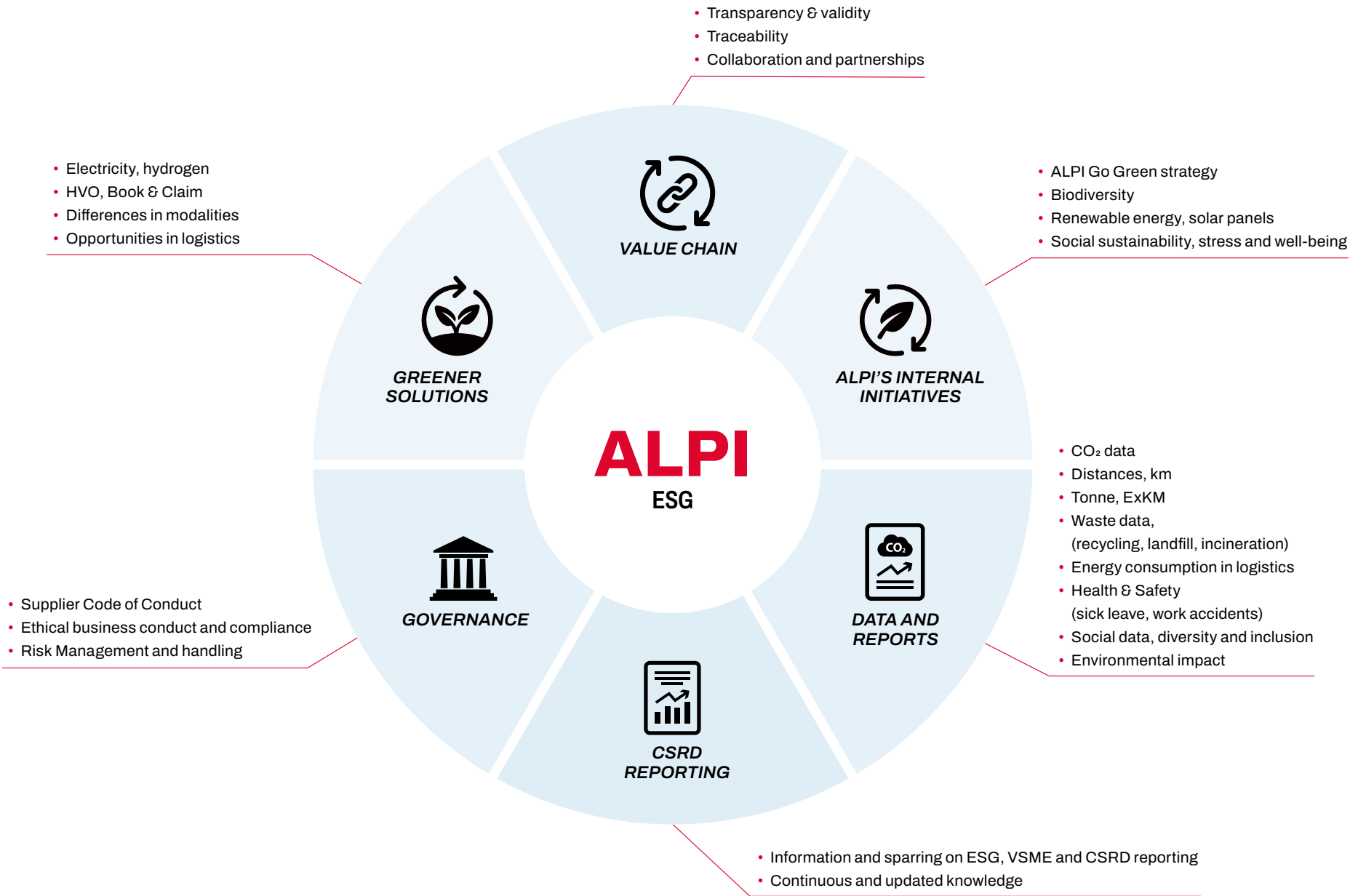
We have illustrated our commitment and know-how in sustainability within the ESG wheel. We see these services as a valuable and necessary complement to our traditional transport services. The increasing demand for these services and the positive feedback from our customers confirm that these services are essential for good, future-proof relationships.

It is a top priority at ALPI to calculate and deliver transparent and valid CO<sub>2</sub> data that meets our customers' and our own needs. We have invested in and developed calculation methods based on the latest research and international

standards for CO<sub>2</sub> emissions in transport, including GLEC 3 and ISO 14083. Our methods ensure an accurate picture of emissions throughout the supply chain.

We are also scaling up in other ESG-related areas and are actively working to provide relevant data and effective tools to meet the increasing reporting requirements. Data is the basis for our work on measures that lead to CO<sub>2</sub> reductions, but it is also essential when working with our customers to find more sustainable solutions, which is why digitalisation is a key focus area at ALPI. We are happy to advise our customers on CO<sub>2</sub>-reducing transport and logistics options, and we offer various Book&Claim solutions, such as HVO, SAF, and other non-fossil fuel types.

We constantly monitor developments in the industry and are happy to share our knowledge and experience. Only through strong partnerships can we create future-proof solutions.







## ***Biodiversity is about life***

### All forms of life – biodiversity and ecosystems

At ALPI's 165,000 sqm site in Herning, we are restoring the original nature to promote the biodiversity and ecosystems of the local area. A large project that is continuously expanding with more initiatives and requires continuous maintenance.

We do not use fertiliser on the land, and we work to ensure that flowers, grasses, insects, and animals, that are native to the area will return. Bringing nature back requires a targeted and long-term plan.

In 2024, we engaged an environmental technology student and a flex worker as part of the biodiversity team at ALPI.

We have conducted extensive research, soil type analyses and tests to identify what we can plant to strengthen the ecosystem on the site.

In 2024, we planted 30-40,000 sqm with 27 different flower species that attract butterflies, bees and insects, and therefore, also birds.

In the future, nature will increasingly have more value and not just a value in terms of yield - a view of nature based on multifunctional solutions, rewilding and nature as a free space.

We hope that our work with biodiversity can help to encourage exercise and walking among the employees at ALPI in Herning. It is an initiative that we are focusing on 2025.



# **CSRD, EU Taxonomy and Omnibus**

## **– New requirements for corporate sustainability reporting**

The EU is tightening the requirements for corporate sustainability reporting with CSRD, the EU Taxonomy and the Omnibus Directive.

- CSRD is the EU directive to support more transparent and consistent ESG reporting and was adopted in Denmark in 2024.
- The EU Taxonomy is a classification system that defines which economic activities can be defined as sustainable and was adopted in Denmark in 2020.

The European Commission presented the Omnibus Proposal in February 2025, including a postponement and simplification of the CSRD and the EU Taxonomy.

At the time of writing, the postponement of CSRD reporting – the so-called “stop the clock” – has been approved by the European Parliament whereas the proposal to simplify the ESRS standards/EU Taxonomy is still under consideration.

### **CSRD - a step towards more transparent sustainability reporting**

CSRD aims to ensure that companies report comparably and credibly on their sustainability efforts. The aim is to give investors, business partners and society insight into how companies work with ESG and how sustainability affects their business. The directive means ESG data will have the same strategic importance as financial data. The CSRD directive is based on the principle of double

materiality analysis, meaning that companies must assess how they impact the world around them and how it impacts them. In addition, CSRD builds on the ESRS standards for sustainability reporting. The Omnibus proposal postpones and simplifies the CSRD directive so that only the following companies are required to report in the future:

- Companies with more than 1,000 employees.
- A turnover of more than EUR 50 million *or* a balance sheet total of more than EUR 25 million.

At the same time, a deferral is introduced so that the companies are required to report only have to report from the financial year starting 1 January 2027.

Companies exempt from CSRD reporting are encouraged to consider the VSME reporting format, which the EU Commission is expected to recommend for voluntary reporting in the foreseeable future. It is a more straightforward standard designed to help SMEs with their sustainability reporting.

### **The EU Taxonomy - a common language for sustainability**

The EU Taxonomy creates a common framework for when economic activities can be considered sustainable. It is based on six climate and environmental goals, including climate change mitigation and transition to a circular economy.

The EU Taxonomy will be a crucial tool for companies and investors to navigate the green transition. The Omnibus proposal simplifies the framework for reporting under the EU Taxonomy and changes the boundaries so that only the following companies are required to report in the future:

- Companies with a turnover over EUR 450 million must fully report CSRD.
- For companies with a turnover below EUR 450 million, requirements are relaxed, and the reporting framework is simplified.

### **ALPI's approach - ahead of the curve**

CSRD, the EU Taxonomy and Omnibus are not just new reporting requirements - they are part of a more extensive transformation where sustainability, in a broad sense, becomes a strategic focal point.

At ALPI, we have built experience through voluntary CSR reporting, invested in calculating and reducing our CO<sub>2</sub> emissions, and continuously worked to strengthen our greener solutions.

We believe that companies that work with sustainability will be stronger in the future.





# Short excerpts from **ALPI's CSR policy**

*ALPI has developed a comprehensive CSR policy to ensure all employees work within the same guidelines. Here are some extracts from the policy.*

## Equal opportunities

We want a diverse workplace and will work to increase the number of women in leadership positions. All employees should have equal opportunities based on skills, experience and performance.

## Terms of employment

ALPI complies with all laws, agreements and industry standards regarding working hours and compensation. We respect recognised trade unions and the right of employees to join a union of their choice.

## Anti-corruption

ALPI will neither participate in nor support any corrupt practices. We have an internal whistleblower scheme that protects employees who come forward with information about wrongdoing regarding our business.

## Diversity

We recognise each other's differences and skills and believe that diversity provides dynamism and space for the development of ALPIsters and ALPI. Bullying is not tolerated.

## Child labour

Child labour is not tolerated.

## Human rights

ALPI supports and respects internationally recognised human rights, including civil, political, economic, social, and cultural rights.

## The local community

ALPI contributes to the community. We support elite and grassroots sports, as well as social and charitable organisations and associations.

## Work environment

We focus on creating a good and healthy working environment. We offer a range of benefits at work, including healthy food in the canteen and the opportunity for massages during working hours. Through the pension scheme, employees are covered by private health insurance, as well as an externally facilitated and preventive well-being programme to deal with life's challenges at work, personally and in the family. The well-being programme is offered to all ALPI employees and is 100% anonymous.

## Environmental impact

We have set an ambitious sustainability strategy heading towards 2030. At our locations, we work to minimise waste and reduce energy and water consumption.

## Discrimination, coercion and harassment

All employees must be treated with respect. Discrimination, physical or verbal harassment and unlawful threats will not be tolerated. Any form of corporal punishment, as well as mental and physical coercion, is prohibited at ALPI.

## CO<sub>2</sub> emissions

We have teamed up with an international partner, GreenRouter, to ensure a certified and compliant tool for customers and our own CO<sub>2</sub> data. Our CO<sub>2</sub> calculations are based on GLEC 3 and are ISO14083 compliant. In addition, we actively seek partnerships to reduce the CO<sub>2</sub> footprint of the transport we use.

# Organisation and management

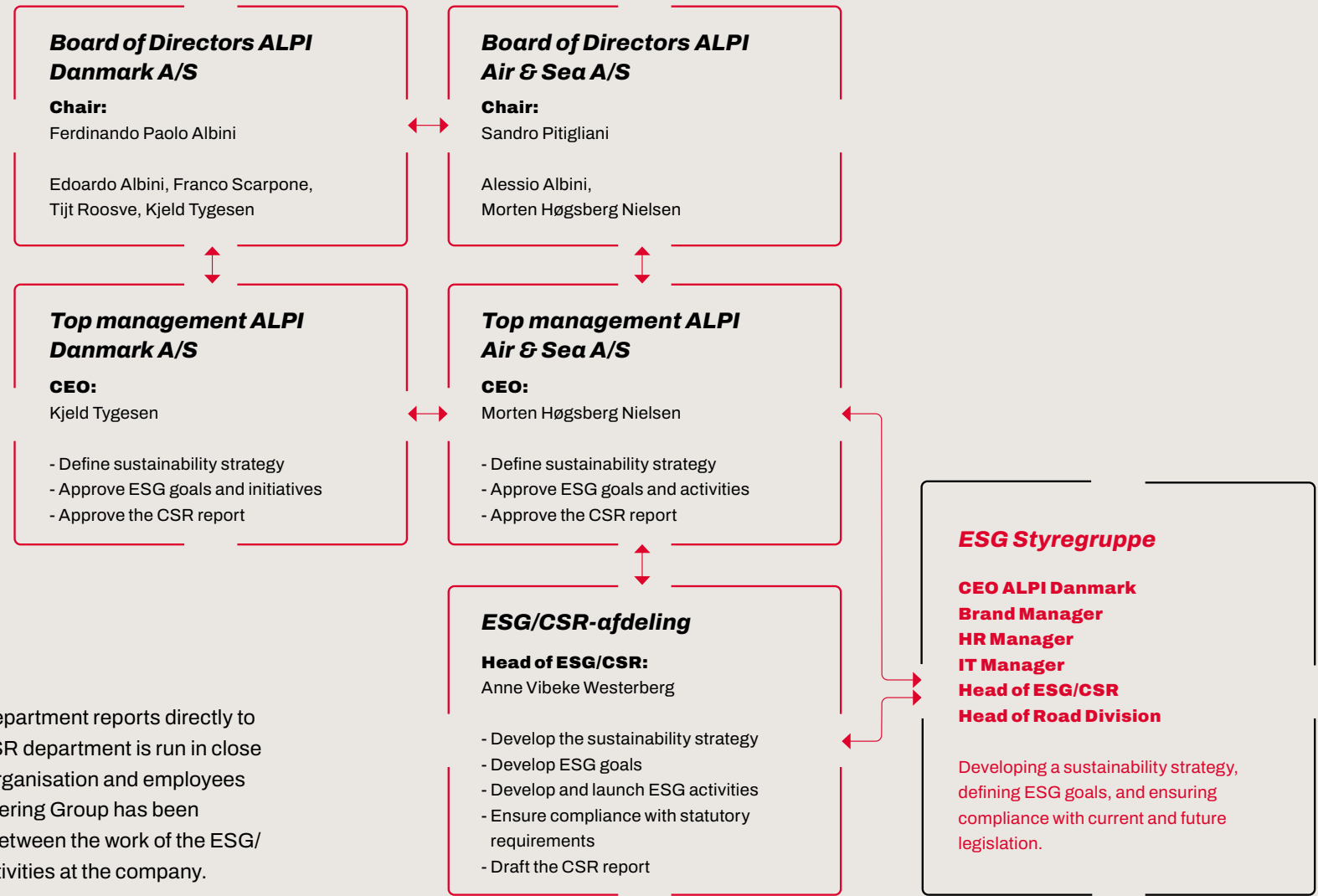
*ALPI works with a dynamic business strategy that ensures a clear long-term goal for the company and is flexible enough to respond to changing market and social conditions. Each year, we adopt the strategic focus points for the next year, including through the involvement of the entire leadership team.*

We have defined ESG/CSR as a cross-cutting strategic action area that underpins how we want to do business. ALPI has a separate ESG/CSR department that further develops and drives strategy, initiatives and projects.

The strategic approach can be illustrated as follows:



# Organisational chart



Organisationally, the ESG/CSR department reports directly to the Executive Board. The ESG/CSR department is run in close collaboration with the rest of the organisation and employees from all departments. An ESG Steering Group has been established to ensure anchoring between the work of the ESG/CSR department and the other activities at the company.

## Common ground is made visible through common policies

At ALPI, we have a number of policies that describe ALPI's fundamental values, rules and guidelines for responsible business conduct. These include, among others:

- Employee Code of Conduct
- Supplier Code of Conduct
- CSR policy
- Whistleblowing policy
- Data ethics policy and GDPR
- Policy for women in management

The CSR policy, which applies to all ALPI employees, aims to ensure that our business model, products and services contribute to a more sustainable future. We comply with all international and national laws, as well as international conventions, including the Convention on Human Rights. In the CSR policy, we outline the rules on human rights, working conditions, the environment and anti-corruption, among other things. All employees are introduced to the CSR policy. See an excerpt from the policy on [page 30](#).

The policy on women in management mentions guidelines to promote the number of female managers. We always recruit the best candidate regardless of gender, race, religion, disability, etc. However, the policy ensures that we prioritise interviewing female candidates and appoint the woman if the choice is between a man and a woman who are equally qualified. Over time, the policy should help us achieve a more equal distribution of female and male managers.

The Data Ethics and GDPR policy ensures that our data processing always respects our business partners' interests and protects personal data and privacy.

ALPI has an internal whistleblower scheme that came into effect in early 2023. All employees are introduced to the whistleblower scheme.

These written policies reflect the conduct that ALPI has always endorsed and practiced. The policies make the common codes of conduct more visible and more manageable for employees to relate to.

## Tighter supplier management in the future

ALPI has always valued creating good and long-lasting relationships with our suppliers. They are important partners and crucial to our ability to deliver high-quality service to our customers. We continuously update our Code of Conduct, which outlines the most essential requirements regarding legislation, human rights, labour, the environment, and anti-corruption.

We also conduct a major mapping and risk analysis of the value chain, including the strategically most important suppliers. In the future, we will tighten supplier requirements and create further transparency in the value chain.

At the same time, we will prepare to comply with the requirements of the EU Corporate Social Due Diligence Directive, CSDDD, which comes into force for ALPI in 2027. The purpose of the CSDDD is to ensure that companies address any adverse impacts of their business activities in the value chain.



# Risks and opportunities

Every company affects its environment in different ways. Although the company contributes positively to society by creating jobs, economic prosperity, and meeting the demand for a service or product, there are also negative impacts, such as the environmental impact of the company's operations.

To ensure that we can prevent and reduce risks from ALPI's activities, we have conducted a comprehensive risk analysis to identify potential risks. As we are committed to business development, the purpose of the analysis is also to examine whether we can turn identified risks into opportunities in the future. Working with risks and opportunities is also a vital element of CSRD reporting, which ALPI will be included in from 2027.

## Environment

### CO<sub>2</sub> emissions



The transport sector accounts for approximately 30% of the EU's total CO<sub>2</sub> emissions. As a player in the industry, we share responsibility for reducing our CO<sub>2</sub> footprint. Our total CO<sub>2</sub> emissions amount to around 56,475 tonnes of CO<sub>2</sub> annually.

As we do not own the means of transport, close dialogue and strong collaboration with hauliers, shipping companies, and airlines is crucial to identify and leverage opportunities to reduce emissions. Developments in both sustainable infrastructure and greener fuels are advancing rapidly, and we are seeing a real transformation in the transport sector moving closer. However, significant innovation is still needed before the potential can be fully realised.



### Actions

#### 2024

- Upgrade of the CO<sub>2</sub> calculator based on GLEC 3 and ISO 14083 standards and more accurate calculation methods.
- Identifying greener solutions within road transport, sea freight and air freight with the establishment of green partnerships.
- Identifying how taxes, duties and quotas related to the green transition affect ALPI and our customers.

#### 2025

- Commercialisation and scaling of identified greener transport solutions with continued exploration of green partnership opportunities.
- Revisit our CO<sub>2</sub> reduction plans with a focus on Scope 3 through customer dialogue and supplier collaboration.
- Continuous focus on expanding and improving our CO<sub>2</sub> calculations.

### Energy consumption



With 6 sites, we use a lot of energy to light and heat the buildings, and we want to reduce that consumption.



### Actions

#### 2024

- Our power consumption at all locations is covered by green power.
- Solar panels installed at the head office in Herning, so we now produce up to 30% of our annual power consumption ourselves.
- Decision that all new company vehicles at ALPI will be electric vehicles.

#### 2025

- Expansion and renovation of our office in Padborg with a particular focus on sustainability, including energy optimisation, water consumption, etc.
- Investigating power purchase agreements (PPAs), which are long-term commercial power purchase agreements that play a key role in promoting renewable energy production.
- Identifying the possibilities for scaling and storing self-generated energy and smart charging.



# Employees and working conditions



# Human rights





# ESG-Data

## Environmental data

Energy	Unit	2024 <sup>a</sup>	2023	2022	2021	2020
Electricity	kWh	532.539	518.338	628.288	606.139	497.030
Renewable energy	kWh	532.539	518.338	626.786	592.071	0
Natural gas	m³	17.500	7.492	8.228	13.017	28.169
Oil	Liter	27.055	15.478	38.548	56.339	53.674
District heating	kWh	457.075	459.600	391.602	494.098	397.043
Water						
Water consumption	m³	3.021	2.861	3.613	3.333 <sup>c</sup>	2.317
Waste water	m³	3.021	2.861	3.613	3.333 <sup>d</sup>	2.317
Waste						
Recycling	Kg	62.021	79.653	82.436	93.600	172.650
Food waste recycled	Kg	10.649	2.366	6.063	3.680	0
Incineration	Kg	40.317	53.614	74.889	57.050	44.180
Landfill	Kg	0	0	0	0	0
Hazardous waste	Kg	0	0	0	0	242
Percentage of waste recycled	%	64	60	54	63	76
CO <sub>2</sub> emissions						
Scope 1	Kg CO <sub>2</sub>	346.612	212.177	300.564	325.618	355.282
Scope 2	Kg CO <sub>2</sub>	12.596	27.265	20.630	29.097	80.131
Scope 3	Kg CO <sub>2</sub>	56.115.801	45.513.135	46.914.671	50.397.961	45.100.946

a) After the merger of Spedition Christensen A/S with ALPI Denmark A/S as of January 1, 2024, the total activities covered by CSR reporting have increased significantly. This expansion has had a substantial impact on both revenue and the company's overall CO<sub>2</sub> emissions.

## Social data

Employees	Unit	2024	2023	2022	2021	2020
Men	FTE	187	144	158	143	140
Women	FTE	93	85	87	87	84
Salaried employees	FTE	236	192	198	200	184
Hourly-paid employees	FTE	44	37	47	30	40
Employee turnover salaried employees <sup>b</sup>	%	14	16	15	19	11
Employee turnover hourly-paid employees	%	18	46	24	67	78
Female managers						
Women on the Board	%	0	0	0	0	0
Female managers	%	9	14	18	23	10
Women at ALPI	%	33	37	36	38	38
Sickness, absence and occupational accidents						
Sickness absence <sup>c</sup>	Days/FTE	9,3	7,7	6,8	5,9	4,2
Occupational accidents with at least 1 day's absence	Number of accidents	1	1	1	1	0

## Governance data

Reported cases	Unit	2024	2023	2022	2021	2020
Discrimination	Number	0	0	0	0	0
Child labour	Number	0	0	0	0	0
Forced labour	Number	0	0	0	0	0
Human trafficking	Number	0	0	0	0	0
Corruption	Number	0	0	0	0	0
Offences	Number	0	0	0	0	0

b) Staff turnover for salaried employees has improved from 16% in 2023 to 14% in 2024. This is below the typical industry average, but efforts are ongoing to reach our target of 10%.

c) There have been several cases of long-term sick leaves that were not work-related, where the employee remains employed. If these were excluded from the calculation, sickness absence would amount to 5 days per FTE.

# About the Report

This CSR report covers the financial year from 1 January to 31 December 2024 and forms part of the management’s review in the 2024 annual report for ALPI Denmark A/S.

The CSR report covers the Danish part of the international Albin & Pitigliani Group. The Danish group consists of two independent companies: ALPI Denmark A/S and ALPI Air & Sea A/S.

ALPI Denmark owns 70% of the Norwegian subsidiary ALPI Norway AS, while ALPI Air & Sea A/S owns 51% of the Chinese subsidiary ALPI International Logistics (Shanghai) Ltd., and 51% of ALPI Singapore Ltd., and 44.9% of Swedish ALPI Air & Sea AB.

The foreign subsidiaries are not included in this report as we do not yet have data collection systems in place for these companies.

The report refers to the Danish group under the collective name ALPI. ALPI has offices, terminals and warehouses in Herning, Kolding, Padborg, Odense, Aarhus and Karlslunde. This CSR report contains data from all locations except for Aarhus.

Third parties have not verified the figures in the CSR report. We take the trouble to find the correct data and verify it internally. Appendix 1 describes the accounting practices for the consumption figures and the CO<sub>2</sub> accounts in the ESG data section. The basis of calculation or sources are given in the footnotes for the other figures in the report.

**Questions about the CSR report should be addressed to:**  
Head of ESG/CSR Anne Vibeke Westerberg: [avi@alpi.dk](mailto:avi@alpi.dk)

# Appendix 1: Accounting practices for ESG data

The following pages indicate the accounting policies underlying the data and CO<sub>2</sub> emissions reported on [page 38-39](#) of the report. All figures are quality-checked and validated by designated key personnel in the finance department. Some figures are based on estimates as we do not have complete data available on these. If there are any special conditions associated with a figure, this is stated directly under each table on [page 38-39](#).

ALPI established a small office in Aarhus in 2024. During 2025, this office will be relocated to expand capacity, which is why data regarding our office in Aarhus will be postponed to the 2025 report, as data for 2024 is considered immaterial.



**Consumption data**

**Energy:**

Total electricity, district heating, natural gas and oil consumption in buildings owned or leased by ALPI.

**Water:**

Total consumption of water and wastewater in buildings owned or leased by ALPI. Water consumption and wastewater are currently calculated as the same figure, as we do not have data on the difference.

**Waste:**

The total amount of waste sent for waste management from buildings owned or rented by ALPI is broken down into recycling, food waste, incineration, landfill, and hazardous waste.

**CO<sub>2</sub> emissions**

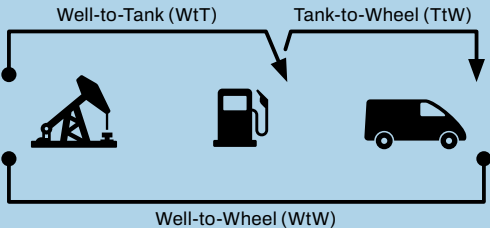
The calculation of CO<sub>2</sub> emissions is based on the Greenhouse Gas Protocol. Furthermore, a number of data sources are included that allow us to translate our energy consumption and fossil fuel use into CO<sub>2</sub> emissions. Where CO<sub>2</sub>e data is available, this data is prioritised over CO<sub>2</sub> data as it provides more comprehensive insights.

At ALPI, we have further developed our CO<sub>2</sub> calculator and calculation method for calculating CO<sub>2</sub> emissions from transport tasks (Scope 3). Our partner, GreenRouter, performs the calculation, while ALPI enriches the calculation by adding filters, validation, navigation, and relevant business logic.

The layout was developed to ensure the most accurate and realistic calculations possible, and it was officially launched in April 2024. The new method has recalculated historical data from previous years to ensure comparability. At the same time, we continuously review the data for errors and continuously improve it to provide the highest data quality. The calculation is both ISO 14083 certified and GLEC 3 accredited. For more detailed information about the current solution, please see our disclaimer.

After the calculation update, there is a slight increase in the reported CO<sub>2</sub>e emissions from transport, which is partly due to the updated methodology, as the CO<sub>2</sub> values used in the standards have increased for various fossil fuels.

The figure below illustrates calculation methods for CO<sub>2</sub> figures in the transport industry.



**Scope 1: Direct CO<sub>2</sub> emissions:**

Scope 1 includes CO<sub>2</sub> emissions directly from sources owned or controlled by ALPI, which includes fuel consumption for company cars and lorries and oil and natural gas consumption for heating buildings.

**Scope 2: Indirect CO<sub>2</sub> emissions:**

Scope 2 includes indirect CO<sub>2</sub> emissions from purchased electricity and district heating in buildings owned or leased by ALPI. We invest in green power that is equivalent to our annual electricity consumption. We deduct this from the climate accounts in accordance with the provisions of the Greenhouse Gas Protocol.

**Scope 3: Other indirect CO<sub>2</sub> emissions:**

Scope 3 includes other indirect CO<sub>2</sub> emissions that can be linked to the business. There are 15 categories in total of indirect CO<sub>2</sub> emissions under Scope 3, of which only categories with relevant importance are included. At ALPI, we have initially chosen to concentrate on Category 4: “Transport and distribution”(upstream) and Category 9: “Transport and distribution” (downstream). These two categories contain all the CO<sub>2</sub> emissions from the transport we sell to customers. These categories covers 99% of our Scope 3

emissions. Emissions are calculated using data from ALPI’s internal systems, which are processed and calculated using ALPI’s CO<sub>2</sub> solution, which is described in this section. From now on, we expect to include more categories in the report.

**Road freight:**

Road freight is calculated based on data from ALPI’s internal systems and processed by ALPI’s CO<sub>2</sub> solution. The calculations follow the GLEC 3 framework and the ISO14083 standard. The expansion of ALPI’s CO<sub>2</sub> solution has made it possible to include train operations and ferry crossings separately as part of road freight. Emissions from courier activities are currently limited due to a lack of data. Emissions from road freight are calculated in CO<sub>2</sub>e Well-to-Wheel (WtW).

**Air freight:**

Air freight is calculated based on data from ALPI’s internal systems and processed by ALPI’s CO<sub>2</sub> solution. The calculations follow the GLEC 3 framework and the ISO14083 standard. The figures include parameters such as freight distance, weight and terminal activities. Furthermore, aircraft type and emission specifications will be included in the calculation in the foreseeable future. Emissions from air freight are calculated in CO<sub>2</sub>e Well-to-Wheel (WtW).

**Sea freight:**

Sea freight is calculated based on data from ALPI’s internal systems and processed by ALPI’s CO<sub>2</sub> solution. The calculations follow the GLEC 3 framework and the ISO14083 standard. The figures are enriched with data from the specific vessel through the Maritime Identification System (IMO). Emissions from sea freight are calculated in CO<sub>2</sub>e Well-to-Wheel (WtW).

**Employee data**

**Employees:** Number of full-time employees at the end of the year. Temporary workers from external agencies are not included in the calculation.

**Salaried employees:** Employees who work primarily in an office with forwarding, sales, business development and administrative tasks.

**Hourly-paid:** Employees working primarily in warehouses and terminals, unloading and loading trucks and picking goods for shipment.

**Employee turnover:** The number of employees who left ALPI during the year is broken down into salaried and hourly-paid employees. The figure includes both natural departures and departures for other reasons.

**Female managers:** The number of female managers compared to the number of male managers at board level and in other management positions, including the number of women at ALPI in general compared to the number of men. The number of female managers is calculated as managers with personnel responsibility and reporting directly to top management.

**Sickness absence:** Average sickness absence per full-time employee.

**Accidents at work resulting in absences:** Number of reported accidents at work with at least one day’s absence.

**Governance data**

**Reported cases:** Number of officially reported cases of child labour, forced labour, human trafficking, corruption and other offences.

