



ALPI's vision and ambition are to be a company that combines profitable global transport and logistics solutions with a workplace and working community that prioritise social sustainability, employee well-being and our responsibility for the environment, society and people.

At ALPI, sustainability is an integral part of our business.

With ALPI Go Green, we have launched concrete initiatives and set ambitious goals to minimise our environmental impact, promote social initiatives and ensure responsible business practices.



Sustainability Strategy



Environment - E

Social - S

Governance - G

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|--|--|---------------------------------|
| <i>Renewable energy</i> | <i>Employee satisfaction and well-being</i> | <i>Ethical business conduct</i> |
| <i>CO₂ reduction</i> | <i>Lifelong learning and career development</i> | <i>Diversity</i> |
| <i>Waste</i> | <i>Employee needs in relation to life stages</i> | <i>Risk Management/IRO</i> |
| <i>Global environmental insight and professional expertise</i> | <i>Social responsibility in the community</i> | <i>Data security</i> |

E - Environment

| Initiatives | 2030 <i>ambition</i> | 2026 <i>initiatives</i> |
|--|---|--|
| Renewable energy | ALPI's electricity consumption is covered 100% by renewable energy through PPAs, certificates and increased own production. | Thoroughly analyse opportunities to increase the share of self-generated electricity. |
| CO2 reduction | Scope 1 & 2 : 60% absolute reductions in 2030 (2021 baseline) Scope 3: 30% intensity reductions (CO ₂ /tonkm) in 2035 (2021 baseline). | Mapping suppliers with a reduced climate footprint. Further development of the CO ₂ data foundation and scaling of the Fuel Swap solution. In addition, a focus on identifying new Scope 1 & 2 initiatives. |
| Waste | 70% of waste sorted for recycling. | Monitoring of waste and automated alerts. Continued analysis and employee training with a focus on warehouse and terminal operations. |
| Global environmental insight and professional expertise | ALPI aims to be a value-adding sparring partner and knowledge hub for our customers through proactive communication of environmental requirements, market trends, and relevant climate initiatives. | Identification and communication of global environmental initiatives, including CO ₂ taxes and its impact on customers and the industry. |

S - Social

| Initiatives | 2030 <i>ambition</i> | 2026 <i>initiatives</i> |
|---|--|---|
| Employee satisfaction & well-being | Employee satisfaction of min. 85% in the satisfaction survey. | Embedding ALPI Sund through daily movement and physical exercise in everyday work, along with other initiatives focused on mental health. An employee survey on ALPI Sund will be conducted. |
| Lifelong learning & career development | Cross-generational career support programmes and skills development courses. | The pilot project on cross-generational competencies will continue, and a career pathway model with leadership and specialist tracks will be developed. |
| 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. | Embedding ALPI Life (life phase policy), including as a fixed agenda item in employees' 1:1 meetings. A survey on employees' experience of ALPI Life will be conducted. |
| Social responsibility in the community | Continue to provide significant, active and engaging support to local projects and initiatives that promote social sustainability and communities. | Together with Ungeløftet, we create internship placements for young people with school absenteeism or other social challenges. The initiative will begin as a pilot project at two locations. |

G - Governance

| Initiatives | 2030 <i>ambition</i> | 2026 <i>initiatives</i> |
|---------------------------------|--|---|
| 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. | Rollout of the Code of Conduct across the value chain in foreign subsidiaries. |
| 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. | The policy for employees with special needs is being tested in practice. Support tools for managers in dialogues with neurodivergent employees are being developed and piloted. |
| Risk Management/IRO | ALPI has a robust and transparent risk management framework that effectively identifies, evaluates and minimizes risk across our global value chain. | Development and implementation of a risk management system, including risk assessments 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. | Implementation of an AI policy and awareness training in IT security for relevant employees. |