



# E3 Koncernen

## CSR Report 2021/22





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Statement of corporate social responsibility, cf. section 99a of the Danish Financial Statements Act covering the consolidated financial statements of PJ of 2005 APS and the underlying consolidated financial statements of the E3 Gruppen A/S – collectively referred to as the E3 Koncernen, or simply E3.



### **About the preparation of this report**

CSR Report 2021/22 and the report's environmental data have been prepared in collaboration between E3 Spedition-Transport and TransECO2.

The calculation of emissions and energy consumption from the completed transport has been prepared in accordance with the guidelines in DS EN 16258. The environmental data is compiled on the basis of information from E3 Spedition-Transport and information that E3 Spedition-Transport has obtained from its partners. The collected data has been discussed with the management of E3 Spedition-Transport.

Against this background, it is our opinion that the key figures in the CSR report give a true and fair view of the most important environmental aspects of the company E3 Spedition-Transport and thus for the entire E3 Group, as the concern's primary activities are carried out in E3 Spedition-Transport.

Lars Dagnæs  
TransECO2

Cynthia Hagge  
E3 Spedition-Transport



# 1 INTRODUCTION

It is the E3 Koncernen's vision that we will be the natural choice when customers want logistics solutions of the highest quality. We believe that responsible and sustainable business models are increasingly the starting point for a modern and future-proof company.

Therefore, we have been working proactively for many years to reduce our environmental and climate impact. This has been done, for example, by continuously replacing our rolling stock with the highest Euro standard, and by using IT and training our employees to ensure that we have a high-capacity utilisation of our fleet and that our trucks get good mileage.

From 2020/2021, we have consolidated our accountability and sustainability efforts into a single CSR report.

Here we have described our policy in the relevant areas and defined the indicators we will monitor. In an annual action plan, we describe how we are making continuous improvements and otherwise ensuring that we comply with the objectives and policies described in the CSR report.

With this CSR report, we wish to openly present the work we have already done and our future strategy and efforts. We have selected a number of our performance indicators – this forms the basis for how we measure our progress.

This CSR report has been prepared in accordance with the guidelines of § 99 (a) of the Danish Financial Statements Act [Årsregnskabsloven] and reports on the E3 Koncernen's CSR work in relation to the financial year 2020/21.

Per Jørgensen  
February 2023



## 2 E3'S BUSINESS MODEL

### "We move it all"

The E3 Konzern is an international concern. International transport and logistics, carried out by E3 Spedition-Transport, is the core business and constitutes the vast majority of the concern's activities. Our head office, with a dedicated office and warehouse, is situated in Padborg. However, we believe in proximity and that we should be easily accessible. Therefore, we have branches in Handewitt, Homberg and Kammlach.

We solve transport and logistics tasks throughout Europe with Germany as the dominant submarket. Our services are part and full load as well as 3rd party logistics: warehousing, packaging and picking as well as distribution. We carry out our transport tasks with our own vehicles and in cooperation with subcontractors in Denmark, Germany and Poland. The majority of outsourced transport operations are carried out by a limited number of subcontractors with whom we maintain close contact.

#### **Vision**

The E3 Konzern will be the natural choice when the need arises for logistics solutions of the highest quality.

#### **Mission**

The E3 Konzern's mission is to move goods in the B2B market without compromising on agreements or service levels. This is done by using the latest technology and passionate and committed employees.

#### **Values**

The E3 Konzern's aim is to secure and handle our customers' goods with the utmost professionalism. We are an employer who constantly wishes to challenge and motivate our employees in a safe working environment, with a focus on individual development – both on a professional and personal level.



## **Our Core Values are**

*Quality:* We never compromise on the quality of our service. We demand a lot from ourselves and each other; we strive to be as accurate and as much of a perfectionist as possible.

*Respect:* We are a company built on respect. Respect for all employees, for the world around us, and for an eco-friendly solution.

*Honesty:* We believe that honesty is the best policy. We are honest with our customers, with each other and with ourselves. This is the only way to create a good working environment and a successful business.

*Commitment:* We are passionate about our work. At the E3 Spedition-Transport we are constantly curious and we always have the customer's interest in mind. We engage with each other and engage in each challenge.

*Relationships:* We believe in mutual relationships and loyalty. We are always there for our customers and each other. We believe in teamwork.

## E3 Koncernen's value chain

### Supplier



- Human Rights
- Employee health and satisfaction
- Work accidents and safe traffic
- Anti corruption

- Know-how of transport and logistics
- Quality, safety and precision
- Employees training and education
- Information and communication technology

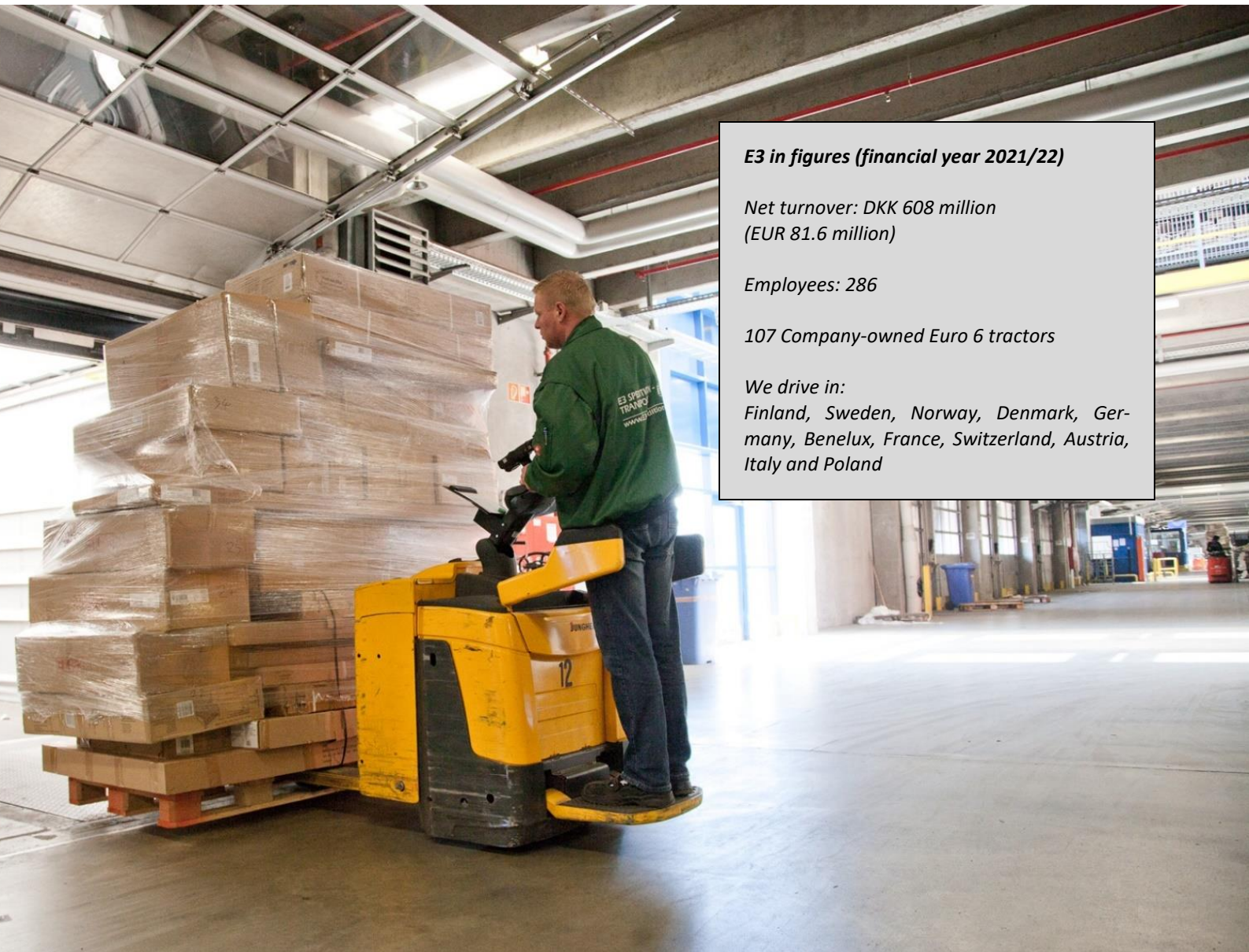
### Transport



- Fuel consumption
- Emission of greenhouse gases (CO<sub>2</sub>)
- Emission of NO<sub>x</sub>, SO<sub>x</sub>, and particles

- Customer satisfaction
- Partnership
- Collaboration and dialoge
- Solutions tailored to customer requirements

### Customer Recipient



#### **E3 in figures (financial year 2021/22)**

*Net turnover: DKK 608 million  
(EUR 81.6 million)*

*Employees: 286*

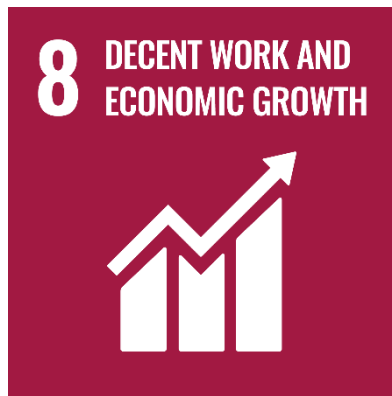
*107 Company-owned Euro 6 tractors*

*We drive in:  
Finland, Sweden, Norway, Denmark, Germany, Benelux, France, Switzerland, Austria, Italy and Poland*

### 3 CSR AT E3

At the E3 Koncernen, we are aware of the impact we are making on the environment. We are, therefore, working hard to develop a greener transport and logistics industry.


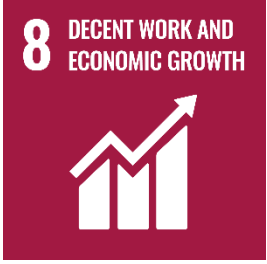
Our company is built on respect. Respect for all employees, for the world around us, and for an eco-friendly solution. We are honest with our customers, with each other and with ourselves. We have chosen to base our CSR strategy on the 17 UN Sustainable Development Goals. We have defined SDG's 3, 8, 9, 12, and 13 as the most relevant for our activities, and thus also the areas where we can make a difference.





## 4 RISK ASSESSMENT

The E3 Konzern's CSR strategy is based on the following identification of the significant risks involved in our business activities.

Area UN SDG's	Identified risks and our strategy	What we do:
 <p><b>3 GOOD HEALTH AND WELL-BEING</b></p>	<p>Significant risks are:</p> <ul style="list-style-type: none"> <li>• Occupational injuries</li> <li>• Physical and mental work environment</li> <li>• Stress</li> <li>• Employee satisfaction</li> <li>• Drivers' working conditions, observance of breaks and driving and rest periods</li> </ul> <p>We aim to:</p> <ul style="list-style-type: none"> <li>• have a healthy physical and psychological work environment.</li> <li>• continuously ensure that we remain an attractive company to work for at the industry level, attracting and retaining the best talent</li> </ul>	<p>Focus areas:</p> <ul style="list-style-type: none"> <li>• The physical and psychological work environment</li> <li>• Through our occupational health and safety organisation, we follow up on dangerous incidents and we work to continuously prevent accidents and injuries</li> <li>• Compliance with driving and rest periods and avoiding time constraints for our drivers</li> <li>• Participation in projects to help specific groups enter the labour market</li> <li>• Individual employee development on the job and through relevant training</li> </ul>
 <p><b>8 DECENT WORK AND ECONOMIC GROWTH</b></p>	<p>Significant risks are:</p> <ul style="list-style-type: none"> <li>• Human Rights. There are significant risks of human rights violations in the supply chain</li> <li>• Anti-corruption. The main risks of bribery and corruption relate to interaction with suppliers and receiving gifts from them.</li> <li>• Gender and nationality equality</li> </ul> <p>Our company is built on respect and honesty, it is, therefore, natural for us to</p> <ul style="list-style-type: none"> <li>• make demands of our subcontractors in terms of proper pay and working conditions for their drivers</li> <li>• We comply with applicable legislation, do not accept bribery/corruption and money laundering, and expect the same from our suppliers and partners in general</li> </ul>	<p>We present our stance to our partners and, where we deem it appropriate, we clarify it in cooperation agreements and we follow up on an ongoing basis.</p> <p>In 2021/22, a "code of conduct" was prepared for the E3 Group.</p>

<p><b>9</b> INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	<p>Professional solutions for our transport operations must ensure our customers' competitiveness and satisfaction with our cooperation.</p> <p>It is our goal to continuously improve our ability to solve the tasks that our customers ask of us.</p> <p>Our IT system, which we have developed for customisation in collaboration with our supplier, is a key starting point in realising our vision.</p>	<p>We work continuously to develop our services, for example through:</p> <ul style="list-style-type: none"> <li>• Dialogue with customers</li> <li>• Developing solutions in collaboration with our customers</li> <li>• Employee development through training and education</li> <li>• The IT system is the "backbone" of our business model.</li> </ul>
<p><b>12</b> RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	<p>Significant risks are:</p> <ul style="list-style-type: none"> <li>• NOx and particulate matter emissions from trucks</li> <li>• Waste and recycling</li> <li>• Efficient use of our equipment and other assets</li> </ul> <p>The E3 Konzernens aims for a greener transport and logistics industry.</p>	<p>Focus areas:</p> <ul style="list-style-type: none"> <li>• Trucks with high Euro standards ensure the lowest possible NOx and particulate matter emissions</li> <li>• Focus on minimizing waste from our activities and that as much as possible is sent for recycling</li> <li>• Employee behaviour and training</li> </ul>
<p><b>13</b> CLIMATE ACTION</p>	<p>Significant risks are the emission of CO2 associated with the burning of fossil fuels:</p> <p>Diesel consumption trucks</p> <ul style="list-style-type: none"> <li>• Own</li> <li>• Sub-contractors</li> <li>• Warehouses and offices</li> <li>• Heating</li> <li>• Electricity consumption</li> </ul> <p>More than 99% of the CO2 emissions from the E3 Konzernens' activities relate to emissions from transport by truck from E3's own and subcontractors' transports.</p> <p>Converting the transport sector's energy supply to CO2 neutral solutions is a common global challenge. In the short term, development is achieved by reducing consumption through efficiency improvements. In the longer term, technological developments should pave the way for new sustainable fuels.</p>	<p>Focus areas:</p> <ul style="list-style-type: none"> <li>• Modern and efficient equipment</li> <li>• Employee behaviour and training</li> <li>• Logistics and route optimisation</li> <li>• Dialogue and collaboration with partners and customers on new solutions</li> </ul>

# 5 POLICIES, ACTIONS AND RESULTS

## 5.1 Environment and climate

### Environmental policy

We aim to minimise the environmental impact we have on the world around us. We do this to ensure that we help pass on a sustainable world to future generations. At the same time, thinking green saves the concern money, so it's not that difficult.

Our focus areas are:

- Modern and efficient equipment
- Employee behaviour and training
- Logistics and route optimisation
- Dialogue and collaboration with partners and customers on new solutions

We are committed to continuously striving to reduce our environmental impact and to comply with all regulatory requirements.

### What we do

- We drive eco-friendly trucks, using the latest technology to minimise CO<sub>2</sub>, NO<sub>x</sub>, SO<sub>2</sub>, and particulate matter emissions.
- We train our drivers to drive in an environmentally friendly way.
- By minimising unladen journeys, idling, and generally getting more mileage out of our fuel, we are acting in an eco-friendly way and also making more money by doing so.
- In our offices and warehouses, we make continuous sustainable environmental improvements.
- We turn off lights when we leave a room and when we replace windows etc., we make sure to find solutions that minimise our energy consumption.
- We minimise our waste and, where possible, we sell our scraps to recyclers.
- All electricity consumed on E3's premises in Denmark is wind-powered, ie. it is produced without using fossil fuels and thus the emission of CO<sub>2</sub>.



### **Achieved in 2021/22**

In 2021/21 we have

- Established a system for quarterly calculation of consumption of diesel and thus emissions of CO<sub>2</sub> from the completed transports. This now forms the basis for continuous follow-up.
- Implemented the energy management system " Min Energi ".

In connection with the preparation of this CSR report for E3, a holistic CO<sub>2</sub> calculation for the corporate activities of E3 was determined. The key figures are shown in the table below.

The total CO<sub>2</sub>emissions from E3's business activities in 2021/22 were 38,105 ton CO<sub>2</sub>(e). The majority of this, 99.8%, came from the freight transports carried out. E3's company trucks accounted for 11,861 tonnes of CO<sub>2</sub> (r), or approx. 31% of the total CO<sub>2</sub> (e) emissions from truck transport. The average emissions per tkm in 2021/22 were 69gr CO<sub>2</sub>.

Compared to 2020/21, CO<sub>2</sub>(e) emissions have increased by 21%. The development must be seen in the light of the fact that transport work has increased by 14 %. The challenges of a shortage of drivers and trucks has been the main reason for the increase in the proportion of empty vehicles on the road and the decrease in the average load on loaded vehicles.

In all, this has meant that emissions per tonne-kilometre have increased from 65 gr. CO<sub>2</sub>(e) in 2020/21 to 69 gr CO<sub>2</sub>(e) in 2021/22.

All of E3's company vehicles, as well as those of subcontractors driving for E3, were Euro 6 trucks.

Figure 1. The total CO2 emissions from E3's business activities in 2021/22 distributed on scope 1, 2 and 3. Tonnes CO2(e)

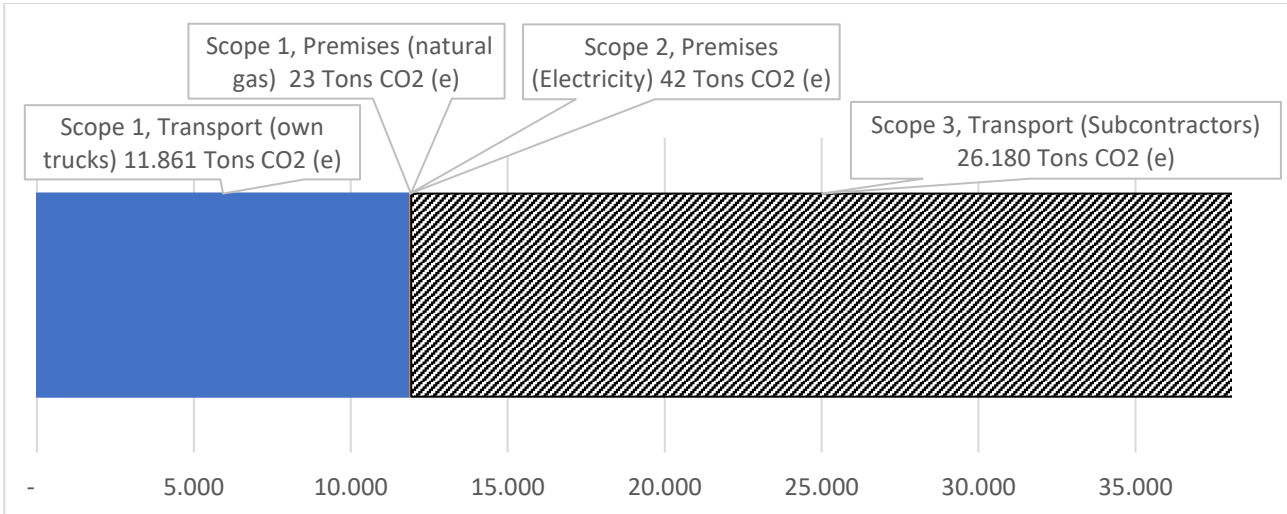


Figure 2. The developments in E3's environmental performance 2020/21 and 2021/22

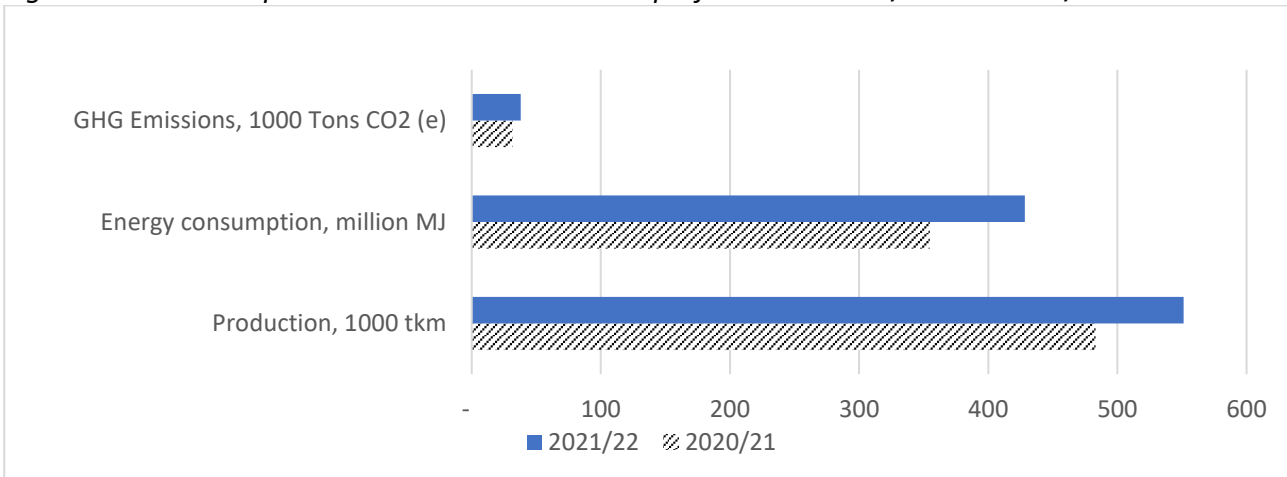




Table: Key environment and climate figures for 2020/21 and 2021/22

	2020/21	2021/22	Unit / measured (M) or calculated (C)
<b>CO2-Emissions, well -&gt; wheel/tkm</b>			
Own vehicles	0,065	0,071	kg CO2 e/tkm (M)
Subcontractor vehicles	0,065	0,068	kg CO2 e/tkm (C)
All Vehicles	0,065	0,069	kg CO2 e/tkm (C)
<b>CO2-Emissions tank -&gt; wheel/tkm</b>			
Own vehicles	0,052	0,057	kg CO2 e/tkm (M)
Subcontractor vehicles	0,052	0,055	kg CO2 e/tkm (C)
All vehicles	0,052	0,055	kg CO2 e/tkm (C)
<b>Proportion of empty runs by own vehicles</b>	11%	12%	% (M)
<b>Proportion of empty runs by third-party vehicles</b>	11%	12%	% (M)
<b>Energy consumption / km own vehicles</b>	0,29	0,30	liter/km (M)
<b>Energy consumption / km third-party vehicles</b>	0,29	0,29	liter/km (C)
<b>Trucks (own)</b>			
Division of the Euronorm	6,0	6,0	avg. Norm (M)
<b>Trucks (subcontractors)</b>			
Division of the Euronorm	6,0	6,0	avg. Norm (M)

## Rainer Schlechter – warehouse manager E3 Konzern Padborg

*Warehousing and cross-docking, which is the primary employment at E3's terminal in Padborg, are important prerequisites for a good capacity utilisation of the trucks as well as for ensuring fast and flexible transport solutions. Rainer Schlechter is responsible for the activities in the three terminals in Padborg. We are a total of 5 employees here, says Rainer, who has been at E3 for 26 years.*

*The transport market is moving faster and faster, Rainer continues, customers want short transport times and precise delivery of the right goods.*



*Our success criteria are a small margin of error and that the waiting time for the trucks to be loaded and unloaded at the terminal is as short as possible. This makes demands on me and my employees. We are a good team and we cooperate well. It is important that all employees can work independently and take responsibility. Employees generally stay a long time at E3, says Rainer.*

## Action Plan 2022/23

- Dialogue with our subcontractors about our environmental policy and collection of data on consumption per kilometre driven in the same way as for our own vehicles.
- E3 continuously monitors technological developments in trucks and fuels with the aim of assessing whether new technologies are ripe enough for the market to be implemented in our business model.
- In 2023, a total of 200 new trailers will be purchased to replace existing trailers.
- The new trailers will be equipped with digital tire pressure monitoring.
- In the course of 2023, E3 will implement a new telematics system in all E3's own tractor units, the new system will, among other things, provide the opportunity to monitor the trucks' running energy efficiency. This gives new opportunities for more energy-efficient running.
- In addition, we will continuously assess whether we can also in other ways, through innovation and development, introduce workflows and technologies that can streamline energy utilisation and thus contribute to reducing the carbon footprint from our activities.
- The aim is that the average CO<sub>2</sub> emissions per tonne-kilometre in 2022/23 can be reduced by 6%, corresponding to the level in 2020/21.



As described, CO2 emissions from transport by E3's own trucks and subcontractors account for more than 99% of total CO2 emissions from E3. The most important source for reducing CO2 emissions is, therefore, that emissions from the completed transports can be reduced.

It is estimated that the possibilities to reduce CO2 emissions per tonne-kilometre within existing means (better utilisation, more km per litre and less idling) are limited once the level from 2020/21 is again reached. However, E3 will continue to explore the possibility of further reductions.

If the societal objectives of reducing CO2 emissions from road transport are to be reduced towards 2045/50, it will be necessary to introduce new technologies.

Germany is the main market for E3 where the German government, in cooperation with branch organisations and industry, has established a strategy for the implementation of new fuels.

The main focus is on electricity and hydrogen.

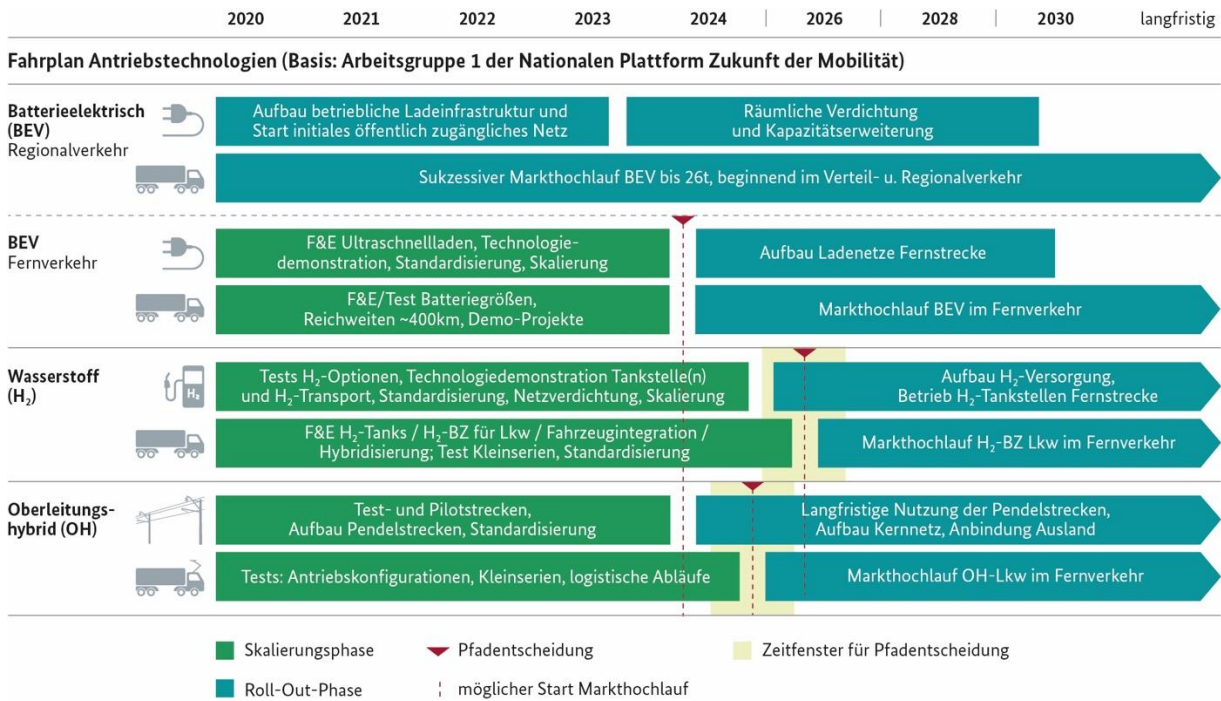
The strategy can be found at this link: <https://www.klimafreundliche-nutzfahrzeuge.de>

Figure 3 shows the timetable for the market introduction of electricity and hydrogen in road transport in Germany. The current status is that for battery electric trucks, a market roll-out will start from 2024 for the long hauls and for hydrogen trucks from 2025. When it comes to battery electric trucks, the timetable for establishing charging options is critical for when companies will be able to implement these in their daily operations. As can be seen, the expansion of the load infrastructure will also take place from 2024.

E3 will continue to monitor developments in new markets dealing with trucks as well as in dialogue with our customers, assessing when the market is ripe for gradual implementation of new technologies.



Figure 3. Timetable for the development and market introduction of new fuels (electricity and hydrogen) for heavy goods vehicles in Germany.



Source: <https://www.klimafreundliche-nutzfahrzeuge.de>



## 5.2 Health and well-being

### Our policy is

Our employees are our link to customers, suppliers and other stakeholders, and it is crucial that our actions eliminate the risk that we fail to attract and retain qualified employees.

We aim to have a healthy physical and psychological working environment and, we respect internationally recognised human rights.



### What we do

- We continuously strive to ensure that we remain an attractive company to work for at the industry level, attracting and retaining the best talent.
- We treat our employees with respect and ensure that each employee has the opportunity to develop in the job, while offering them relevant training.
- Not only do we comply with legal requirements to prevent accidents and injuries, we also work proactively to alert each other to dangerous situations.
- We ensure that drivers respect their breaks and rest periods.
- We aim to ensure that they are not put under time constraints which can lead to them becoming unfocused and, therefore, more likely to make mistakes.
- We take individual care of our employees.
- We participate in projects that actively seek to attract diverse population groups – and we welcome employees who are dependent on assistive devices or extra support.
- As a socially responsible company, we participate in various projects and initiatives aimed at helping various population groups find entry into the labour market.
- We also actively seek to inspire and encourage young people who are still in school to take an interest in the industry.
- One of the ways in which we support the local communities in the areas where we do business is through sponsorship.
- We also participate in locally organised events and support local initiatives.

### Achieved in 2021/22

E3 received the CSR award in the Aabenraa Municipality in 2021 for our social responsibility where we want to create a more inclusive labour market. We do this, among other things, by activating and providing space for vulnerable citizens and by contributing to the education of future workers.

### Action Plan 2022/23

In 2022/23 we will continue our efforts through participation in projects and activities as in 2021/22.

### Thomas Heise – student at E3, Handewitt

The transport and logistics industry is of crucial for today's society. Without an efficient transport and logistics sector, society will come to a standstill. The last few years have placed great demands on the industry's adaptability and ability to innovate, as we saw during and after the Corona epidemic. Over the past year, disruption in global supply chains has put an increased focus on delivery capacity, and in 2022 the development meant a shortage of both equipment and drivers.



In the office it places demands on our planning and disposition.

*Through my training as a freight forwarder at E3 in Handewitt (in Germany: Speditions- und Logistikkaufmann) I get the professional qualifications that I will need in my future job.*

*The transition of the transport sector to the zero-emission society will be an exciting task in the coming years. New technologies such as hydrogen and batteries are on the way. Here and now, electric trucks are being put into*

*operation in the regional and local distribution and, for example, in the collection of waste. It will be really exciting when they become mature enough to be scaled up for use in the 'long haul' "*

### 5.3 Innovation and development

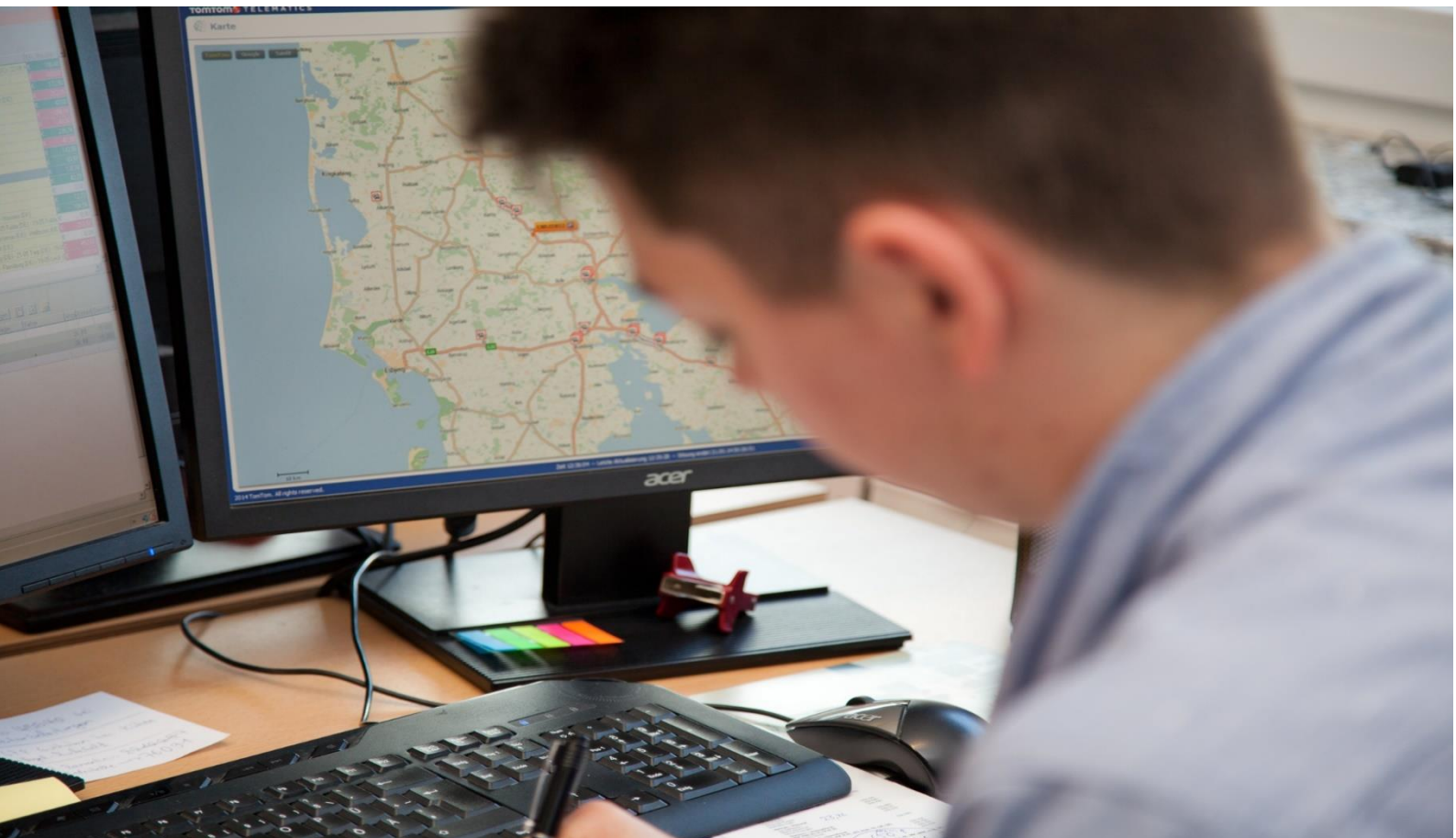
#### Our policy is

Professional solutions for our transport operations must ensure our customers' competitiveness and satisfaction with our cooperation. It is our goal to continuously improve our ability to solve the tasks that our customers ask of us. Our IT system, which we have developed for customisation in collaboration with our supplier, is a key starting point in realising our vision.

#### What we do

We work continuously to develop our services, for example by:

- Dialogue with customers.
- Developing solutions in collaboration with our customers.
- Employee development through training and education. For example, we train and develop freight forwarding apprentices and tailor our training programme to suit each apprentice.
- E3 contributes actively to the training of new employees in the profession through the training of apprentices. By 2023, there will be a total of 9 apprentices in training at E3. 1 in Denmark as a freight forwarder apprentice, and 8 in Handewitt: in transport and freight forwarding and 4 in warehousing. In addition, we offer training positions in IT.
- The IT system is the “backbone” of our business model.



### IT-team at E3

*A well-functioning IT system is becoming increasingly important for the company's business model and cooperation with customers. This has also been acknowledged by the management at E3, say the two employees who are responsible for the IT systems at E3. We have seen an increased focus on our work tasks and investments have increased in recent years.*



*Financial systems and freight forwarding and dispatch systems are complemented by a wide range of E3-specific solutions. This applies, for example, to solutions for integration between E3 and a number of our key customers.*

*For example, this supports efficient data exchange and is critical for our responsiveness, flexibility and not least, lead time, accuracy and delivery reliability.*

*The two employees in the IT team have no doubt that the development of the IT system and new solutions will be an important facilitator in the green transition. For example, it must support an even better utilisation of the vehicles, less idling. Current examples include a planned replacement of the telematics system in the E3's 107 own tractor units, and the introduction of digital and online tire pressure monitoring in 200 new trailers to be procured in the course of 2023.*



## 5.4 Human rights and anti-corruption

### **Our policy is**

Our business is built on respect and honesty, so it is natural for us to want to respect international human rights and to expect our suppliers and partners to do the same.

Similarly, we do not accept corruption such as bribery and money laundering at the E3 Koncernen, neither do we accept the same from our partners/suppliers.

### **What we do**

Through dialogue with our subcontractors and other partners, we ensure that they are aware of our approach to human rights and anti-corruption, and we follow up if we find any discrepancies.

The E3 Koncernen works with diversity at several levels, as we consider diversity to be a strength that contributes positively to the concern's development. We, therefore, strive to achieve a balanced gender distribution at the various management levels. However, our desire for diversity will not be at the expense of competencies in our recruitment.

### **Achieved in 2021/22**

In 2021/22, we have prepared a "Code of Conduct" which establishes the above conditions.

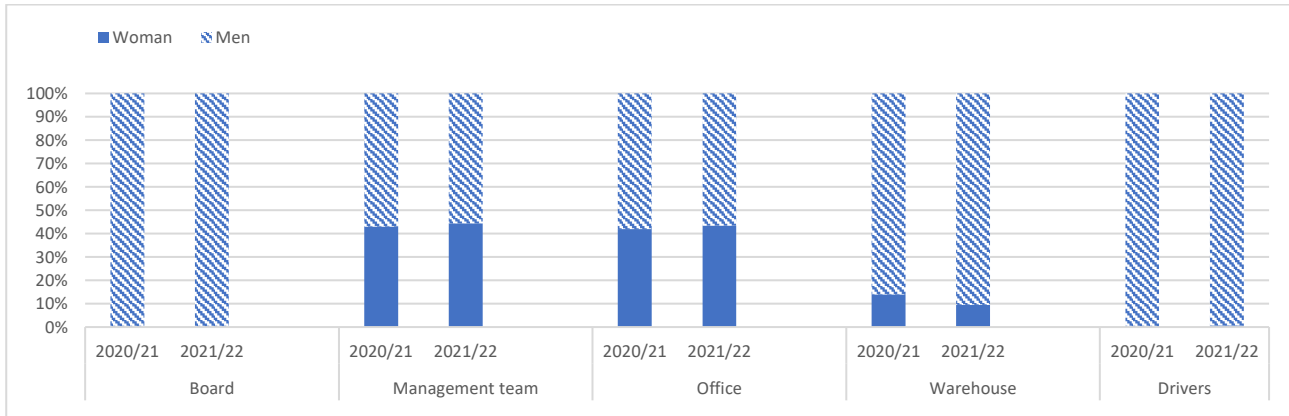
It now forms the basis for dialogue with our regular partners and all employees are informed about its content and significance.

In 2021/22, there have been no deviations among E3's permanent subcontractors in relation to the company's stance on human rights and anti-corruption.

Figure 4 shows the gender distribution of employees at E3 for board, management, office, warehouse and drivers, respectively.

The Board of Directors, which consists solely of men, has set preliminary target figures for the number for the number of women on the Board of Directors and at other management levels at 25%. As shown in the table, the distribution in the management group lives up to the target figure, but the proportion of women on the board does not meet the target.

Figure 4. Gender distribution 2020/21 and 2021/22



### Action Plan 2022/23

In the coming year, we will maintain our practice of explicit dialogue with our partners and employees based on the now adopted based on the now adopted “Code of Conduct”.

It is the objective that the Board's target figures for the representation of women are met by the end of the 2022/23 financial year.



## 6 STATEMENT ON “DUE DILIGENCE”

The E3 Koncernen has formulated policies for areas where risks have been identified in this CSR report and, where appropriate, actions are also described.

The concern’s CSR report is reviewed at management meetings. In the context of the annual financial reporting, the status of planned actions and proposals for objectives and action plans for the coming period are presented to the Board.

The concern’s CSR report is reviewed at the bi-annual staff meetings and at the introduction of new employees.

The concern’s policy is incorporated into the employee handbook of the individual companies in the Koncernen.

The CSR report is reviewed with E3’s main subcontractors.

As mentioned above, in 2021/22 a “Code of Conduct” has been prepared clarifying expectations and requirements for employees, suppliers and other partners.





## 7 PERFORMANCE DATA

	Note.	2020/21		2021/2022		Unit
<b>Social performance</b>						
Employees						
Number of employees		282		286		
Gender balance						
		<i>Women</i>	<i>Men</i>	<i>Women</i>	<i>Men</i>	
Board		0%	100%	0%	100%	
Management team		43%	57%	44%	56%	
Office		42%	58%	43%	57%	
Warehouse		14%	86%	10%	90%	
Drivers		0%	100%	1%	99%	
<b>Environmental performance</b>						
<b>Energy consumption (t-w)</b>						
<i>Scope 1</i>						
Transport (own trucks)	7	134.045	38%	133.572	31%	GJ
Premises (natural gas)			n.a.	1.073	0,2%	GJ
<i>Scope 2</i>						
Electricity		1.150	0,32%	1.273	0,3%	GJ
<i>Scope 3</i>						
Transport (Subcontractors)	7	220.550	62%	294.833	68%	GJ
SUM (scope 1, 2 and 3)		356.894	100%	432.025	100%	GJ
<b>GHG-Emissionen</b>						
<i>Scope 1</i>						
Transport (own trucks)	5	11.903	38%	11.861	31,1%	Tons CO2(e)
Premises (natural gas)			n.a.	42	0,11%	Tons CO2(e)
<i>Scope 2</i>						
Premises (electricity)	6	52	0,2%	23	0,06%	Tons CO2(e)
<i>Scope 3</i>						
Transport (Subcontractors)	5	19.584	62%	26.180	68,7%	Tons CO2(e)
SUM (scope 1, 2 and 3)		31.538	100%	38.105	100%	Tons CO2(e)
<b>Other resource consumption</b>						
Water m3			n.a.	960		m3
<b>Environmental performance KPIs</b>						
CO2(e) per tonnekm	1		0,065		0,069	kg per tkm
Litre/Km (own trucks)	2		0,29		0,30	Liter per km
Proportion of empty runs	3		11%		12%	
Avg. Euronorm	4		6		6	



## **Notes: This is how we made our calculations**

### **Note 1.**

Emissions of CO<sub>2</sub>(e) per tonne-kilometre are calculated on the basis of the consumption of diesel per kilometre driven (for our own vehicles, this figure also applies to subcontractors) the average share of unladen driving and the average weight of goods on the truck (when loaded).

### **Note 2.**

Km/litre for own trucks is calculated based on the total operation and our consumption of diesel based on the settlement with our suppliers.

### **Note 3.**

The proportion of driving without goods is calculated on the basis of fair sampling from our disposition system. The calculation is made for E3's own vehicles as well as for the subcontractors who have vehicles at the disposal of E3. It is assumed that this key figure also applies to other mileage driven by E3's other subcontractors.

### **Note 4.**

The average Euronorm includes E3's own vehicles as well as the trucks of subcontractors at the disposal of E3.

### **Note 5.**

The CO<sub>2</sub> emissions from the transports carried out are calculated on the basis of the total number of kilometres driven by E3's own vehicles and subcontractors and the average consumption of diesel per kilometre driven (see note 1).

Diesel consumption is the basis for calculating total CO<sub>2</sub> emissions. For the calculation, the emissions per litre of diesel as calculated in the standard 'DS EN 16258', Methodology for calculation and declaration of energy consumption and GHG emissions of transport services (freight and passengers) have been used. It is assumed that an average of 5 % biodiesel is added.

### **Note 6.**

The calculation of CO<sub>2</sub> emissions from the consumption of electricity in E3's own premises is calculated on the basis of the total consumption in Denmark and Germany and the suppliers' indication of CO<sub>2</sub> emissions per kWh. In Denmark, 100% wind power is purchased from ScanEnergi. In Germany, CO<sub>2</sub> emissions have been calculated on the basis of the information provided by the supplier, Stadtwerke Flensburg GmbH. See also the comment under note 5 on the statement period.

### **Note 7.**

The energy consumption for transport is calculated on the basis of the total consumption of diesel and on the basis of the standard 'DS EN 16258' (see note 5).

## 8 WORDS, ABBREVIATIONS AND EXPRESSIONS

**CO<sub>2</sub> (e) (carbon dioxide equivalents)** Carbon dioxide (CO<sub>2</sub>) is produced by the combustion of fossil fuels. Globally, carbon dioxide is the most important climate gas. At the European level, the transport sector accounts for approximately 32% of total CO<sub>2</sub> emissions. In addition to CO<sub>2</sub>, the global agreement on the reduction of greenhouse gases, the “Kyoto Protocol”, stipulates that the greenhouse gases are: Methane (CH<sub>4</sub>), Nitrous oxide (N<sub>2</sub>O), Hydro fluorocarbons (HFCs), Perfluorocarbons (PFCs), and Sulphur hexafluoride (SF<sub>6</sub>). Emissions of the 6 climate gases are often calculated as a total value CO<sub>2</sub> (e) (carbon dioxide equivalents), where the contributions of the 6 gases are added together weighted according to their contribution to global warming. CO<sub>2</sub>(e) values are calculated as ‘well to wheel’, i.e. the total emissions including the contribution from the processes of extraction, refining, and transport of the fuel to the fuel tank of the means of transport, and ‘tank to wheel’, which are the emissions from combustion in the engine of the means of transport only.

**NO<sub>x</sub> (Nitrogen oxides)** is a collective term for compounds of nitrogen (N) and oxygen (O). Nitrogen oxides are produced by all combustion processes and contribute primarily to the acidification of subsoil and groundwater and can cause respiratory problems.

**HC (Hydrocarbons)** are formed by incomplete combustion of fossil fuels. Hydrocarbons are the common name for methane and non-methane hydrocarbons (NMHC). Some hydrocarbons are carcinogenic. In addition, hydrocarbons contribute to ozone formation and the greenhouse effect.

**Particles** from diesel engines pose a significant health risk in the immediate environment, increasing, for example, the risk of cancer. New engine technology (particulate filters) contributes to the reduction of particulate matter in exhaust gases.

**EURO STANDARDS.** Since the early 1990s, the European Union (and before that the United Nations) has required heavy-duty diesel vehicles over 3.5 tonnes to comply with certain limit values for emissions of air pollutants – the Euro standards – when they are first registered. Over the years, the standards have been tightened several times. Entry into force and limit values are set out below.

*Emissions limit values of NO<sub>x</sub>, HC, CO, and particulate matter (PM) from heavy-duty diesel vehicles (g/kWh) for EURO 3, 4, 5, and 6 trucks, and date of introduction of engine technology.*

	NO <sub>x</sub>	HC	CO	PM
EURO 3 - Type approval 1/10 2000, new vehicles 1/10 2001	5,0	0,66	2,1	0,10
EURO 4 - Type approval 1/10 2005, new vehicles 1/10 2006	3,5	0,46	1,5	0,02
EURO 5 - Type approval 1/10 2008, new vehicles 1/10 2009	2,0	0,46	1,5	0,02
EURO 6- Type approval 31/12 2012, new vehicles 31/12 2013	0,4	0,13	1,5	0,01