



E3 Koncernen

CSR-Report 2022/23





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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 2022/23 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 ISO 14083. 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 2022/23.

Per Jørgensen
December 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, Zarrentin, 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 (CO₂)

Emission of NO_x, SO_x, and particles

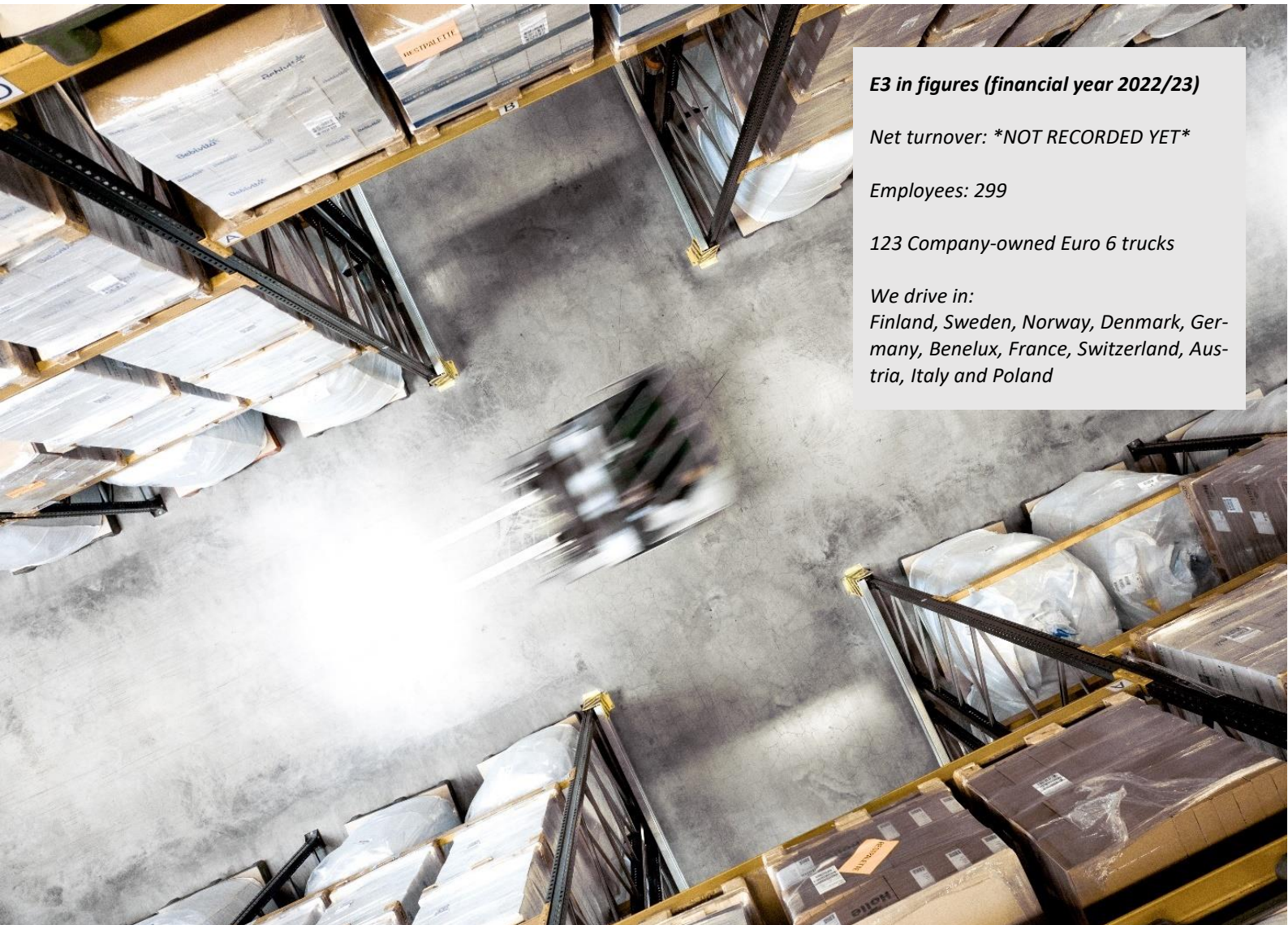
Customer satisfaction

Partnership

Collaboration and dialoge

Solutions tailored to customer requirements

Customer Recipient



E3 in figures (financial year 2022/23)

Net turnover: *NOT RECORDED YET*

Employees: 299

123 Company-owned Euro 6 trucks

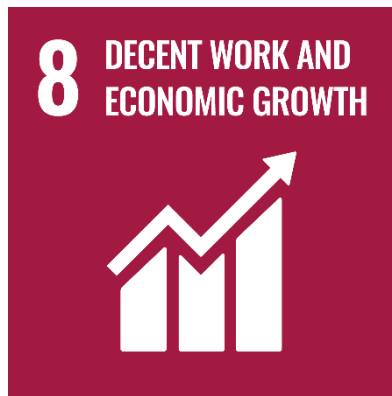
We drive in:

Finland, Sweden, Norway, Denmark, Germany, Benelux, France, Switzerland, Austria, Italy and Poland

3 CSR AT E3


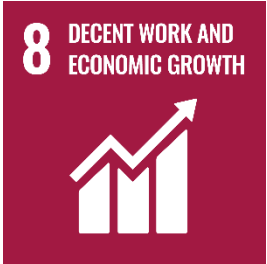
At the E3 Koncernen, we are aware of the impact we are making on the environment. We are, therefore, working hard to develop a greener transport and logistics industry.




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>3 GOOD HEALTH AND WELL-BEING</p>	<p>Significant risks are:</p> <ul style="list-style-type: none"> • Occupational injuries • Physical and mental work environment • Stress • Employee satisfaction • Drivers' working conditions, observance of breaks and driving and rest periods <p>We aim to:</p> <ul style="list-style-type: none"> • have a healthy physical and psychological work environment. • continuously ensure that we remain an attractive company to work for at the industry level, attracting and retaining the best talent • that we through training and follow-up minimizes the risk of accidents in traffic and the workplace 	<p>Focus areas:</p> <ul style="list-style-type: none"> • The physical and psychological work environment • Through our occupational health and safety organisation, we follow up on dangerous incidents and we work to continuously prevent accidents and injuries • Compliance with driving and rest periods and avoiding time constraints for our drivers • Participation in projects to help specific groups enter the labour market • Individual employee development on the job and through relevant training
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	<p>Significant risks are:</p> <ul style="list-style-type: none"> • Human Rights. There are significant risks of human rights violations in the supply chain • Anti-corruption. The main risks of bribery and corruption relate to interaction with suppliers and receiving gifts from them. • Gender and nationality equality <p>Our company is built on respect and honesty, it is, therefore, natural for us to</p> <ul style="list-style-type: none"> • make demands of our subcontractors in terms of proper pay and working conditions for their drivers • We comply with applicable legislation, do not accept bribery/corruption and money laundering, and expect the same from our suppliers and partners in general 	<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>9 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"> • Dialogue with customers • Developing solutions in collaboration with our customers • Employee development through training and education • The IT system is the "backbone" of our business model.
 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	<p>Significant risks are:</p> <ul style="list-style-type: none"> • NOx and particulate matter emissions from trucks • Waste and recycling • Efficient use of our equipment and other assets <p>The E3 Konzernens aims for a greener transport and logistics industry.</p>	<p>Focus areas:</p> <ul style="list-style-type: none"> • Trucks with high Euro standards ensure the lowest possible NOx and particulate matter emissions • Focus on minimizing waste from our activities and that as much as possible is sent for recycling • Employee behaviour and training
 <p>13 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"> • Own • Sub-contractors • Warehouses and offices • Heating • Electricity consumption <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"> • Modern and efficient equipment • Employee behaviour and training • Logistics and route optimisation • Dialogue and collaboration with partners and customers on new solutions

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 optimisation²⁰
- 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 CO₂, NO_x, SO₂, 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 CO₂.

Achieved in 2022/23

In 2022/23 we have

- Established a system for quarterly calculation of consumption of diesel and thus emissions of CO₂ from the completed transports. This now forms the basis for continuous follow-up.



- Purchased a total of 200 new trailers to replace existing trailers. The new trailers are equipped with digital monitoring of the tire pressure.
- Begun implementation of a new telematics system in all E3-owned trucks. Among other things, the new system makes it possible to monitor the energy efficiency of trucks. The system will be fully implemented in 2024.

The total CO₂ emissions from E3's business activities in 2022/23 were 35,758 ton CO₂ (e). The majority of this, 99.9%, came from the freight transports carried out. E3's company trucks accounted for 12,004 tonnes of CO₂ (r), or approx. 34% of the total CO₂ (e) emissions from truck transport. The average emissions per tkm in 2022/23 were 57gr CO₂.

Figure 1. The total CO₂ emissions from E3's business activities in 2022/23 distributed on scope 1, 2 and 3. Tonnes CO₂ (e)

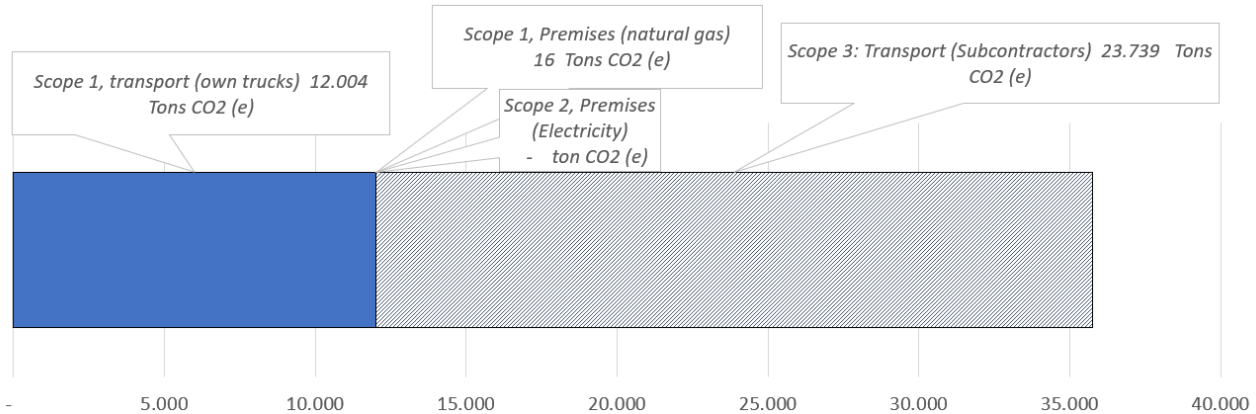


Figure 2 shows the development of total production/transport work, measured in tonkm, as well as energy consumption and CO₂ emissions from 2020/21 to 2022/23, i.e. 2 financial years. As you can see, transport work has increased in both years. In the last year, transport work has increased by 14%, within the last 2 years by a total of 30%. Energy consumption has increased by 9% (2 years) over the same period. Overall, energy consumption per tonne-kilometre has been reduced by 17%. The development should be seen against the background of the fact that three factors have improved over the past two years: diesel consumption per km driven, the proportion of journeys without a load and the average number of tons on the car with a load.

CO₂ emissions per tonne-kilometre have decreased by 13% over the same period (i.e. 2 financial years). (If the decrease in CO₂ emissions is less than the decrease in energy consumption, it is because as of the 2022/23 financial year, E3 has chosen to calculate CO₂ emissions from transport in accordance with ISO 14083 and use emission factors from GLEC V 3.0. The emission factor for diesel is approximately 5% higher than in the DS EN 16358 standard, which formed the basis for calculating CO₂ emissions in the previous two financial years).

Compared to 2021/22, i.e. within the last year, CO₂ (e) emissions per tonne-kilometre have fallen by 18%. Overall, emissions per tonne-kilometre have decreased from 69 grams of CO₂ (e) in 2021/22 to 57 grams of CO₂ (e) in 2022/23.

All of E3's own trucks, as well as the trucks of the subcontractors who drove for E3, were Euro 6 trucks.



Figure 2. The developments in E3's environmental performance 2020/21 (basic year), 2021/22 and 2022/23

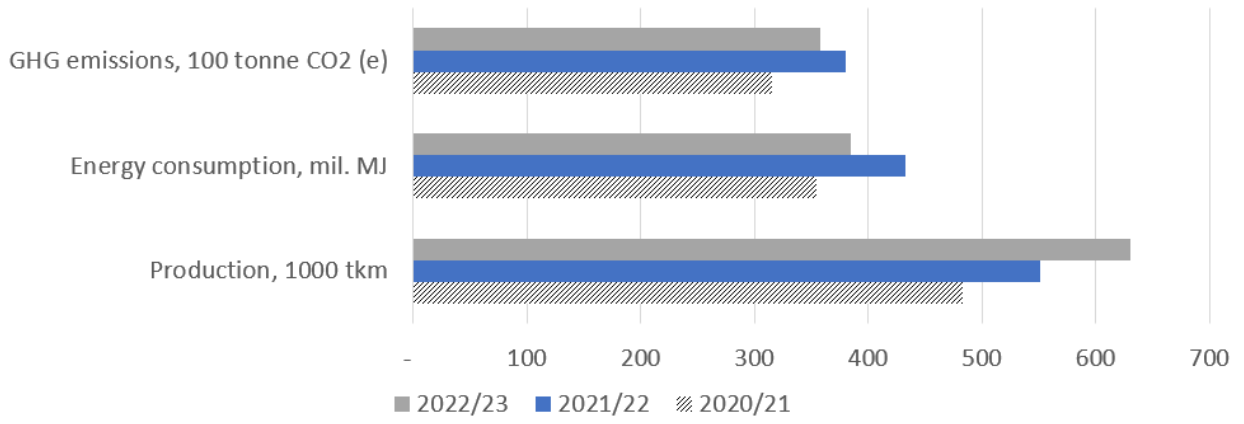


Table: Key figures 2020/21 (base year), 2021/22 and 2022/23, environment and climate

	2020/21 (basic year)	2021/22	2022/23	Unit / measured (M) eller calculated (C)
CO2-Emissions, well -> wheel/tkm				
Own vehicles	0,065	0,071	0,055	kg CO2 e/tkm (M)
Subcontractor vehicles	0,065	0,068	0,058	kg CO2 e/tkm (C)
All Vehicles	0,065	0,069	0,057	kg CO2 e/tkm (C)
CO2-Emissions tank -> wheel/tkm				
Own vehicles	0,052	0,057	0,042	kg CO2 e/tkm (M)
Subcontractor vehicles	0,052	0,055	0,043	kg CO2 e/tkm (C)
All Vehicles	0,052	0,055	0,043	kg CO2 e/tkm (C)
Proportion of empty runs by own vehicles	11%	12%	11%	% (M)
Proportion of empty runs by third-party vehicles	11%	12%	11%	% (M)
Energy consumption / km own vehicles	0,29	0,30	0,28	liter/km (M)
Energy consumption / km third-party vehicles	0,29	0,29	0,29	liter/km (C)
Trucks (own)				
Division of the Euronorm	6,0	6,0	6,0	avg. norm (M)
Trucks (subcontractors)				
Division of the Euronorm	6,0	6,0	6,0	avg. norm (M)

Claudia Rößiger, Driver at E3 Spedition-Transport, Handewitt



Nearly 350 trucks travel on European roads every day in E3's logistics system. 105 of the trucks are E3's own trucks, the rest are trucks from subcontractors with whom E3 cooperates.

Drivers have an important task: to ensure that the goods arrive safely and on time.

Claudia Rößiger has been a truck driver for 16 years, the last 2 years at E3. She is a long-distance truck driver, and the truck is her home and workplace from Monday to Friday.

"It was more of a coincidence that I became a driver," says Claudia Rößiger. "I once got the opportunity to ride a truck.

For me, it was a chance for an exciting and varied job, so I decided to train as a driver. I don't regret anything."

She continues: "As a truck driver, I am responsible for the customer's goods, the truck and the other road users with whom I share the road.

I need to make sure that I am correctly informed of the conditions at the customer's site when I need to pick up and deliver the goods, and I need to make sure that I know where to park the truck during the day and where to refuel. In short: every day new exciting challenges, for which I am responsible to find the best solution." According to Claudia Rößiger, the recipe for a good workplace is: "The correct and relevant information before the task is to be solved, a good cooperation within the company and, last but not least, the respect that I receive. That's my day-to-day life at E3," she concludes.

Action Plan 2023/24

- Dialogue with our subcontractors about our environmental policy and collection of data on consumption per km 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 2024, E3 will implement a new telematics system in all E3's own truck 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 CO₂ emissions per tonne-kilometre in 2023/24 can be kept corresponding to the level in 2022/23 and, where appropriate, reduced further.

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. 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.

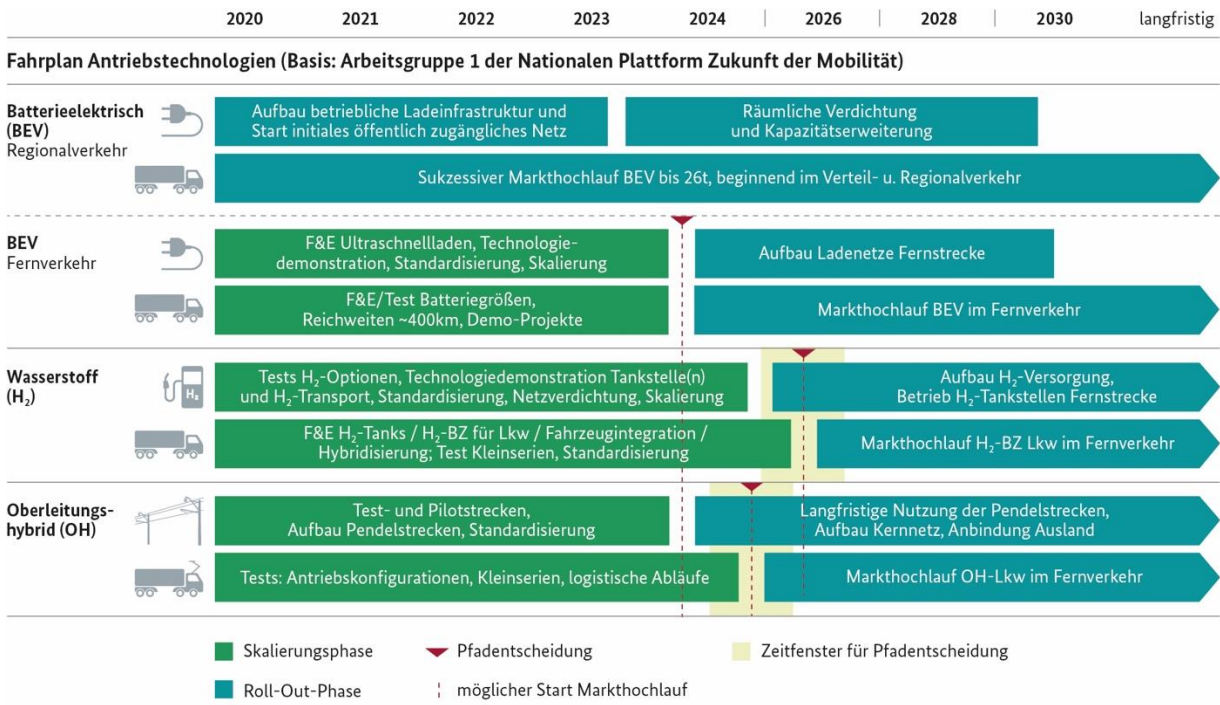
The strategy can be found at this link: <https://www.klimafreundliche-nutzfahrzeuge.de>

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.

Drop-in fuels such as HVO (Hydrotreated Vegetable Oil) can be one way to reduce CO₂ emissions from truck transport. HVO has the advantage that it can be used in trucks that are already running. The possibility of using HVO will therefore also be part of the possibilities that E3 will explore.

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 2022/23

E3 Spedition-Transport received the CSR award in the Aabenraa Municipality/Denmark in 2023 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 2023/24

In 2023/24 we will continue our efforts through participation in projects and activities as in 2022/23.

Günther Meyer, Driver at E3 Spedition-Transport, Handewitt

Günther Meyer has been a driver since 1994, i.e. for almost 30 years, the last 5 years at E3. Here he drives tours in the region north and south of the German-Danish border. "Good colleagues



and a culture of good cooperation within the company are of great importance for our daily work. At E3, I experience an everyday life where everyone respects each other and where there is also room for different cultures.

I take responsibility for my work to drive safely and energy-efficiently. Since I started in 1994, a lot has happened in truck technology," says Günther Meyer. "Back then, trucks had manual transmissions. The cars we drive today are automatic and there are many electronic aids in trucks today, such as navigation systems.

In 2023, we installed a new system at E3 so that I, as a driver, can track my energy consumption. Within the next ten years, many of the trucks could be powered by electricity or hydrogen. That probably won't happen in my time as a driver," he concludes.

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 2024, there will be a total of ten apprentices in training at E3. One in Denmark as a freight forwarder apprentice, and nine in Handewitt: six in transport and freight forwarding and three in warehousing.
- The IT system is the "backbone" of our business model.



Mohamad Ghaith Altabaa Auszubildender als Speditionskaufmann bei E3 Spedition-Transport, Handewitt

In 2024, E3 will have a total of 10 apprentices, 7 of whom will work in freight forwarding and transport.

Mohamad Ghaith Altabaa started an apprenticeship as a forwarding agent at E3 in Handewitt in August 2023.

"I came to Germany as a refugee from Syria in 2014," says Mohamad Ghaith Altabaa. When I decided to train as a forwarding agent, I applied to E3, where they traditionally hire employees from different cultural backgrounds. I see the transport and logistics industry as an important enabler of the modern global economy and want to be a part of it. In my future work as a forwarding agent, I will contribute to the development of efficient and sustainable logistics systems. I'm looking forward to learning more about this in my apprenticeship.



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. The skills of the candidates are still the decisive factor.

Achieved in 2022/23

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.

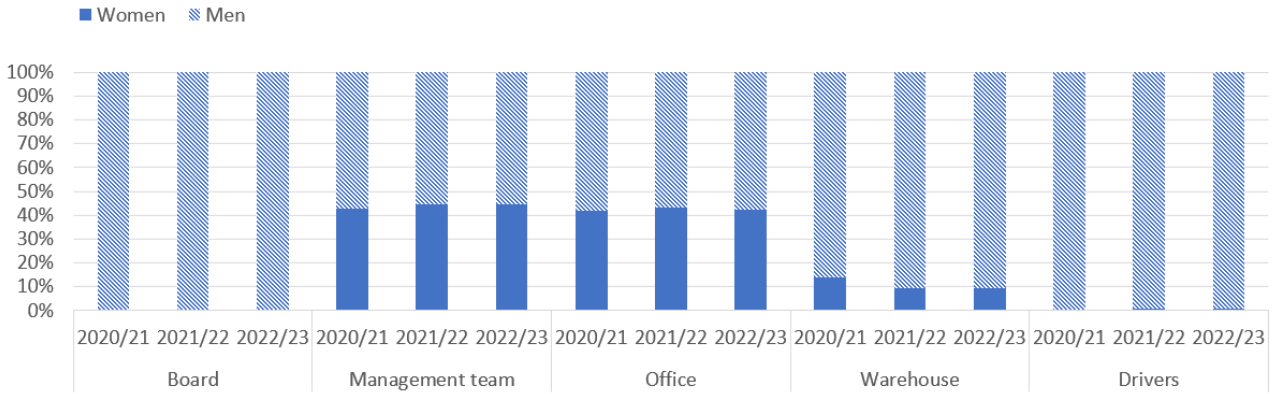
In 2022/23, there have been no deviations among E3's permanent subcontractors in relation to the company's stance on human rights and anti-corruption.



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, 2021/22 and 2022/23



Action Plan 2023/24

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”.

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 (Basic year)		2021/2022		2022/2023		Unit
Social performance								
Employees		282		286		299		
Number of employees		282		286		299		
Gender balance								
		<i>Women</i>	<i>Men</i>	<i>Women</i>	<i>Men</i>	<i>Women</i>	<i>Men</i>	
Board		0%	100%	0%	100%	0%	100%	
Management team		43%	57%	44%	56%	44%	56%	
Office		42%	58%	43%	57%	42%	58%	
Warehouse		14%	86%	10%	90%	10%	90%	
Drivers		0%	100%	1%	99%	1%	99%	
Environmental performance								
Energy consumption (t-w)								
<i>Scope 1</i>								
Transport (own trucks)	7	134.045	38%	133.572	31%	129.347	34%	GJ
Premises (natural gas)		n.a.		1.485	0,3%		0,0%	GJ
<i>Scope 2</i>								
Electricity		1.150	0,32%	1.273	0,3%		0,0%	GJ
<i>Scope 3</i>								
Transport (Subcontractors)	7	220.550	62%	294.833	68%	255.799	66%	GJ
SUM (scope 1, 2 og 3)		356.894	100%	432.437	100%	385.146	100%	GJ
GHG emitter								
<i>Scope 1</i>								
Transport (own trucks)	5	11.903	38%	11.861	31,1%	12.004	33,6%	Tons CO2(e)
Premises (natural gas)		n.a.		42	0,11%	16	0,04%	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%	23.739	66,4%	Tons CO2(e)
SUM (scope 1, 2 og 3)		31.539	100%	38.105	100%	35.758		Tons CO2(e)
Other resource consumption								
Water m3			n.a.		960		1.017	M3
Environmental performance KPIs								
CO2(e) per tonnekm	1		0,065		0,069		0,057	kg per tkm
Litre/Km (own trucks)	2		0,29		0,30		0,28	liter per km
Proportion of empty runs	3		11%		12%		11%	
Avg. Euronorm	4		6		6		6	





Notes: This is how we made our calculations

Note 1.

Emissions of CO₂ (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 CO₂ 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 CO₂ emissions. For the year 2022/23, emissions per litre of diesel (emission factors) were used in accordance with the calculated GLEC framework V 3.0. It is assumed that on average 5% biodiesel is added to the fuel. Note that the emission factors for previous years have been taken from the standard "DS EN 16258", Methodology for calculation and declaration of energy consumption and GHG emissions of transport services (freight and passengers).

Note 6.

The calculation of CO₂ 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 CO₂ emissions per kWh. In Denmark, 100% wind power is purchased from ScanEnergi. In Germany, CO₂ 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 GLEC Framework V 3.0 (see note 5).

8 WORDS, ABBREVIATIONS AND EXPRESSIONS

CO₂ (e) (carbon dioxide equivalents) Carbon dioxide (CO₂) 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 CO₂ emissions. In addition to CO₂, the global agreement on the reduction of greenhouse gases (the Kyoto Protocol), stipulates that the greenhouse gases are: Methane (CH₄), Nitrous oxide (N₂O), Hydro fluorocarbons (HFCs), Perfluorocarbons (PFCs), and Sulphur hexafluoride (SF₆). Emissions of the six climate gases are often calculated as a total value CO₂ (e) (carbon dioxide equivalents), where the contributions of the six gases are added together weighted according to their contribution to global warming. CO₂ (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_x (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_x, 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 _x	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