

mo-ove group

# Sustainability Report

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# 2024

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# Letter from Our CEO

It is with pride that we present Moove Group's third sustainability report, reflecting our ongoing efforts to embed sustainability, social responsibility, and good corporate governance as fundamental elements of our business.

## A Strong Legacy and a Modern Mobility Company

With the establishment of Moove Group in 2022, we have created a modern and competitive mobility company built on a long tradition and strong values dating back to 1937. We are proud to be a market leader in two key areas of the Danish mobility needs: specialized transport services and nationwide taxi service. Our ambition is to continue providing mobility solutions that prioritize people and the environment.

## Focus on Education and Development

Education, upskilling, and professional development have been key areas of focus for us. We have launched several important initiatives, with more exciting projects on the way. In our bus operations, we have contributed to the development of a completely new EUD apprenticeship program in 2024. We have strengthened our mentors through competency development, trained our first aid instructor, and initiated service excellence training for our dispatchers on Zealand.

In the taxi sector, we have upskilled over 200 independent taxi haulers – that we call DantaxiPartners – through our service training program. Both in taxi and bus operations, our drivers hold significant responsibility for their passengers, other road users, and themselves. Therefore, training in a broad context is essential to ensure standards, prevent conflicts, and enhance the professional competence of our drivers, benefiting both customers and society.

## Evaluation of the Taxi Law and the Need for Flexibility

It is rare for a year to pass without debate on the taxi law, and 2024 has been no exception. In this context, it is important to emphasize that the current taxi law is designed to protect consumers through requirements for safety, environmental regulations, and price caps. At the same time, the law ensures proper tax payment for taxi services and regulates drivers' wages and working conditions. We support an upcoming evaluation of the taxi law that maintains these important elements while also advocating for giving taxi companies greater opportunity to differentiate themselves and for relaxing the requirements regarding the physical appearance of taxis.

## Electrification of the Taxi Fleet – Status and Challenges

The electrification of the taxi fleet continued in 2024, but the increase in the number of new electric taxis has been somewhat slower compared to the almost exponential growth seen in 2022 and 2023. However, the number of electric taxis in Dantaxi still grew by nearly 30% from 2023 to 2024, surpassing 800 by the end of the year.

This is an achievement that we – and especially our DantaxiPartners – can continue to be very proud of. The slight flattening of the curve is partly due to some DantaxiPartners choosing to keep their diesel vehicles for a longer period than initially expected, as well as the ongoing challenges with charging infrastructure in certain geographical areas for electric taxi operations.

Electrification of the entire taxi fleet remains our ambition, and we are strengthening all efforts that contribute to achieving this goal. In 2024, we expanded our collaboration with E.ON, providing our DantaxiPartners with access to charging at highly competitive prices across E.ON's nationwide charging network.

## Electric Minibuses – A New Chapter

In 2024, for the first time, we observed that manufacturers in the electric minibus market are now offering viable solutions to meet our needs in HB-Care. We are optimistic that 2025 could be the year when the first electric minibuses Sector will be seen on Danish roads. The electrification of the bus fleet will bring changes to drivers' daily routines and tasks. The locations and methods of charging the buses are factors that will impact daily planning. We have taken these impacts into account and provided input during the collective bargaining negotiations.

## Happy Reading

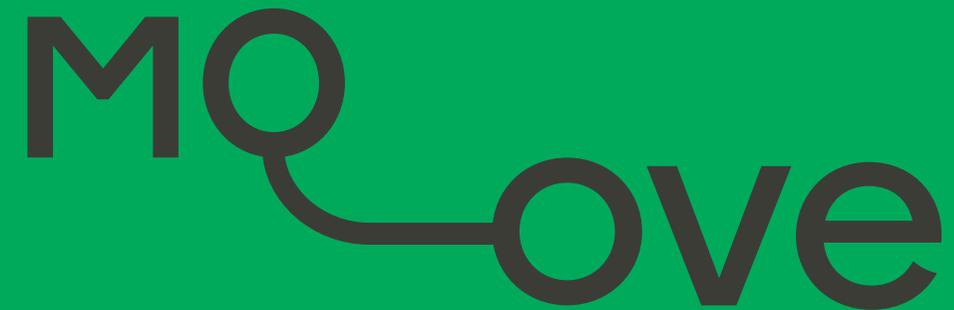
With these highlights, I hope to provide inspiration for a deeper insight into the full sustainability report, outlining initiatives, challenges, and results. At Moove Group, we look forward to further strengthening our commitment to ESG and creating a more sustainable mobility sector in collaboration with our stakeholders, customers, users, and partners – also in 2025.

Thank you for your support and cooperation

Carsten Aastrup  
CEO / Chief Executive Officer



# ESRS 2 – General Disclosures



# About This Report

This sustainability report for Moove Group (Greenfleet Holding A/S) and the company's subsidiaries, Moove Group A/S, Dantaxi4x48 A/S, Kørselskontoret Dantaxi A/S, HB-Care A/S, Kalø Taxi ApS, and Aarhus Minibusser ApS\*, relates to the financial year 2024. This report is prepared as a voluntary stand-alone report. Our mandatory reporting according to sections 99a of the Danish Financial Statements Act is included in our annual report.

The report is based on the company's environmental, social, and governance (ESG) strategy and is addressed to our customers, employees, and other stakeholders. It describes Moove Group's responsibilities in relation to climate and environment, people and society, and company management.

**Well prepared for future EU legislation even though Moove Group may fall out of scope of CSRD or EU Taxonomy reporting under the current omnibus proposal.**

While progressing with our sustainability strategy and targets, we proactively prepared for forthcoming EU legislation throughout 2024. When we started writing this report, Moove Group was required to comply with the CSRD for the financial year 2025. To prepare for this, we have revised this year's report structure and content of the sustainability statement inspired by the European Sustainability Reporting Standards (ESRS).

Even though the requirements are expected to change significantly, and Moove Group under the proposed Omnibus Directive is no longer in scope of CSRD or EU Taxonomy reporting, we have decided to release this report as planned. The description of our work with the EU Taxonomy has been excluded from the report.

**CSRD:** Corporate Sustainability Reporting Directive

**ESRS:** European Sustainability Reporting Standards

**DMA:** Double materiality assessment

As part of preparing for future requirements, we have completed a preliminary Double Materiality Assessment (DMA). The DMA guides us in relation to the priorities of our stakeholders and employees and defines the future reporting obligations and actions required to ensure progress in key areas while mitigating negative impacts and risks.

The DMA outcome has not only underpinned but also expanded our sustainability strategy and governance, both of which were subsequently updated in 2024.

The environmental, social, and governance (ESG) information is categorized according to various sustainability topics identified as material through the DMA. The environmental data consists of three key environmental topics, which are presented in sequence. Each topic includes several disclosure requirements, such as E1-1 for environmental topic 1, disclosure requirement 1, and E1-2 for environmental topic 1, disclosure requirement 2. Both the topic and its disclosure requirements are listed at the top left of the relevant sections.

**We Closely monitor the Danish updates on CSRD and determine the extent of voluntary reporting.**

This report provides a general assessment of stakeholders in the overall value chain and focuses on the most important ones, but it does not include an assessment of each individual stakeholder. This sustainability statement covers both our upstream and downstream value chains.

In 2025, we will closely monitor the Danish updates on CSRD and determine the extent of voluntary reporting in 2026 for the financial year 2025. This decision will be based on specific priorities, including an evaluation of various risks and potential market opportunities related to disclosure.

Any questions about the report can be directed to CEO, Carsten Aastrup, or HR and ESG director, Anja Breum.

\* Aarhus Minibusser ApS was integrated into HB-Care as of august 1st.

## About Us – Moove Group

Moove Group is owned by Triton, a Swedish-German investment firm established in 1997, that invests in medium-sized and large companies primarily within services, consumer, healthcare, and industrial tech in Northern Europe, Italy, and Spain. Triton focuses on companies with the potential to create sustainable long-term growth through changing economic conditions. Triton bought Dantaxi in 2018 and HB-Care in 2021. In 2022, Moove Group was established as a corporate brand.

Moove Group enables new and better connections between people. In an increasingly digital world, we believe that connections between people happen through people – that people move people.

For us, it is not only about transportation – we want to create new paths, new unique opportunities, and new sustainable ways for bringing people together.

Moove Group and the company's subsidiaries have almost 100 years of experience in ensuring our customers and users a safe and personal service. Both locally and regionally, we make a positive difference by using our skills in advanced trip allocation with consideration for people and the environment. We have regional administration in five cities across most of Denmark.

Moove Group is a people transportation company that specializes in passenger mobility with a primary focus on bus and taxi services. The brands are HB-Care on the bus side and Dantaxi on the taxi side. The company is registered in Denmark, with its head office in Bagsværd in Greater Copenhagen. We also have a Dantaxi office in Aalborg as well as office and car workshops in Aarhus, Aabenraa, and Karlslunde.

### Moove Group

**5**   
office locations  
in Denmark



**172**  
employees in  
administrative  
functions

Owned  
by Triton  
since

**2018** 

## HB-Care

HB-Care provides specialized driving for persons referred to us by local authorities and institutions. The focus is on safe transportation, where customers experience personal service from trained and skilled drivers with an in-depth understanding of disability.

HB-Care owns 413 minibuses and employs 425 drivers. In addition to providing a high-quality service for customers, HB-Care's core competence is trip planning that is customer-efficient and has minimum impact on the climate and environment.

HB-Care uses subcontractor agreements, including Dantaxi. Due to the collaboration between Dantaxi and HB-Care, Moove Group ensures that the right vehicle is always delivered for the given task and customer needs.

### Ambition

HB-Care's goal is to minimize its climate footprint by limiting CO<sub>2</sub>e emissions as much as possible with regards to the nature of the operation.

In general, HB-Care ensures this goal by systematically assessing the fleet's configuration and updating the fleet with regards to environmental and climate requirements from authorities and the contracts HB-Care operates. Furthermore, training our drivers in environmentally friendly driving is included as part of our efforts to reduce CO<sub>2</sub>e emissions.

With new solutions, such as a new planning system and strengthened skills, we will continue to optimize the operational planning of our HB-Care buses to reduce the number of empty buses driven. Our goal is to have an electric bus fleet by 2030.

To proactively support the public sector's ambition to transition to zero-emission transport by 2050, we continuously engage in market dialogue with our tender customers, introducing them to our ESG strategy as well as the opportunities we see for cooperation in relation to the green transition.

## HB-Care and Aarhus Minibusser

413  
buses



425  
drivers and  
companions

1,126,000+

customers/pickups  
transported in 2024



## Dantaxi and Kalø Taxi ApS

5,523,000+

taxi rides  
in 2024



2,211,000+

taxi rides in electric  
cars in 2024



3,200+  
drivers



1,600+  
DantaxiPartners

810+

electric  
cars



1,880+

taxis



## Dantaxi

Dantaxi is Denmark's largest taxi company with a fleet consisting of more than 1,880 cars.

Dantaxi operates with external DantaxiPartners. The DantaxiPartners own the cars and are responsible for the day-to-day operations, including the employment and remuneration of associated drivers. This means a low level of tied-up capital, a limited need for investment, and excellent scalability.

Dantaxi makes customer relationships and revenue potential available to DantaxiPartners. Moove Group and Dantaxi own the public procurement agreements as well as the agreements negotiated with business customers.

The DantaxiPartners pay a monthly fee to use Dantaxi as a service provider.

### Ambition and Challenges

Reaching our goal, that all our passenger cars (with up to five seats) are electric cars by the end of 2030, is challenging. We had a presumption that both the prices and the charging network would be stronger and more attractive for our DantaxiPartners than they are.

We are aware that electricity production is associated with emissions, which means that driving on electricity is only 100% green if the electricity comes from renewable sources. As our DantaxiPartners are self-employed and choose the charging station themselves, we do not have access to data on energy type.

We are continuously in dialogue with electricity suppliers to find new and green solutions for our taxi drivers. We are making lucrative agreements with electricity and charging companies so that we can secure cheap, sustainable, and green solutions for our DantaxiPartners in the future. That way, we can influence them to drive on green electricity.

# Our Ambition

## Governance

### Environment

Moove Group will lead the way in the industry by setting the agenda for developing sustainable businesses, partnerships, and mobility solutions:

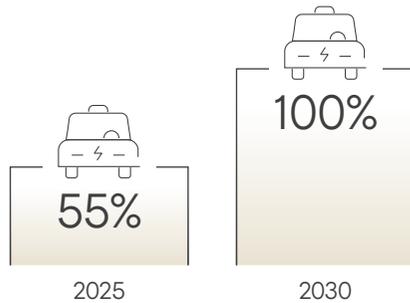
- 100% electric cars by 2030 and a sub-target of 55% in 2025.
- We will proactively support the public sector's ambition to transition to zero-emission transport by 2050.

### Social

We want to be an attractive and diverse workplace where employees feel proud, included, and committed.

We will ensure equal opportunities for all and promote a safe and healthy working environment.

**Our ambition**  
for the percent  
of electric cars



Pennso dokumentnøgle: 8SEK3-Q2HD7-2DZC8-NZ531-0BVJN-0E4TN

# Organization, Competencies, and Management Strength

## The Administration, Management, and Supervisory Bodies

Moove Group's top management is a board consisting of six non-executive members and two executive members. While the executive team consists of our CEO and CFO, 17% of the board members are women, and we have no independent board members.

Our management team, reporting to the CEO, consists of a CCO, CFO, CHRO, COO, and CTO/CPO, 40% of whom are women.

## Experienced Management Team

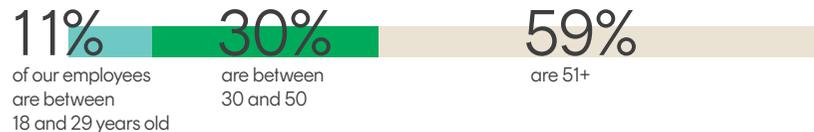
Our management team has more than 60 years of experience in the passenger transportation sector. Our leadership team consists of individuals with extensive industry experience, including several with over 20 years of experience as well as leaders with backgrounds in different industries, company sizes, and organizational cultures. This diversity in leadership is considered essential for advancing our strategic agenda, both from a business perspective and in terms of sustainability.

## Employees and Workers in the Value Chain

We have 625 employees, of whom 23% are women.

We have 172 white-collar employees and 453 blue-collar employees.

**34%** of our employees have been with the company for more than five years.



We have more than **1,600** DantaxiPartners and more than **3,200** taxi drivers at Dantaxi.



Our employees are represented in the administrative, management, and supervisory bodies through our work committee (SU) and our work environment organization (AMO). This ensures that our employees' views and interests are included in the decision-making processes.

## Working with Sustainability

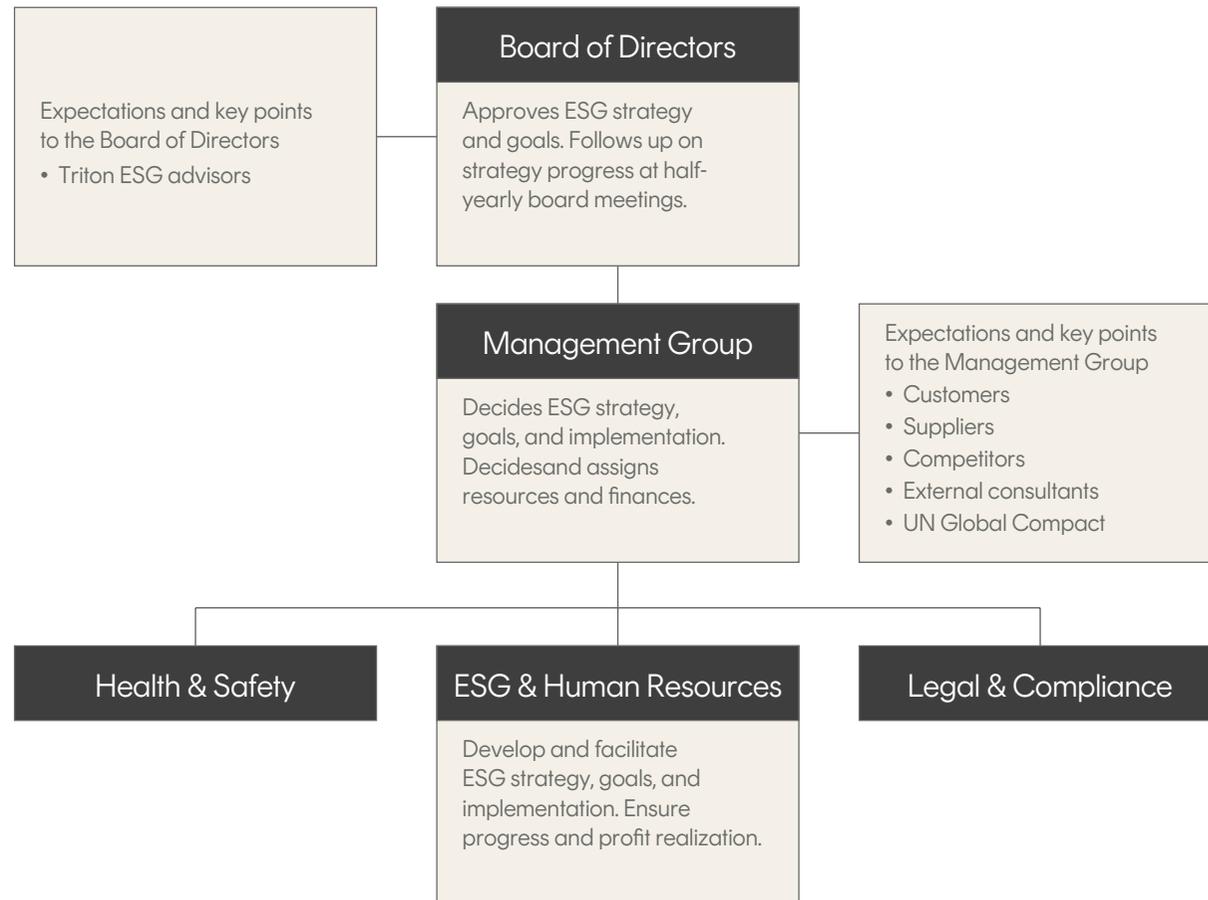
Moove Group has worked systematically with ESG reporting and sustainability for the past six years. We published our first sustainability report in 2023, covering the full year of 2022. In connection with the preparation of our Double Materiality Assessment (DMA) and assessment in relation to the Taxonomy Regulation, we have collaborated with external advisors at Roesgaard. Roesgaard is an approved auditing and advisory firm that has provided support with insights, methods, and structure regarding our impacts, opportunities, and risks.

# Governance and Ownership

Moove Group’s ESG strategy is integrated into our business strategy, Moove4Excellence (described on page 14), while ownership of goals and initiatives are anchored with the board of directors, management team, and across departments and business functions.

The ownership of goals and initiatives is delegated to managers and employees across functions and professional areas. With a view to ensuring the right management empowerment to drive our ESG agenda and manage risk and opportunities, we regularly bring the management team together throughout the year to review progress and provide sparring on activities, strengths, and potentials.

Further details on managing risk and opportunities can be found on page 12.



# Sustainability and Due Diligence

As part of Moove Group's ongoing strategy follow-up, our management team assesses risks and opportunities twice a year and decide on the need for mitigating actions. Successfully navigating these aspects enhances understanding of the ESG landscape, reinforcing a commitment to transparency, sustainability, and effective risk management. The listed risks and opportunities matrix on page 22 is also presented to the board, ensuring they stay updated on key areas. ESG progress is reported to the board on a quarterly basis.

The ESG team involves key people throughout the organization to provide input and knowledge in relation to the risk assessment.

If a subject is assessed to be high risk, we assess the probability, and if it is both high risk and high probability, then it is reviewed by the management group to prioritize which measures we can or want to take.

Our main risks and mitigation strategies are listed under SMB-3 on page 22.

The key elements of our due diligence process (work to identify impacts, risks, and opportunities) are directly reflected in the disclosure requirements of ERS 2. This includes the incorporation of due diligence into management, strategy, and business model. Our cooperation with affected stakeholders is dealt with on page 18. The process of identifying and assessing impacts, risks, and opportunities is described on pages 20, which also forms part of our due diligence process. Our due diligence process is a larger process that is not fully reflected in this sustainability report, but the above touches on parts of the process.

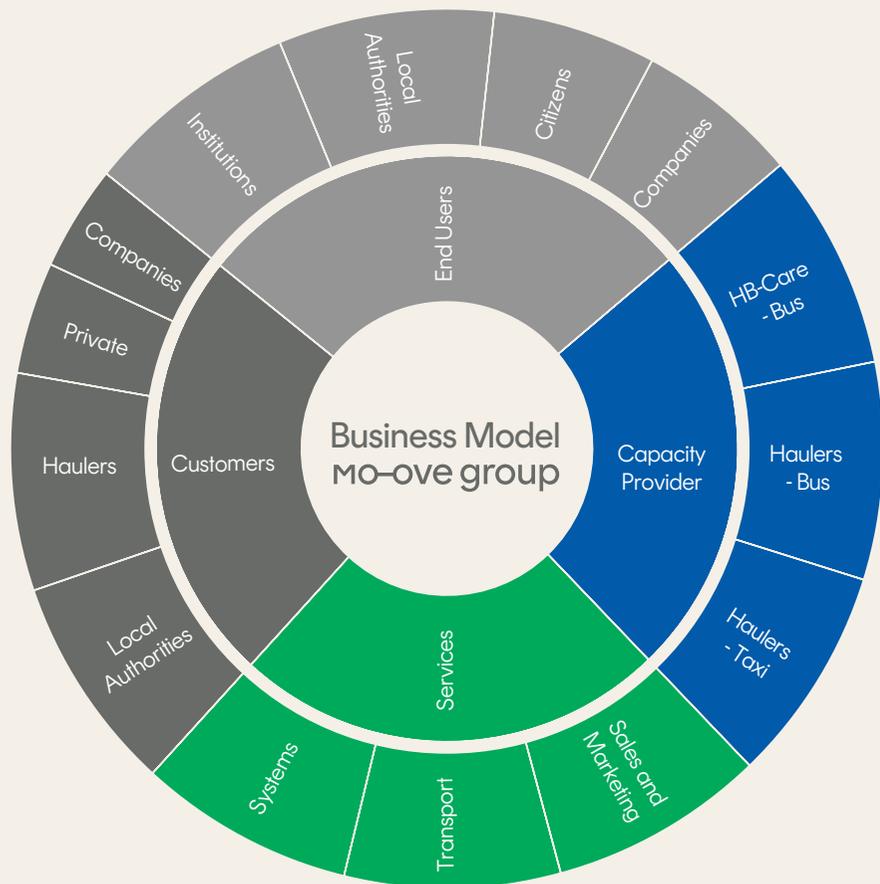
The findings of our risk assessments are integrated into our control measures.

We report on ESG developments to our owners each quarter, which allows us to identify any unforeseen changes in environmental and data-related matters that should be addressed at management level.

Moove Group's ESG team is centrally organized, reporting directly to the CEO. The team is responsible for ensuring that the organization has the continuous competencies and insights necessary to meet established ESG goals. To ensure this, the ESG team works closely with specialized competencies from our owners, industry organizations, ESG networks, and consulting audit firms with expertise in ESG. Additionally, the ESG team participates in industry-specific webinars as well as ESG-related training programs.

To maintain insight and progress on ESG across the organization, our ESG team closely collaborates with all departments across functions, particularly with HR, finance, fleet, and facility. With recommendations from the ESG team, the management team decides which implementations, policies, actions, and targets to adopt. The management group sets targets based on recommendations from the ESG team and monitors them continuously.

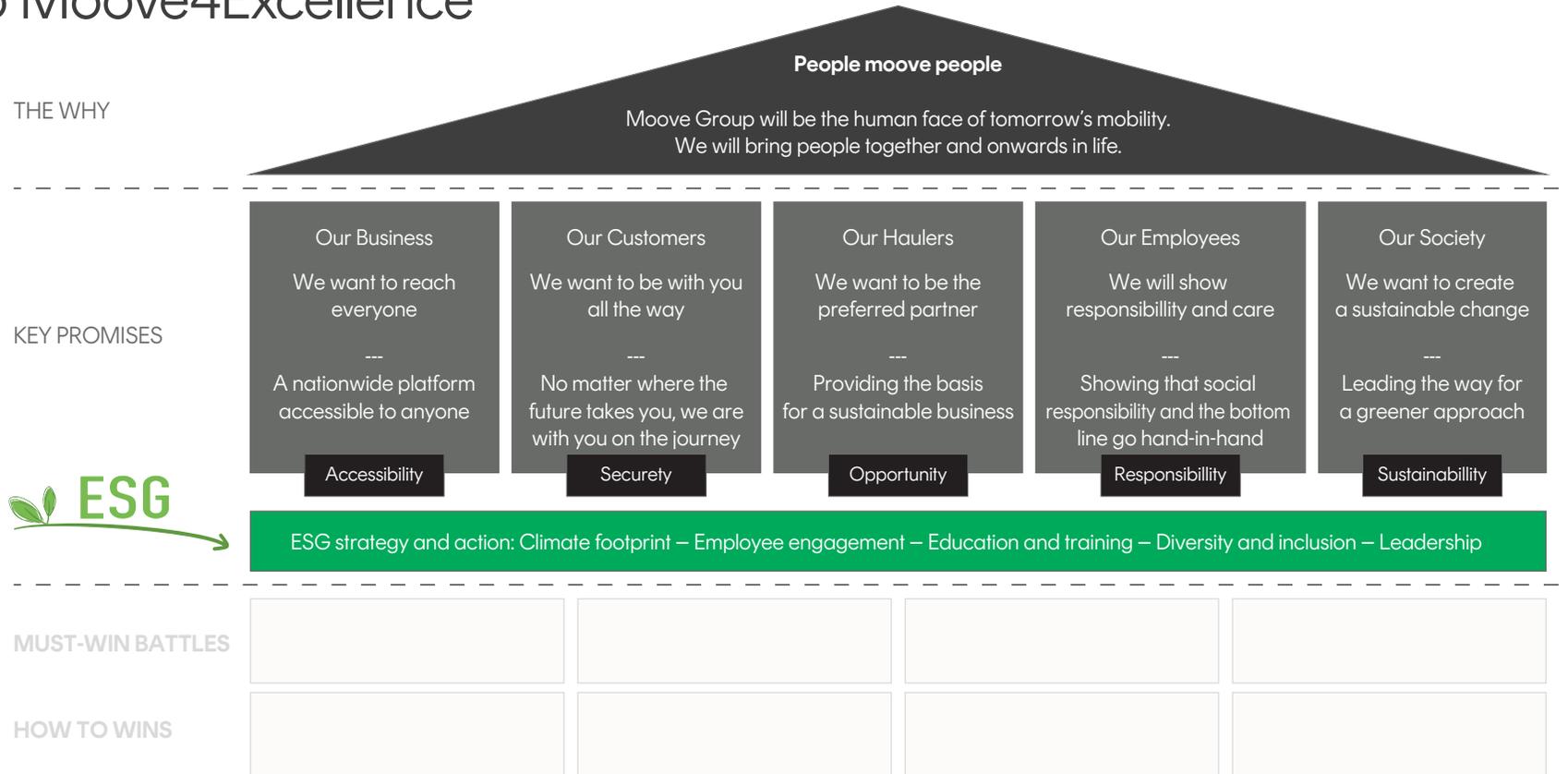
# Business Model



We want to reach everyone.  
We want to be with you all the way.

Customers		
<p>Order via app, online booking, call center, or hail a taxi on the street.</p> <p><b>In 2024, Dantaxi made:</b></p> <ul style="list-style-type: none"> <li>• 5.5+ million trips, and more than 2.2 million of them were in electric cars.</li> </ul>	<p>Order via call center or prebooked and planned runs.</p> <p><b>In 2024, HB-Care had:</b></p> <ul style="list-style-type: none"> <li>• 14+ thousand different unique customers.</li> <li>• 1.1+ million pickups.</li> </ul>	
<p><b>B2C (Business to Consumer)</b> <b>Dantaxi</b></p> <p>Private taxi customers.</p>	<p><b>B2B (Business to Business)</b> <b>Dantaxi</b></p> <p>Customers driving for work and business purposes paid by their company.</p> <p>We drive for more than 1,300 different businesses.</p>	<p><b>B2P (Business to Public)</b> <b>Dantaxi // HB-Care</b></p> <p>Driving as per public tenders.</p> <p>Customers are regional and local authorities, while users are citizens, institutions, schools, etc.</p>

# Sustainability Integrated into Moove4Excellence



With the ambition to ensure that we translate our business strategy into reality through common understanding, motivation, and mobilization of competencies and resources across business areas, our strategic focus is gathered in a “strategy house” named Moove4Excellence. Moove Group’s strategy house consists of “the why”, our “key promises”, “must-win battles”, and “how to wins”.

As illustrated, the ESG strategy is a key element of the overall business strategy.

We believe that a focused effort on strategic changes will strengthen execution and management capabilities, while maintaining employee engagement across the organization.

# Value Chain

In Moove Group, we rely on a range of inputs in our business model, including raw materials such as oil, steel, and electricity as well as IT equipment and software. To ensure a stable and increasingly sustainable supply of these inputs, Moove Group collaborates with

carefully selected suppliers who meet high standards for quality and sustainability. We invest in long-term partnerships and contracts to secure the robustness of the supply chain and minimize the risk of disruptions. Below is an illustration of our value chain.



# Goals and Ambitions for Sustainability

## Sustainability in the Transportation Industry

Denmark has set ambitious goals to reduce CO<sub>2</sub> emissions and transition the transportation sector to more sustainable solutions. In 2020, the transportation sector was responsible for approximately 30% of total CO<sub>2</sub> emissions in Denmark, making it a key factor in the country's efforts to meet its climate targets.

Despite numerous initiatives, several challenges remain in making the transportation industry more sustainable. First and foremost, the transition to electric vehicles and alternative fuels requires substantial investments from both public and private entities. Furthermore, a massive upgrade of infrastructure is necessary, such as the installation of charging stations for electric vehicles and the adaptation of ports and airports to accommodate green fuels. Achieving the required political support and regulation for the transportation sector can be difficult, especially when it comes to creating financial incentives to promote increasingly sustainable transportation.

As key players in the industry,  
Dantaxi and HB-Care maintain  
an ambitious mindset.

## Sustainability Goals Related to the Business Model and Service Offerings

### Dantaxi

Our goal is to have a 100% electric taxi fleet by 2030, with a target of 55% by the end of 2025. We consider this objective ambitious given the current market conditions and the existing challenges related to infrastructure. More details can be found on page 8 under "Ambition and Challenges".

## HB-Care

At HB-Care, we are beginning to observe a bus market that is delivering promising models with larger batteries and extended ranges. This development is expected to allow us to begin replacing our diesel-powered buses with new electric ones in the coming years. We have not set specific targets for an electric bus fleet, as we are still uncertain about market developments and our customers' ambitions and willingness to invest in an electric bus fleet.

## Sustainability Goals for Own Workforce

### Engagement and Retention

We expect the positive trend in employee engagement and pride to continue into 2025. From 2022 to 2024, we have seen positive developments in response rate, overall well-being index, general satisfaction, and eNPS. Our goals for 2025 are 80% response rate in the annual well-being survey, an overall well-being score of 3.9, a general satisfaction score of 7.8, and an eNPS score of 10. Focusing on employee retention is considered business-critical in a market with low unemployment and increasing challenges in attracting talent within the transportation industry.

### Diversity and Inclusion

Regarding gender composition in management, our diversity target for 2025 is to achieve equal gender representation on our board. Our 2025 goal is to maintain 40% for female managers in Moove Group, reporting directly to our CEO. In our middle management group, the underrepresented gender should develop from 24% in 2024 to 30% in 2025. The bus industry has historically been a male-dominated industry, and with the goal of changing this, HB-Care has introduced initiatives to increase the recruitment of women. In 2024, we had 18% female HB-Care drivers. Our 2025 goal is to have 25% female HB-Care drivers.

# Goals and Ambitions for Sustainability

## Seniors

In Moove Group, we have good experience with seniors who want to spend their final years in the labor market doing something they are passionate about. We deploy targeted recruitment campaigns with the aim of attracting and retaining seniors, and we are working to be able to offer various types of senior schemes.

In 2024, we had  
**189 seniors**  
 who are 60+ years old, equivalent to 30% of our employees. In 2025, our goal is to maintain this level.

## Training

In 2024, we completed 25 different training programs, equivalent to 9,088 training hours. That equals an average of 15.7 training hours per employee. We have not set specific goals for the number of training hours in 2025. However, we will continuously assess and ensure that our employees have the necessary skills to perform their tasks.

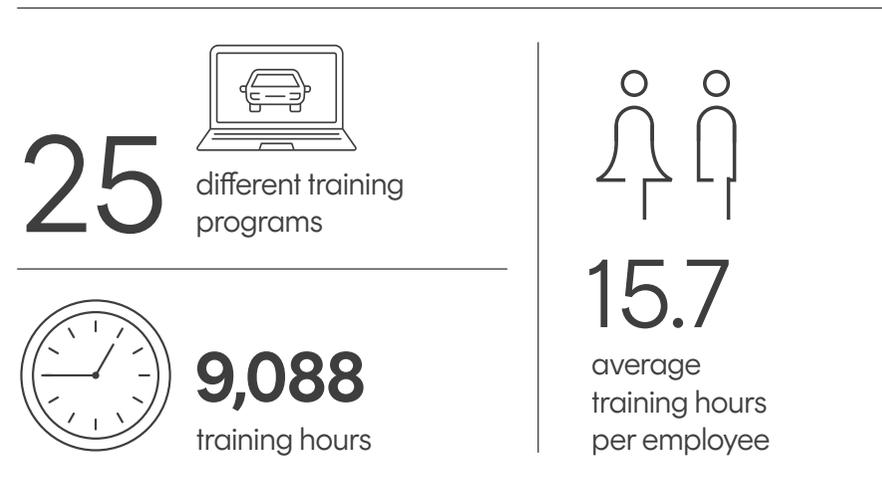
Our Dantaxi service training program is targeting new DantaxiPartners. The main purpose is to inform and train the DantaxiPartners in the company’s culture, service, and quality requirements as well as applicable legislation and company governance. It is mandatory for all new DantaxiPartners joining Dantaxi to participate in our Dantaxi service training program.

Additionally, we have set a goal for all new drivers to complete Dantaxi’s three-hour introduction program.

## Sustainability Goals for Customers and Stakeholders

To achieve our goal of an electric taxi fleet, our DantaxiPartners are the most important stakeholders. As described on page 32, “How we motivate our DantaxiPartners to buy electric taxis”, we are implementing several initiatives to encourage our DantaxiPartners to switch to electric vehicles. We do not have an unwavering requirement for electric vehicles.

To achieve our sustainability-related goal of an electric bus fleet, the public procurement market is crucial. As we describe on page 7, “HB-ambition”, it is not currently a requirement in most tenders. However, to reach our goals, it is essential that our procurement customers are willing to pay extra for their services to be provided with an electric bus. Planning and route optimization become more challenging and costly when we also must consider the charging of the buses.



# Affected Stakeholders and Users of Sustainability Reporting

At Moove Group, we prioritize involving our partners and stakeholders in key issues, opportunities, and challenges. This includes strategic focus areas where we seek input and insights on market developments and specific day-to-day challenges. Additionally, as is particularly important right now, we focus on uniting around the political priorities within the transportation industry. With perspectives and input from other stakeholders, we can continuously strengthen our business model and performance.

Particularly in HB-Care, strong customer dialogue on sustainability is crucial, especially in exploring ways to collaborate on increasing environmental focus in tenders. Shifting the focus from price to quality and sustainability.

Based on our Double Materiality Assessment, we have had valuable discussions with key customers and suppliers, our employees, trade unions, and industry organizations. Prior to the meetings, we asked stakeholders to prepare key questions regarding our business model, value chain, and Double Materiality Assessment. These discussions led to interesting exchanges about the transportation industry in general, the depth and breadth of Moove Group's work on sustainability, and our expectations for future focus on this important agenda.



# Interests and Views of Stakeholders

	Purpose of Involvement	Involvement Efforts	The Result of the Involvement
<b>Employees</b>	<ul style="list-style-type: none"> <li>Promote awareness of the company's sustainability strategy</li> <li>Form the basis for attracting the right competencies at the right time</li> <li>Strengthen pride, engagement, and eNPS</li> <li>Ensure good working conditions and a safe harassment-free working environment</li> <li>Foster development and learning so that knowledge and skills match market demands</li> <li>Create a strong and unified culture</li> <li>Avoid accidents</li> </ul>	<ul style="list-style-type: none"> <li>Communication about vision, strategy, and goals as well as progress</li> <li>Execution of engagement surveys and follow-ups</li> <li>Execution of progress review and feedback dialogue</li> <li>Initiating targeted development programs and mentoring</li> <li>Implementing cross-functional projects where experiences are shared</li> <li>Highlight the sustainability agenda and progress in the recruitment processes</li> </ul>	<ul style="list-style-type: none"> <li>Compliance with strategy and goals</li> <li>Organization and competencies match market demands</li> <li>Empowerment</li> <li>Compliance with well-being goals and eNPS</li> <li>Employee retention</li> <li>No accidents</li> </ul>
<b>Customers - Taxi Users</b>	<ul style="list-style-type: none"> <li>Continuously gain insight into consumer priorities and behavior</li> <li>Create focus on the customer's opportunity to choose electric vehicles</li> <li>Ensure the customer's experience of high and consistent service and safety</li> </ul>	<ul style="list-style-type: none"> <li>Provide booking platforms for customers that make it easy to order a taxi/electric vehicle</li> <li>Ongoing development of communication about the company's sustainability agenda through the app and selected media</li> <li>Dialogue and advice via customer support</li> <li>Evaluation of app solutions through user feedback</li> </ul>	<ul style="list-style-type: none"> <li>Positive sales development due to the customer's decision to choose Dantaxi</li> <li>Decision to choose electric vehicle/green profile</li> <li>Repurchase</li> </ul>
<b>Dantaxi-Partners</b>	<ul style="list-style-type: none"> <li>Motivate DantaxiPartners to support Moove Group's brand and sustainability strategy</li> <li>Promote positive sales growth and repurchase to ensure a profitable business for DantaxiPartners</li> <li>Maintain a constructive, trusting, and developmental collaboration</li> <li>Ensure low staff turnover through satisfied DantaxiPartners</li> <li>Encourage DantaxiPartners to drive electric vehicles where possible</li> <li>Ensure optimal conditions for providing the best service to customers</li> </ul>	<ul style="list-style-type: none"> <li>Training of new DantaxiPartners with opportunities for learning and knowledge sharing</li> <li>Collaboration on the development of local sales strategies</li> <li>Dialogues at partner meetings about sales and service</li> <li>Consulting on the operation of taxi business</li> <li>Training of paragraph 10 regarding social dumping</li> <li>Ongoing quality assurance in the market with a focus on dialogue and feedback</li> </ul>	<ul style="list-style-type: none"> <li>Compliance with the target for the number of vehicles or parking space rentals</li> <li>Retention of DantaxiPartners</li> <li>Compliance with strategy for number of electric vehicles</li> <li>Satisfied customers who reorder</li> <li>Adherence to applicable legislation regarding wages and working conditions</li> </ul>
<b>Tender Customers</b>	<ul style="list-style-type: none"> <li>Create the best conditions for a proactive and developmental dialogue regarding tenders</li> <li>Promote emphasis on sustainability in specific tenders</li> <li>Align expectations regarding requirements and expectations in tender contracts</li> <li>Promote dialogue about good service and high quality for citizens</li> <li>Receive feedback on performance</li> </ul>	<ul style="list-style-type: none"> <li>Proactive influence on the sustainability agenda – both with tender managers and CSR managers in regions and municipalities</li> <li>Participate in municipal forums/initiatives on sustainability</li> <li>Follow-up meetings with municipalities, schools, and regions</li> <li>Development of local strategies and social initiatives within the HR and training department</li> <li>Collaboration with schools and job centers on integration and other development projects</li> </ul>	<ul style="list-style-type: none"> <li>Re-win and new-win as well as extension of tender contracts</li> <li>Opportunity to influence future tenders through market dialogues</li> <li>Good cooperation with regions and municipalities</li> <li>SLA fulfillment/no fines</li> </ul>
<b>Suppliers</b>	<ul style="list-style-type: none"> <li>Best purchase at the best price</li> <li>Ensure sustainable purchases in accordance with goals</li> <li>Good conditions for effective collaboration on sustainability – including clarity about requirements and expectations</li> </ul>	<ul style="list-style-type: none"> <li>Dialogue and follow-up regarding the release of Code of Conduct</li> <li>Evaluation of strategically important suppliers</li> <li>Conducting interviews according to a questionnaire</li> <li>Dialogue and follow-up on reporting requirements of Triton's CSR</li> </ul>	<ul style="list-style-type: none"> <li>Objective selection of suppliers</li> <li>Suppliers comply with determined environmental requirements according to the Code of Conduct</li> <li>Data-based exclusion/sanctioning of suppliers</li> <li>Collaboration on documentation requirements in CSR</li> </ul>
<b>Banks and Leasing</b>	<ul style="list-style-type: none"> <li>Promote mutual understanding of business goals and risks</li> <li>Build clear and open communication about strategy and sustainability</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing dialogue and exchange of experience</li> </ul>	<ul style="list-style-type: none"> <li>Strengthened partnership and collaboration</li> <li>Enhanced opportunities for financial opportunities and business results</li> </ul>
<b>Political Stakeholders and Authorities</b>	<ul style="list-style-type: none"> <li>Promote the interests and competitive situation of the transport sector and local stakeholders</li> <li>Ensure optimal conditions for the transport sector</li> <li>Proactively influence and contribute to the development of legislation and national guidelines</li> </ul>	<ul style="list-style-type: none"> <li>Lobbying – including ongoing dialogue with and influencing relevant authorities and interest groups</li> <li>Participation in fairs and networking events</li> <li>Coordination of and with alliance partners (e.g. the DaneAge Association, The Danish Cyclists' Federation, political spokesmen, the Danish Transport Council, 3F, etc.)</li> </ul>	<ul style="list-style-type: none"> <li>Increased understanding and recognition of the industry's conditions, potentials, and challenges</li> <li>Maintain jobs</li> </ul>
<b>Trade Unions</b>	<ul style="list-style-type: none"> <li>Ensure understanding and compliance with agreement requirements</li> <li>Ensure constructive and solution-oriented dialogues that also consider the business' perspectives</li> <li>Constructive collaboration with union representatives and trade unions</li> </ul>	<ul style="list-style-type: none"> <li>Proactive and case-related dialogues</li> <li>Knowledge sharing regarding development of legislation</li> </ul>	<ul style="list-style-type: none"> <li>Maintain the company's competitiveness (wages and working conditions)</li> <li>Increased trust and understanding between business needs and legislation</li> <li>Maintain good and constructive collaboration</li> <li>Influence future collective bargaining</li> </ul>
<b>Local Communities</b>	<ul style="list-style-type: none"> <li>Close and trusting collaboration with the local community – including schools and job centers</li> </ul>	<ul style="list-style-type: none"> <li>Structured knowledge sharing about local development and priorities</li> <li>Ongoing involvement of relevant stakeholders with the goal of finding the best local solutions</li> </ul>	<ul style="list-style-type: none"> <li>Ensure solutions that strengthen the local community and ensure compliance with established local goals and key performance indicators</li> <li>Attraction and retention of qualified workforce</li> </ul>

# Process of Double Materiality Assessment

We have identified and assessed impacts, risks, and opportunities in our own operations and our value chain. As a result, we found four ESRS topics that are material from both an impact and a financial perspective. We also identified two ESRS topics that are material from an impact perspective only.

Furthermore, we identified two entity-specific topics as material from an impact perspective only: cybersecurity and infrastructure.

## Methodologies

The method we used for the Double Materiality Assessment is based on the principles of ESRS. The approach focuses on the company's business activities, with a particular emphasis on areas with a higher risk of having a material impact, risk, or opportunity. We identified our impacts based on these activities and identified potential risks and opportunities related to these impacts as well as potential risks and opportunities arising from dependencies. This process is also integrated into our overall risk assessment and management process, as described on page 12.

## 1. Understanding of Our Company and Stakeholders



- Created an overview of our activities, business model, business relationships, and value chain.
- Mapped our value chain and primary stakeholders.
- Identified and analyzed primary activities in our own operations as well as in our upstream and downstream value chains based on insider information and data.
- Involved relevant stakeholders through stakeholder involvement.

## 2. Identification of Impacts, Risks, and Opportunities



- Based on business activities as well as the upstream and downstream value chains, a list of impacts, risks, and opportunities was identified.
- These impacts, risks, and opportunities were identified through our analysis from step one and our stakeholder involvement, including external specialists when relevant.
- This list of current and potential impacts, risks, and opportunities was categorized according to ESRS subtopics and sub-subtopics.

## 3. Assessment of Impacts, Risks, and Opportunities



- The identified impacts were assessed and were assigned a score based on probability, scale, extent, and a lack of possibility for rectifying, while risks and opportunities were assessed in terms of probability and the potential financial effect.
- The score was then compared to an appropriate threshold and prioritized accordingly.
- Internal workshops were held to reassess impacts, risks, and opportunities.
- Missing elements were added, and the score of each item was revised.
- We will continuously update the list to ensure maximum information collection.

## 4. Summary of Material Impacts, Risks, and Opportunities



- Based on the individual scores of impacts, risks, and opportunities, a total list of material impacts, risks, and opportunities was prepared.
- Whether an impact, risk, or opportunity is considered material or not depends on its score as well as on the threshold values for materiality determined.
- The results were validated by workshop participants, and any adjustments were justified before completing the list of material impacts, risks, and opportunities.

## 5. Review and Approval



- The overview of impacts, risks, or opportunities was presented to and discussed with internal stakeholders and management.
- This led to the final list of significant impacts, risks, and opportunities within the 10 sustainability topics.

# Double Materiality Assessment

The result of the Double Materiality Assessment is as follows:

### ESRS Material Topics

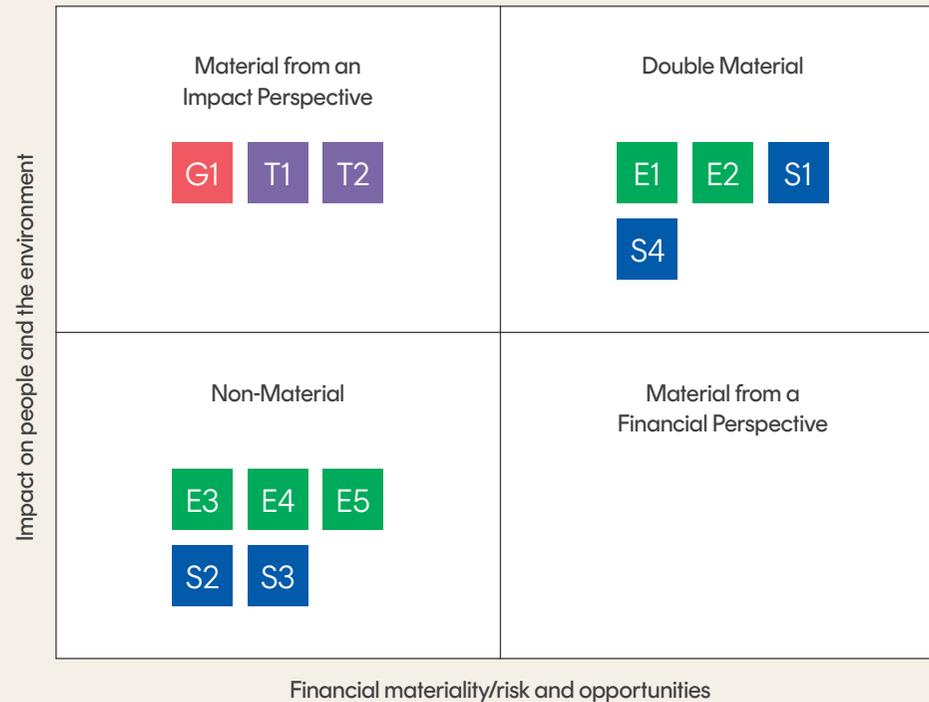
- E1 – Climate Change
- E2 – Pollution
- S1 – Own Workforce
- S4 – Consumers and End-Users
- G1 – Business Conduct

### ESRS Non-Material Topics

- E3 – Water and Marine Resources
- E4 – Biodiversity and Ecosystems
- E5 – Circular Economy
- S2 – Workers in the Value Chain
- S3 – Affected Communities

### Entity-Specific Material Topics

- T1 – Cyber Security
- T2 – Infrastructure



### Material Impacts, Risks, and Opportunities

The following pages present a list of material impacts, risks, and opportunities affecting our business model, value chain, strategy, and decision-making. We actively manage these through strategic initiatives and adjustments to our business model. For further details, please refer to the specific topic standards, where we elaborate on our plans and actions to address these challenges and opportunities.

# List of Material Impacts, Risks, and Opportunities

## Environment

### E1 – Climate Change

Subtopic	Impact / Risk / Opportunity	Description	Value Chain	Actual / Potential	Time Horizon
Climate Change Mitigation	Positive impact	By purchasing electric cars and expanding our electric car fleet, we reduce local CO <sub>2</sub> e emissions. This is an integral part of our business model and strategy.	Upstream	Potential	Short-, medium-, and long-term
Climate Change Mitigation	Opportunity	The shift to 100% electric vehicles is expected to enhance our financial position, results, and cash flows in the short, medium, and long term. In the short term, we anticipate increased contract wins due to customer and tender preferences for electric fleets. Medium to long term, this strengthens our market position and financial performance across the value chain.	Entire value chain	Potential	Short-, medium-, and long-term
Climate Change Mitigation	Negative impact	The use of fossil-fuel vehicles results in CO <sub>2</sub> e emissions, negatively impacting air quality and contributing to climate change, which affects both human health and the environment. This impact is directly linked to our transportation strategy, which currently relies on fossil-fuel vehicles as part of our service delivery model.	Entire value chain	Actual	Short-, medium-, and long-term
Climate Change Mitigation	Negative impact	Procuring goods with high CO <sub>2</sub> emissions during production contributes to global warming and environmental degradation. This impact is connected to our supply chain strategy, which includes suppliers with carbon-intensive production processes.	Upstream	Actual	Short-, medium-, and long-term
Energy	Negative impact	The use of electricity, depending on its source, can lead to CO <sub>2</sub> emissions, impacting climate change and environmental health. This impact is tied to our operational strategy, which includes energy consumption as a core component of our business activities.	Entire value chain	Actual	Short-, medium-, and long-term

### E2 – Pollution

Subtopic	Impact / Risk / Opportunity	Description	Value Chain	Actual / Potential	Time Horizon
Air Pollution	Negative impact	Driving diesel cars and buses contributes to air pollution, negatively affecting air quality and public health. This impact is directly linked to our current transportation strategy, which relies on diesel vehicles as part of our service delivery model.	Entire value chain	Potential	Short-, medium-, and long-term
Air Pollution	Risk	The introduction of environmental zones in cities poses a financial risk, potentially leading to the loss of tenders and fines if we do not transition to electric vehicles quickly enough. In the short term, this risk could impact our revenue and cash flows due to potential fines and lost contracts. Over the medium to long term, failing to adapt could weaken our market position.	Entire value chain	Potential	Medium- and long-term
Water Pollution	Negative impact	The oil refineries that extract oil for our fuel contribute to water pollution, harming aquatic ecosystems and water quality. This impact is associated with our reliance on fossil fuels within our supply chain.	Upstream	Actual	Short-, medium-, and long-term
Microplastics	Negative impact	Our buses and taxis emit microplastics from their tires during operation, contributing to environmental pollution and affecting ecosystems. This impact is tied to our transportation activities and the materials used in vehicle maintenance.	Entire value chain	Actual	Short-, medium-, and long-term

# List of Material Impacts, Risks, and Opportunities

## Social

### S1 – Own Workforce

Subtopic	Impact / Risk / Opportunity	Description	Value Chain	Actual / Potential	Time Horizon
Working Conditions – Adequate Wages	Risk	The requirement for DantaxiPartners to pay a minimum wage to their drivers may lead to increased wage expenses, impacting their financial stability. In the short term, this could result in higher operational costs, affecting cash flows and potentially leading to bankruptcies or terminations of cooperation agreements. Over the medium to long term, this risk could influence our financial position and results if not managed effectively.	Own operations	Potential	Short-, medium-, and long-term
Working Conditions – Collective Bargaining	Risk	The collective agreement requirements can lead to increased complexity and costs for the company and our DantaxiPartners. For DantaxiPartners, it can have major consequences when there are collective agreement requirements for their employed drivers. It can ultimately contribute to them not being able to afford to have employed drivers. For HB-Care, it can cause challenges and ultimately lost contracts if the requirements of the agreement make it difficult to plan operations.	Entire value chain	Potential	Short-, medium-, and long-term
Working Conditions – Health and Safety	Negative impact	Accidents and illnesses can occur, negatively impacting employee well-being and potentially leading to increased absenteeism and healthcare costs. These impacts are associated with our operational strategy, which involves driving and handling citizens as core activities.	Own operations	Potential	Short-, medium-, and long-term

### S4 – Consumers and End-Users

Subtopic	Impact / Risk / Opportunity	Description	Value Chain	Actual / Potential	Time Horizon
Personal Safety of Consumers and/or End-Users – Health and Safety	Positive impact	Ensuring that citizens are driven safely from their homes to relevant activities positively impacts their security and well-being as well as that of their families and loved ones. This aligns with our commitment to providing safe and reliable services.	Downstream	Potential	Short-, medium-, and long-term
Personal Safety of Consumers and/or End-Users – Health and Safety	Opportunity	The opportunity to provide good service and ensure the health and safety of our citizens presents a potential financial benefit by enabling the extension of tender contracts. In the short term, this could enhance our revenue streams and improve cash flows. Over the medium to long term, maintaining high service standards and safety measures is expected to strengthen our market position and financial results.	Downstream	Potential	Short-, medium-, and long-term
Personal Safety of Consumers and/or End-Users – Protection of Children	Positive impact	By ensuring that children are driven safely to and from school, we protect them from potential dangers, such as crossing hazardous roads. This reflects our dedication to safeguarding the well-being of young passengers.	Downstream	Actual	Short-, medium-, and long-term
Social Inclusion of Consumers and/or End-Users – Access to Products and Services	Positive impact	Offering multiple platforms for booking rides, including apps, phones, and street access, enhances social inclusion by making our services accessible to a diverse range of customers. This supports our goal of providing convenient and inclusive transportation options.	Downstream	Actual	Short-, medium-, and long-term

# List of Material Impacts, Risks, and Opportunities

## Governance and Entity-Specific

### G1 – Business Conduct

Subtopic	Impact / Risk / Opportunity	Description	Value Chain	Actual / Potential	Time Horizon
Company Culture	Positive impact	Our active focus on cultivating a strong company culture, led by management and the middle management group, positively impacts employee engagement and organizational cohesion. This cultural emphasis is integral to our strategy, ensuring it is embedded across all operations.	Own operations	Actual	Short-, medium-, and long-term
Protection of Whistleblowers	Positive impact	Collaborating with a law firm to handle whistleblower inquiries positively impacts transparency and trust within the organization. This initiative is aligned with our strategy to uphold ethical standards and accountability across the entire value chain.	Entire value chain	Actual	Short-, medium-, and long-term
Political Commitment	Positive impact	Our efforts to influence the political agenda through concrete plans and participation in interest organizations positively impact our strategic positioning and stakeholder relationships. This commitment is part of our strategy to engage with policymakers and industry groups, enhancing our influence and advocacy efforts.	Entire value chain	Actual	Short-, medium-, and long-term

### Entity-Specific

Subtopic	Impact / Risk / Opportunity	Description	Value Chain	Actual / Potential	Time Horizon
Cyber Security	Negative impact	The potential negative impact of data leaks involving sensitive personal information poses a risk to privacy and trust. This risk is linked to our strategy of managing data responsibly across the entire value chain.	Entire value chain	Potential	Short-, medium-, and long-term
Infrastructure	Positive impact	Our positive influence on Danish infrastructure supports economic development and connectivity, benefiting communities and businesses. This impact is connected to our strategy of contributing to societal progress through infrastructure projects.	Downstream	Actual	Short-, medium-, and long-term

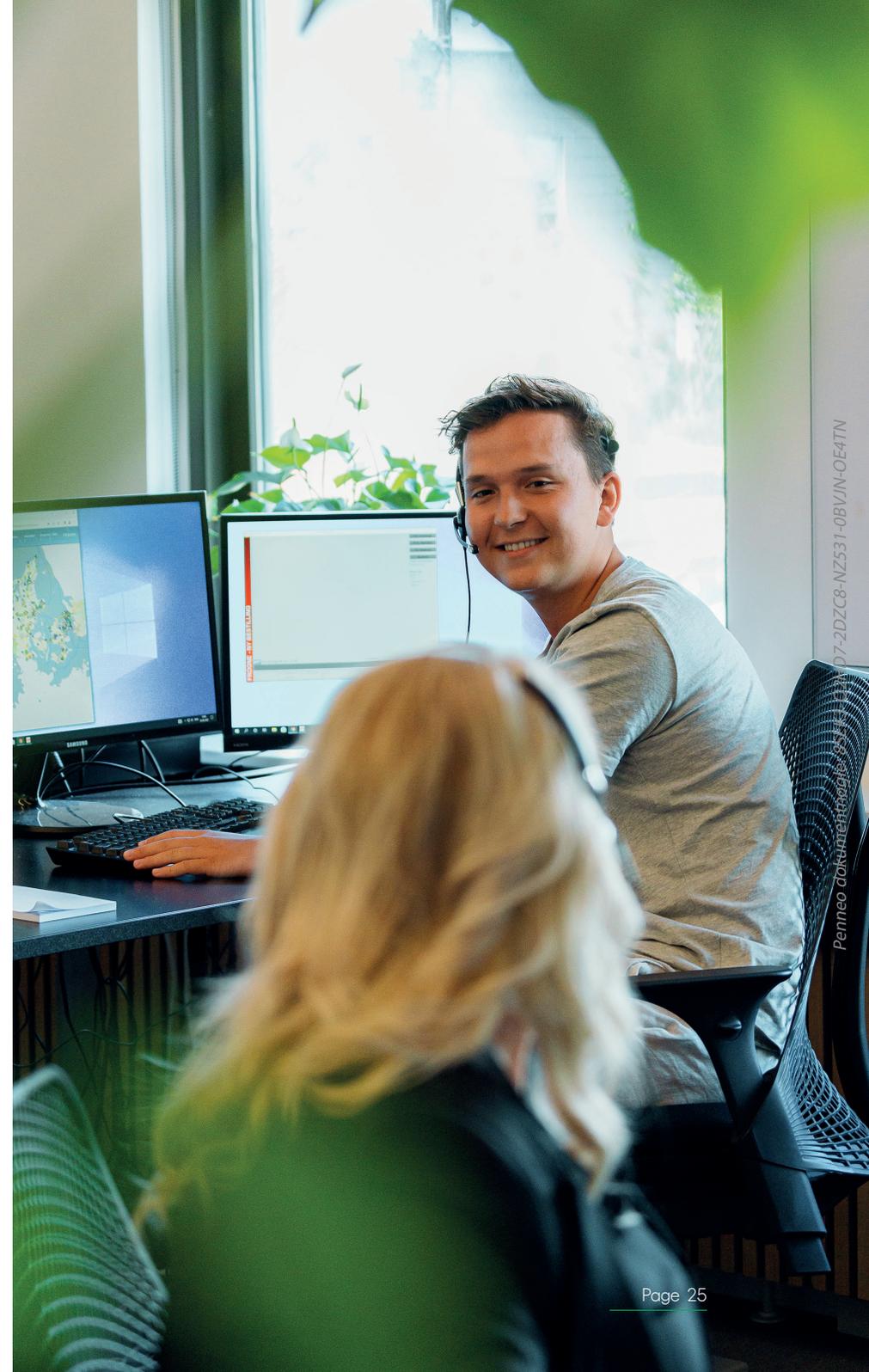
## Strategy Resilience

To assess the resilience of Moove Group's strategy and business model, sustainability is included in our annual strategy review, followed by a half-year follow-up meeting. Executive management and the Board of Directors meet annually to discuss strategic risks and opportunities for the upcoming one to two years, ensuring that we continue to meet society's needs.

Discussions include sustainability in the transportation industry, focusing on the strengths and opportunities we have in the tender business and the taxi market, which is facing increasing regulations. The goal is to balance an important sustainability agenda both environmentally and in terms of business sustainability. Opportunities and legal requirements in the industry are the same for all players, and we collectively and politically strive to influence the given conditions in a positive direction.

Resilience discussions are based on input and recommendations from across the organization, focusing on topics most likely to impact our strategy, as well as from various stakeholders with whom we maintain ongoing dialogue regarding reporting and continuous attention to the company's and value chain's carbon footprint.

Sustainability is, therefore, integrated in relevant functional strategies, and sustainability strategies are discussed on an ongoing basis with executive management.



# ESRS E1 – Climate Change

MO—ove

# Moove Group's Climate Strategy and Transition Plan

## Climate-Related Considerations in Remuneration

Climate-related considerations are integrated into the remuneration of the management team. There are no special pay allowances related to sustainability, as this important agenda is considered an obligatory part of the management's overall responsibility.

Our ESG team is eligible for an annual bonus linked to the achievement of our ESG goals, the preparation of sustainability reporting, and the organization's ability to comply with the CSRD. The bonus accounts for 33% of the total bonus scheme.

As we have not set any specific targets for the reduction of GHG emissions, the remuneration is not tied to this.

For the administrative and supervisory bodies, climate-related issues have not been included in the assessment of their remuneration. Their performance is not evaluated based on our environmental strategy.

## Transition Plan for Climate Change

At Moove Group, we are actively engaged in the green transition. Guided by our sustainable policy, we are continuously working to reduce our carbon footprint and collaborate with business partners who share our green vision. Currently, 43% of Dantaxi vehicles are electric, and we are committed to expanding our electric taxi fleet further.

While we do not yet have a fully formalized transition plan, we are actively working on developing one that aligns with the Paris Agreement's goal of limiting the temperature increase to 1.5°C.

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### Our Efforts Include:

- **GHG emission reduction:** We are addressing emissions across scope 1, 2, and 3, with a particular focus on scope 3, which represents our largest emission source. Our collaboration with E.ON to provide a viable charging infrastructure is a key part of this effort.
  - **Encouraging electric vehicle adoption:** We motivate our DantaxiPartners to choose electric taxis by highlighting the economic and environmental benefits, and we prioritize electric vehicles for our business customers.
- 

We are committed to formalizing our transition plan and will provide updates on our progress and specific targets as they are developed.

# Resilience Analysis

As part of our Double Materiality Assessment, we conducted a resilience analysis to evaluate our ability to handle climate-related risks and impacts. The analysis covered our entire operations, focusing on both physical and transition risks related to climate change.

## Scope and Assumptions

The scope included our core operations and key elements of our upstream and downstream value chains as a whole. While no specific risks were deliberately excluded, the analysis prioritized areas with the most significant potential impact on our resilience.

We considered critical assumptions about how the transition to a lower-carbon and resilient economy will affect surrounding macroeconomic trends, energy consumption and mix, as well as technology deployment. These assumptions were informed by our prior knowledge of the market and industry. The analysis considered short-, medium-, and long-term horizons aligned with the time horizon used in our Double Materiality Assessment and throughout this report.

We considered financial effects, and no material financial effects were identified. Additionally, no material physical or transition risks were found. The resilience analysis was conducted at a conservative level without taking our mitigating actions into consideration.

## Climate Scenarios

The resilience analysis was conducted as part of our Double Materiality Assessment during the reporting year. It was informed by three different climate scenarios – low, medium, and high – aligned with state-of-the-art science sourced from The Danish Meteorological Institute (DMI). We considered nationwide data.

The climate scenarios used are compatible with the critical climate-related assumptions made in our financial statements, ensuring consistency across our strategic and financial planning.

In conducting our climate scenario analysis, we considered factors such as air pollution, environmental zones, and shifts in policy and technology, all relevant to our business model and strategy. While climate change significantly impacts the future, we believe that our approach to resilience and scenario analysis effectively addresses the plausible risks and uncertainties we face. The scenarios included inputs on changes in temperature, rainfall, and wind patterns.

## Results

We did not find any specific climate-related risks that would significantly affect our resilience. While the issues of air pollution and environmental zones are challenges faced by the entire industry, not just our company, we recognize potential uncertainties in how these factors might evolve. These uncertainties are considered within our strategic planning and investment decisions, ensuring that we remain agile in our response.

We are familiar with the legislation in this area and are ready to adapt before new environmental zone requirements take effect. Our ability to adjust our strategy and business model to climate change includes maintaining flexibility in our operations and exploring opportunities to redeploy or upgrade assets as needed. We continuously monitor and update our strategies to ensure access to finance, and we are prepared to adapt our products to align with emerging environmental standards.

# Material Impacts, Risks, and Opportunities

The process for identifying and assessing climate-related impacts, risks, and opportunities follows our general process for identifying material impacts, risks, and opportunities, as described on page 12.

Climate-Related Impact	Climate-Related Physical Risks	Climate-Related Transition Risks
<b>General Process</b>		
<p>In order to identify our impacts on climate change, particularly our GHG emissions, we have reviewed our activities in connection with analyzing our value chain and Double Materiality Assessment. We have identified areas where we can improve and reduce our emissions. This process has covered the entire company and the value chain.</p> <p>In our assessment, we identified a negative impact from CO<sub>2</sub> emissions of our vehicles. We concluded that we have a negative impact from CO<sub>2</sub> emissions when our buses and taxis operate, as well as from emissions generated in the production of the purchases we make for our offices and vehicles, and from the electricity we purchase. To reduce CO<sub>2</sub> emissions locally, we urge our Dantaxi-Partners to purchase electric cars, and we continuously assess the possibility of purchasing electric buses for HB-Care.</p>	<p>Together with external consultants, we have assessed our impacts, risks, and opportunities and identified potential climate-related hazards. These hazards were evaluated over the short, medium, and long term in alignment with the time horizons defined in our Double Materiality Assessment. These are not specifically linked to the expected lifetime of our assets. The identification of these climate-related physical risks is informed by the climate scenarios, as further detailed on page 28.</p> <p>We reviewed our activities to determine whether our company will be exposed to these risks. We considered the probability, extent, and duration of these hazards, as well as the geographic coordinates of our locations. We have not identified any significant physical climate-related risks in our Double Materiality Assessment over the short, medium, and long term, and we have screened whether our assets and business activities may be exposed to these hazards.</p>	<p>For identifying climate-related transition risks, we have followed the same approach in collaboration with external consultants. These risks have also been identified over short-, medium-, and long-term horizons, where we have screened our activities to determine any exposure to these events. We have made the same considerations as for identifying climate-related physical risks, and the identification of these transition risks has also been informed by the use of climate scenarios as explained before.</p> <p>We have identified assets that may be incompatible with a transition to a climate-neutral economy. In the short term, we have locked-in GHG emissions from our HB-Care buses. Although we see a market where it will soon be possible to buy electric buses that can meet our requirements in terms of charging and range, we will not have the opportunity to replace our entire bus fleet in the short term. It is both a challenge in terms of price and a challenge in terms of planning our HB-Care drive. However, these have not been identified as material transition risks.</p>

## Policies Related to Climate Change

### Policies for Addressing Climate Change

At Moove Group, we have implemented an overall sustainability policy that covers our material impacts, risks, and opportunities within E1 – Climate Change. The goal of the sustainability policy is to integrate ESG principles into our operations, striving for sustainable development.

### Addressing Climate Change

The policy focuses on mitigating climate change and energy use by expanding our electric vehicle fleet, thereby reducing local CO<sub>2</sub> emissions. In HB-Care, we will proactively support the public sector's ambition to transition to zero-emission transport by 2050. It also addresses procurement by reducing consumption through more sustainable purchasing and operational planning, as well as increasing the share of green electricity used at our locations. The policy addresses all of our material impacts, risks, and opportunities within E1. We ensure transparency in our ESG reporting, complying with legal requirements and sustainability commitments. Ongoing follow-ups ensure continuous improvement and alignment with our strategy. The policy is approved by our CEO and the management group, with the ESG team responsible for its implementation.

Our policy applies to all activities by integrating ESG principles, focusing specifically on areas where it is most relevant, such as addressing climate change through the transition to electric vehicles for our DantaxiPartners and more sustainable procurement practices. It covers both upstream and downstream in our value chain and is applicable in all regions where we operate. The policy impacts employees, customers, suppliers, and local communities by promoting environmental responsibility and sustainable practices.

The policy is applicable to all employees within Moove Group and subsidiaries such as Dantaxi, HB-Care, and Kalø Taxi. We also have a Code of Conduct that ensures dialogue with our external stakeholders.

# Key Actions Related to Climate Change

## Implementation of Key Actions

Over the past year, we have taken steps to align with our ESG objectives, focusing on compliance and sustainability. Our sustainability policy should help ensure that we achieve our objectives in our ESG strategy, and in continuation of this, we have also developed an action plan to guide Moove Group in our efforts to meet our goals.

## Currently Implemented and Future Key Actions and Their Expected Outcomes Include:

- **Optimization of bus routes:** Utilization of skilled planners and IT systems to optimize bus routes daily, reducing idle time and CO<sub>2</sub>e emissions, and incorporation of solar panels on buses. This action covers our own operations, and the expected outcome is increased efficiency and lower emissions.
- **Fleet assessment and updates:** Systematic assessment and update of the fleet to meet environmental and climate requirements. This action covers our own operations, and the expected outcome is a more sustainable and continuously compliant fleet as regulations evolve.
- **Driver training:** Training in environmentally-friendly driving for drivers. This action is targeted at all drivers within the organization. The expected outcome is improved driving practices and reduced emissions.
- **Monitoring of electric minibus market:** Continuous monitoring of the market for electric minibuses and optimization of the operational planning. The expected outcome is better preparedness for integrating electric minibuses.

## Future Key Actions and Their Expected Outcomes Include:

- **Transition to electric vehicles:** Encourage taxi drivers to switch to electric vehicles and expand the electric taxi fleet. The expected outcome is increased adoption of electric vehicles and reduced emissions. We have already seen a development in this field. The number of electric vehicles in our taxi fleet grew by 29% in 2024, reaching 814 by the end of the year. The proportion of electric vehicles in our taxi fleet has increased by 33%, now accounting for 43% of the total fleet.

We assess that there will continue to be a positive development in the number of electric taxis in Dantaxi in 2025.

Our goal is to have a 100% electric taxi fleet by 2030, with a target of 55% by the end of 2025. We consider this objective ambitious given the current market conditions, and the existing challenges related to infrastructure.

- **Purchase of more green electricity:** Ensuring that green electricity is used at all locations to minimize CO<sub>2</sub>e emissions. This action covers our own operations, and the expected outcome is a reduction in the overall carbon footprint.

These actions all contribute to the policy objectives, and the future actions are part of the action plan for 2025/26. It has not been possible to calculate the exact or expected achieved GHG emissions for this year's reporting period.



## Key Actions Related to Climate Change

### Today, New DantaxiPartners Choose Between three Types of Vehicles:

- Electric car
- Hybrid car (cheaper to purchase for the DantaxiPartner)
- Old, used diesel taxi car (cheapest to purchase for the DantaxiPartner)

### How We Motivate Our DantaxiPartners to Buy Electric Taxis:

- We advise them on the overall economy of acquiring/operating an electric car versus a hybrid/diesel car.
- We tell them about the advantages and prioritization they receive as electric taxi drivers, such as priority at Copenhagen Airport, for business customers, and customers in general.
- We help them find the right electric car based on charging possibilities in their driving and living area.
- In our taxi app, we allow customers to prioritize electric cars. If an electric car is available in the area, it will be allocated before a diesel/hybrid car.
- All our business customers automatically prioritize electric vehicles.

### Dantaxi

We have 800+ electric vehicles in our taxi fleet.  
In 2024, our electric vehicles made 2.2 million trips.

	Percentage of electrical vehicles up to 5 seats	Percentage of electric vehicles with + 5 seats	Total percentage
<b>2024:</b>	46.9%	31.6%	43.3%
<b>2023:</b>	37.1%	19.4%	32.6%
<b>2022:</b>	25.0%	8.4%	21.3%

## Targets Related to Climate Change

As part of our commitment to a more sustainable future, we have implemented a policy and established key actions to guide our efforts. To evaluate the effectiveness of these initiatives, we have set specific targets that align with our sustainability objectives.

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### Established Targets:

- **Green electricity usage:** We aim to achieve 90% green electricity usage at our own locations by the 2025/26 timeframe. This target focuses on our internal operations and location sites. The baseline for this target is the fiscal year 2024, where we currently have 78% green electricity at our sites.
- **Electric taxi fleet:** Our ambition is to transition 55% of our taxi fleet to electric vehicles by the end of 2025 and 100% by the end of 2030. This target pertains to our downstream value chain, as we encourage our DantaxiPartners to adopt electric vehicles. The base year for this target is 2022, during which 25% of our taxi fleet with up to five seats was electric.

These targets are designed to reduce our scope 2 and 3 CO<sub>2</sub>e emissions in alignment with our sustainability policy and key actions. The targets are straightforward to measure and are formulated under the assumption that our DantaxiPartners are willing to and interested in changing to electric vehicles.

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## Moove Group's Energy Consumption and Mix

Energy consumption and mix		2024
(1)	Fuel consumption from coal and coal products (MWh)	0
(2)	<b>Fuel consumption from crude oil and petroleum products (MWh)</b>	<b>19,847</b>
(3)	Fuel consumption from natural gas (MWh)	0
(4)	Fuel consumption from other fossil sources (MWh)	0
(5)	Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources (MWh)	255
(6)	<b>Total fossil energy consumption (MWh) (sum of 1 to 5)</b>	<b>20,102</b>
	Share of fossil sources in total energy consumption (%)	99.5%
(7)	<b>Consumption from nuclear sources (MWh)</b>	<b>26</b>
	Share of consumption from nuclear sources in total energy consumption (%)	0.1%
(8)	Fuel consumption from renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc.) (MWh)	0
(9)	Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources (MWh)	<b>74</b>
(10)	Consumption of self-generated non-fuel renewable energy (MWh)	0
	<b>Total renewable and low carbon energy consumption (MWh) (sum of 8 to 10)</b>	<b>74</b>
	Share of renewable and low carbon sources in total energy consumption (%)	0.4%
	<b>Total energy consumption (MWh)</b>	<b>20,202</b>

### Accounting Policies

Energy consumption reported covers all operations controlled by Moove Group, including direct consumption of fuels and indirect consumption through purchased or acquired energy sources.

# CO<sub>2</sub>e statement

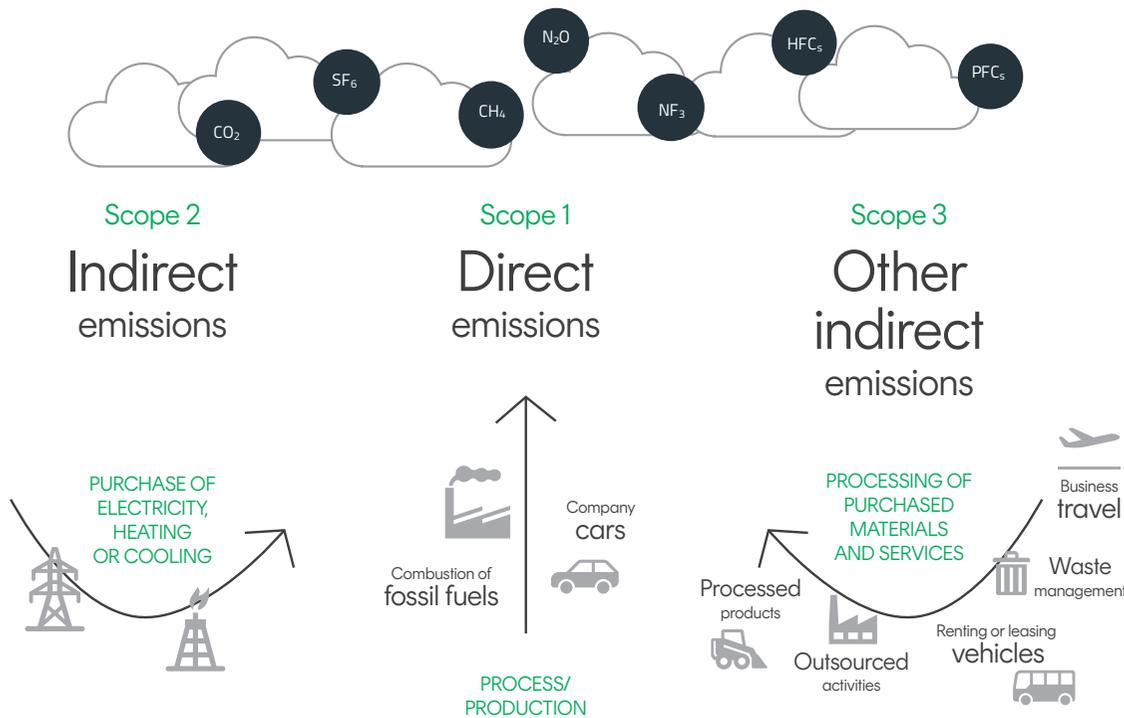
Category	Unit	2024	tCO <sub>2</sub> e	2023	tCO <sub>2</sub> e	2022	tCO <sub>2</sub> e	2021	tCO <sub>2</sub> e	Distribution
<b>Scope 1</b>										
Company Cars – Diesel	Liters	26,036	65	10,406	26					0.5%
Company Cars – Gasoline	Liters	7,971	17							0.1%
Company Cars – Electricity	kWh	43,157	6							0.1%
HB-Care Buses – Diesel	Liters	1,796,744	4,510	1,963,450	4,928	2,049,039	5,143			37.1%
HB-Care Buses – HVO	Liters	69,645	3	82,607	21	70,746	17			0.0%
Kalø Taxi – Diesel	Liters	96,580	242							2.0%
<b>Total Scope 1</b>	<b>tCO<sub>2</sub>e</b>		<b>4,844</b>		<b>4,975</b>		<b>5,161</b>			<b>39.8%</b>
<b>Scope 2</b>										
Electricity (location-based)	kWh	311,758	45	334,644	48	284,515	41			0.4%
<b>Total Scope 2</b>	<b>tCO<sub>2</sub>e</b>		<b>45</b>		<b>48</b>		<b>41</b>			<b>0.4%</b>
<b>Scope 3 (selected emissions)</b>										
Dantaxi Cabs	Kilometers	67,673,551	7,043	71,363,540	8,929	74,908,314	9,847	56,989,967	9,315	57.9%
Business Travel – Flights	Number of Flights	63	8	39	2					0.1%
Business Travel – Employees' Own Cars	Kilometers	102,747	14	75,931	11					0.1%
Purchased IT – Computers	Number			20	6					
Purchased IT	Items	337	38							0.3%
Purchased Office Supplies	Items	4,184	22	4,886	21					0.2%
Tires	Number	1,664	145							1.2%
<b>Total Scope 3</b>			<b>7,269</b>		<b>8,969</b>		<b>9,847</b>		<b>9,315</b>	<b>59.8%</b>
<b>Total Emissions</b>			<b>12,158</b>		<b>13,992</b>		<b>15,048</b>		<b>9,315</b>	<b>100.0%</b>

# Method for the Sustainability Report's Climate Accounts

## Greenhouse Gas Protocol

In order to be able to calculate our CO<sub>2</sub>e emissions in the environmental part of the sustainability report, we use the internationally recognized and most widespread standard for preparing climate accounts: the GHG Protocol (GHGP). This method is recommended by the EU Commission.

The aim is for such reporting to appear as uniform as possible across all industries.



## Scope 1

In scope 1, we have calculated CO<sub>2</sub> emissions based on number of fuel purchased.



## Scope 2

Scope 2 includes all emissions from suppliers who supply us with energy, including greenhouse gases, which originate from the production of the electricity and district heating that we consume.



## Scope 3

In scope 3, we have included our major CO<sub>2</sub>e emissions for which we have had the opportunity to collect data. Unfortunately, we find that many suppliers are still unable to provide us with the necessary data, which is why some of our scope 3 data is based on a calculation using average CO<sub>2</sub>e emissions.

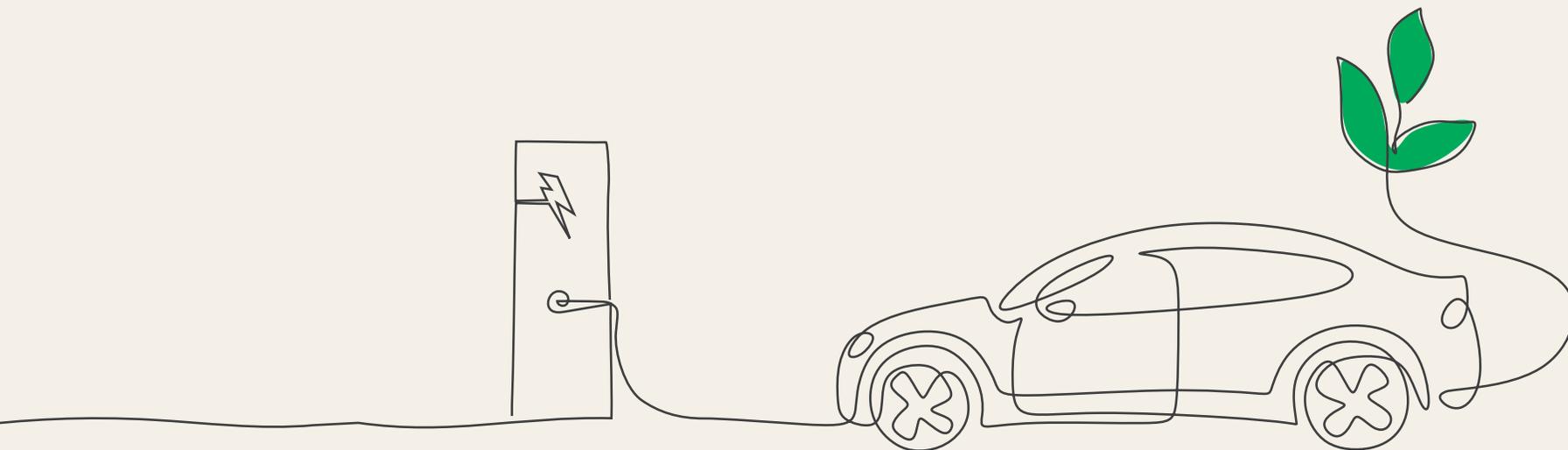


Our ambitions is to also calculate sub-contractors and employees' transport to and from work.

# Emissions Across Scopes and Operations

Definitions	tCO <sub>2</sub> e - 2024	tCO <sub>2</sub> e - 2023	tCO <sub>2</sub> e - 2022	tCO <sub>2</sub> e - 2021
Scope 1 Direct emissions from HB-Care buses and company-owned cars	4,844	4,975	5,161	4,498
Scope 2 Emissions from production of the energy that Moove Group buy	45	48	41	No info
Scope 3 Other emissions, associated with Moove Group's activities.	7,269	8,969	9,847	9,315

Year	Number of trips	Kg CO <sub>2</sub> e on driving	Kg CO <sub>2</sub> e per trip
<b>Dantaxi emission per trip</b>			
2024	5,523,703	7,042,840	1.28
2023	5,674,321	8,929,405	1.57
2022	5,553,648	9,847,290	1.77
2021	4,493,361	9,315,251	2.07



# ESRS E2 – Pollution

MO—ove

# Policies, Actions, and Targets Related to Pollution

## Identifying and Assessing Material Pollution-Related Impacts, Risks, and Opportunities

The choice of method, assumptions, and the overall process for identification and assessment of impacts, risks, and opportunities are described on pages 20. We follow the same described process to identify and assess pollution-related impacts, risks, and opportunities.

### Stakeholder Involvement Strategy

We have engaged with specific key stakeholders, such as employees, customers, and suppliers, about our impacts, risks, and opportunities, as detailed on page 18. We have collectively agreed that only our impact on air pollution is material. While we involve affected communities as relevant, we have not directly consulted local communities regarding pollution.

### The Result of the Double Materiality Assessment on Pollution

Air pollution is a significant issue across all our subsidiaries and locations, particularly related to fuel consumption and driving, affecting all our business activities. Moove Group faces a climate-related transition risk, especially with the introduction of environmental zones in cities. We risk losing tenders and can be fined if we do not convert to electric taxis and buses quickly enough.

### Policies, Actions, and Targets

Reducing our impact on air pollution is closely tied to Moove Group's commitment to mitigating climate change, as outlined on pages 30 to 32.

Our focus on expanding the electric vehicle fleet and increasing the use of green electricity not only reduces CO<sub>2</sub> emissions but also mitigates negative impacts related to air pollution. Generally, eliminating fossil fuels will also positively contribute to reducing air pollution, particularly NO<sub>x</sub>, SO<sub>2</sub>, CO, and particulate matter. Therefore, Moove Group's climate-related policies, actions, and targets, as reported on pages 30 to 32, serve as the foundation for addressing our air pollution impacts. When addressing E2-1, E2-2, and E2-3 regarding air pollution, we refer to these policies, actions, and targets.

Our targets for both Dantaxi and HB-Care are voluntary, but we expect that there will be stricter legislation in these areas in the coming years. We stay informed on legislative updates to ensure our compliance.

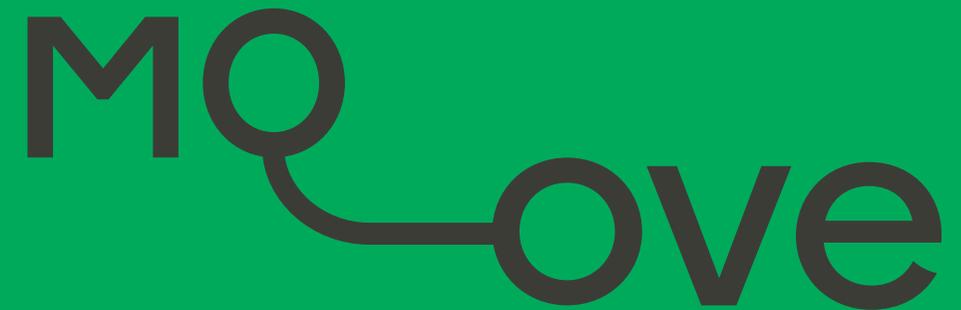
Regarding our potential negative impact on water pollution and microplastics, we have not yet adopted any policies or actions because our primary focus has been on addressing air pollution. Since we have not implemented any policies or actions in these areas, we do not track their effectiveness.

### Pollution of air and microplastics

Moove Group has reviewed emissions of pollutants listed in Annex II of Regulation (EC) No 166/2006 (E-PRTR Regulation) from its transport operations. During the reporting period, emissions ESRS E2-4, Moove Group has no specific pollutant amounts to disclose under this requirement. The primary sources of air emissions, diesel consumption in own operations and CO<sub>2</sub>e emissions from downstream DantaxiPartners, are disclosed under ESRS E1.

Moove Group acknowledges that microplastics are generated through tyre abrasion during vehicle operations. Currently, precise measurement methods and standardized quantification for microplastic emissions from tyres are limited. Moove Group is closely monitoring developments in measurement methodologies and intends to quantify and report these emissions as robust and recognized methods become available.

# ESRS S1 – Own Workforce



# Material Impacts, Risks, and Opportunities Related to Own Workforce

Moove Group is committed to understanding and addressing the material impacts, risks, and opportunities related to our workforce. Our strategy and business model are closely aligned with ensuring a healthy and supportive work environment, which is integral to our operations.

## Workforce Assessment

We include all individuals in our workforce who could be materially impacted in our assessments. This includes employees and non-employees, covering our administrative functions at Moove Group offices, our mechanics at HB-Care workshops, our HB-Care bus drivers, and our DantaxiPartners, and drivers. Through ongoing dialogue with our employees and non-employees, we develop a comprehensive understanding of individuals with specific characteristics who may be at greater risk of harm. You can read more about our stakeholder dialogue on page 18.

Our DantaxiPartners are self-employed with their own businesses; they are both our partners and suppliers. They own their taxis and sign a cooperation agreement with us where they pay a monthly fee to become part of our driving office. Our DantaxiPartners can drive their taxis themselves or employ a driver. When you are a DantaxiPartner for Dantaxi, it is not possible to use the taxi for private matters or for other companies.

In some cases, Moove Group uses external consultants; they are not classified as employees or non-employees.

## Material Impacts and Risks

Moove Group has identified material negative impacts related to working conditions, particularly concerning health and safety. The impact is not widespread or systemic in the sense of involving forced or child labor. Instead, they are related to specific operational challenges, such as ensuring the safety of our drivers on the road. Addressing these challenges is a priority for us, as we strive to maintain a safe working environment for all of our workforce.

We have identified a potential material risk related to adequate wages and collective bargaining. This stems from the fact that our DantaxiPartners have a higher wage bill due to paying a minimum wage to their drivers and navigating the complexities of collective agreements. Higher expenses mean more bankruptcies or terminations, which pose a risk for Moove Group. Collective agreements also make it more difficult for HB-Care to plan efficiently.

Regarding the interests, views, and rights of our own employees, including respect for their human rights, and how it influences our strategy and business model, we refer to ESRS 2 – General Disclosures.

# Policies Related to Own Workforce

At Moove Group, we are committed to creating and maintaining optimal working conditions. We achieve this through a structured set of policies designed to prevent, mitigate, and address potential impacts, thereby aiming to build a positive working environment for our workforce.

## Health and Safety

Our Health and Safety Policy ensures the safest and healthiest possible workplace environment. We aim to make safety and health a conscious part of our employees' daily behavior, encouraging responsibility for both personal safety and the safety of others. Safety and health are prioritized across all departments and job functions. We provide employees with the necessary guidance to identify, assess, and effectively manage risks associated with their work. This policy is crucial to our operational strategy, which involves driving and handling citizens as core activities.

For our drivers in Dantaxi, we have specific guidelines and safety procedures to handle any safety breaches. For example, all taxis are equipped with an alarm button that provides drivers with direct contact to our call center.

## Inclusion, Equality, and Diversity

Moove Group has implemented specific policies to combat discrimination and harassment, promote equal opportunities, and advance diversity and inclusion. Our policies explicitly cover grounds for discrimination such as race, ethnic origin, color, gender, sexual orientation, gender identity, disability, age, religion, political opinion, national extraction, and social origin, in line with EU and national legislation.

We strive to create an inclusive workplace where everyone is treated with equality and respect. There is a clear expectation that all leaders and employees behave inclusively, fostering an environment where diversity is valued. While we have not made specific policy commitments regarding positive action, our overarching goal is to ensure that all individuals feel welcomed and supported within our organization. To implement these policies, we have established specific procedures to ensure that positive treatment is promoted and

reinforced. These include integrating diversity considerations into HR policies, measuring performance, and raising awareness at all organizational levels.

## Commitment to Human Rights and Workforce Engagement

Moove Group is committed to upholding human rights, including labor rights, in accordance with Danish, EU, and UN regulations. We align our practices with international standards such as the UN Guiding Principles on Business and Human Rights, the ILO Declaration, and the OECD Guidelines. While we do not have specific written policies on human trafficking, forced labor, or child labor, our commitment is evident through our adherence to these standards. We ensure respect for worker rights within our workforce. We prioritize open dialogue with our workforce to address concerns and ensure that their rights are respected. Additionally, we have established processes to monitor compliance and address any human rights impacts, ensuring a respectful and inclusive work environment.

These policies apply to all our employees and non-employees, ensuring that everyone is informed and aware of our guidelines. While the focus is on our own workforce, including both direct and indirect employees, the policies do not extend to the entire value chain. The implementation of these policies is overseen by our highest management levels, including our CEO and management group, ensuring that our commitments are effectively upheld.

To ensure that all employees in the organization are familiar with, and comply with, applicable policies and guidelines, we have brought these together on a shared drive that managers and employees can access. In addition, our mentors and managers are especially equipped for the task, and we have regular online questionnaires and competitions.

# Employee Engagement and Communication at Moove Group

## Our Social Responsibility

At Moove Group, we are committed to maintaining continuous dialogue and communication with our employees to ensure their well-being. Given the diverse constellations of departments and employees, we have implemented various methods to facilitate effective communication and engagement across the organization. This includes leadership, structured communication and feedback, monthly town hall meetings for our white-collar workforce, and annual engagement surveys to gather employee feedback.

### Engagement and Communication Structures:

- **White-collar workforce:** We conduct monthly town hall meetings for our white-collar employees, broadcasted via Teams to all locations. These meetings provide management with an opportunity to share the latest company news. Managers also conduct annual employee development interviews (MUS) and hold regular one-on-one meetings throughout the year to ensure effective communication and employee well-being.
- **HB-Care drivers:** Regional managers hold an annual drivers’ meeting to review the past year and discuss engagement survey results. Weekly newsletters are also published by HB-Care regional managers. Employee representatives are available for our HB drivers to facilitate communication and address concerns.
- **DantaxiPartners:** We organize one to two meetings annually and distribute weekly newsletters to our DantaxiPartners. Satisfaction is measured through an anonymous online survey. An ambassador team is in place to support DantaxiPartner colleagues locally.

Through these structured engagement and communication efforts, Moove Group ensures that the perspectives of our workforce are integrated into decision-making processes. We actively involve stakeholders in reviewing the effectiveness of our channels, fostering a supportive and inclusive work environment.

With the goal of ensuring a safe and harassment-free working environment, we carry out an annual well-being survey in addition to the statutory three-yearly workplace assessment. The analysis includes measurement of employee engagement, leadership, and eNPS.

## Results:

Overall Engagement (on a Five-Point Scale)	
2024	3.8
2023	3.8
2022	3.7
<b>2025 (Goal)</b>	<b>3.9</b>

Leadership Questions (11 Targeted Questions)	
2024	3.8
2023	3.8
2022	3.7
<b>2025 (Goal)</b>	<b>3.9</b>

eNPS	
2024	7
2023	6
2022	2
<b>2025 (Goal)</b>	<b>10</b>

### Calculation:

The proportion of ambassadors (promoters 9-10) minus the proportion of critics (detractors 1-6). The result can thus range from -100 to +100.

- eNPS below 1 is poor
- eNPS of 1-9 is acceptable
- eNPS of 10-29 is good
- eNPS of 30 and above is very good

eNPS (Employee Net Promoter Score) is a development of NPS (Net Promoter Score), which is a key figure used in measuring customer satisfaction, and in particular customer loyalty. By adding the e to NPS, the question is addressed to employees: “How likely is it that you would recommend the company to a friend, colleague, or business associate?”

# Employee Engagement and Communication at Moove Group

## Work Environment and Feedback Mechanisms

Moove Group is committed to addressing and mitigating any negative impacts on our workforce that may arise from our operations or policies. This year, we conducted a Double Materiality Assessment to identify potential negative impacts, and we are dedicated to updating this assessment as needed to ensure ongoing responsiveness and improvement.

We ensure that our workforce has access to effective channels for expressing concerns and needs. We believe in open communication, transparency, and having leaders who are genuinely committed to listening. Employees can raise workplace-related grievances and concerns through our whistleblower scheme, which promotes transparency, accountability, and ethical behavior by providing a safe channel for reporting potential issues without fear of retaliation.

Moove Group ensures that our workforce is aware of and trusts the grievance mechanisms in place through regular communication. We assess this awareness and trust the ongoing dialogue, which helps us evaluate the effectiveness of our response strategies. Additionally, we have implemented policies to protect individuals, including worker representatives who use these channels, from retaliation. For detailed information on these protection policies, please refer to our disclosures in accordance with ESRS G1-1.

Through these structured engagement and communication efforts, Moove Group ensures that the perspectives of our workforce are integrated into decision-making processes. We actively involve stakeholders in reviewing the effectiveness of our channels, fostering a supportive and inclusive work environment.



A man in a dark jacket and light pants stands with a black suitcase. A woman in a long beige coat stands with another black suitcase. A man in a dark green uniform, likely a driver, is adjusting the handle of the woman's suitcase. They are on a sidewalk in front of a brick building with a tree and a mailbox. A car with license plate BJ 99533 is partially visible on the left.

For us, it's not only about transportation — we want to create new paths, new unique opportunities, and new sustainable ways for bringing people together.

# Building a Safe and Healthy Workplace

Moove Group is committed to fostering a healthy and safe workplace where all employees can perform their duties without the risk of injury or illness. To achieve this, we have implemented a series of initiatives that address current challenges and prepare us for future needs. Our efforts focus on preventing and mitigating accidents and illnesses, rather than solely on remediation. These actions provide a strong foundation for avoiding or not contributing to any significant negative impacts, while acknowledging the potential for such impacts.

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## ▪ **Establishment of a strong Occupational Health and Safety Organization (AMO):**

Regular meetings with a structured agenda aim to improve coordination and communication on safety issues, leading to a reduction in workplace incidents.

This initiative covers all departments and job functions across all major locations, with employees, management, and AMO as the primary stakeholders. The implementation is ongoing, with regular assessments.

- **Integration of safety in management meetings:** By making safety and health permanent items on the agenda, we increase awareness and prioritization of safety issues at all management levels. This initiative is integrated into all relevant management meetings across the organization, incorporating safety into the organizational culture. The process is continuous, with regular updates to maintain our commitment to employee well-being.
- **Employee information and guidance:** Providing information and guidance enhances employee knowledge and capability to manage safety risks effectively. This initiative spans all departments and locations, empowering employees to take responsibility for their own and others' safety. The information is updated regularly to foster a proactive safety culture.
- **Recognition and feedback:** Acknowledging and providing feedback to employees who contribute to reducing safety and health risks increases motivation and

engagement. This initiative is applicable organization-wide, with ongoing implementation to encourage continuous improvement and innovation in safety practices.

- **Canteen service:** Offering healthy and varied meals at larger locations improves employee health and well-being, contributing to overall workplace health. This service is available at all major locations, with continuous evaluation to support a holistic approach to health and safety.
- **Regular well-being surveys:** Conducted at fixed intervals, these surveys identify areas for improvement in employee well-being, leading to targeted interventions. The surveys cover all employees and locations, with results used to ensure ongoing assessment and enhancement of the work environment.
- **Development of health and safety action plans:** Over the next year, Moove Group will develop health and safety action plans based on workplace assessments (APV). These plans will be communicated clearly and monitored to address specific risks across all activities and locations. We will review and update these plans regularly to ensure accountability and focus on improving safety performance.

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## **Resource Allocation and Commitment to Transparency**

Currently, we have not allocated specific funds for CapEx and OpEx to implement the actions outlined in our action plan. Funds have only been designated for the implementation of systems and processes that will enhance our reporting and data quality.

## **Collective Bargaining and Adequate Wages**

Moove Group recognizes the risk linked to the requirement for DantaxiPartners to pay a minimum wage, which could result in increased wage expenses and affect financial stability. Additionally, the impact from collective bargaining may lead to increased complexity and costs, potentially affecting flexibility and job satisfaction. While we have not implemented specific actions to address these issues, we remain attentive and maintain open dialogue to manage them effectively.

# Targets and Progress for Own Workforce 2024

Building on our established policies and initiatives, we have set clear targets to effectively measure our efforts in creating the safest and most optimal workplace for our workforce. These targets are designed to ensure continuous improvement and align with our commitment to employee well-being.

## Safety

Safety is a cornerstone of our company culture, and we have set a target of zero workplace accidents resulting in lost working time. This absolute target applies to all our facilities and operations. With 19 accidents in 2024, we aim to eliminate accidents by 2025. Moove Group is dedicated to creating a healthy and safe workplace where all employees can perform their duties without the risk of injury or illness. The setting of this target is made under the assumption that our actions and policies are successful, and we have involved the management group in setting the targets. Results are monitored through safety audits and incident reports, tracking accidents and near misses monthly.

## Sickness Absence

We are working to maintain or lower our sickness absence rate of 5.3% (excluding long-term absence above 70 days) for our HB-Care drivers. This relative target is part of our strategy to promote employee health and well-being. This target is ongoing to ensure that we are consistently providing a safe and healthy working environment. There are no assumptions related to the setting of this specific target.

## Target-Setting Process

The process for setting our targets is primarily led by the management group, ensuring alignment with our strategic objectives and company policies. While stakeholders are not directly involved in the target-setting process, we maintain ongoing dialogue with them to gather valuable insights and feedback. This engagement helps us to refine our strategies and ensure that our goals are relevant and responsive to the broader context in which we operate. We continuously track our performance against these targets and use the insights gained to identify potential improvements and enhance our overall effectiveness.



## Characteristics of our employees

Gender	Number of Employees (Headcount) (2024)
Male	483
Female	142
Other	0
Not Disclosed	0
Total Employees	625

	Female	Male	Other	Not Disclosed	Total
Number of Employees	142	483	0	0	<b>625</b>
Number of Permanent Employees	141	483	0	0	<b>624</b>
Number of Temporary Employees	1	0	0	0	<b>1</b>
Number of Non-Guaranteed Hours Employees	3	9	0	0	<b>12</b>
Number of Full-Time Employees	<b>59</b>	156	0	0	<b>215</b>
Number of Part-Time Employees	83	327	0	0	<b>410</b>

	Zealand	East and North Jutland	South Jutland and Funen	Total
Number of Employees	310	218	97	<b>625</b>
Number of Permanent Employees	309	218	97	<b>624</b>
Number of Temporary Employees	1	0	0	<b>1</b>
Number of Non-Guaranteed Hours Employees	1	7	4	<b>12</b>
Number of Full-Time Employees	<b>125</b>	62	28	<b>215</b>
Number of Part-Time Employees	185	156	69	<b>410</b>

### Accounting Principles

Gender distribution data is reported annually, following clearly defined principles, and includes all employees within the organization.

All figures are reported in headcounts, meaning that reported numbers for full-time employees and other employee categories reflect the total number of individuals rather than full-time equivalents. Employees working less than 37 hours per week under their employment contract are classified as part-time employees.

Our reporting is currently limited to the two legal genders, male and female, aligning with current regulatory frameworks. Moove Group remains committed to fostering diversity and inclusion within the constraints of existing regulations.

### Employee Classifications

Permanent employees include individuals with an active employment contract, whether open-ended or with a fixed termination date. This category includes trainees and student assistants but excludes freelancers and external contractors.

Temporary employees are defined as those hired for a specific project or a predetermined contractual period. This category includes interns but excludes freelancers and external contractors.

Non-guaranteed hours employees are those who do not have a contractual assurance of a minimum or set number of working hours.

# Collective bargaining coverage and social dialogue

Coverage Rate	Workplace Representation (EEA Only) (For Countries with >50 Empl.)
0-19%	0
20-39%	0
40-59%	0
60-79%	0
80-100%	Danmark

Coverage Rate	Employees – EEA (with >50 Empl. Representing >10% Total Empl.)	Employees – Non-EEA (Estimate for Regions with >50 Empl. Representing >10% Total Empl.)
0-19%	0	0
20-39%	0	0
40-59%	0	0
60-79%	Danmark	0
80-100%	0	0

Gender	Percentage of Non-Employees that Participated in Regular Performance and Career Development Reviews (2024)	Average Number of Training Hours per Non-Employee (2024)
Female	0%	
Male	0%	
Other	0%	
Not Disclosed	0%	
Total	0%	1.73 hours

## Accounting Principles

Moove Group is committed to ensuring fair workplace representation through collective bargaining agreements and worker representation structures in compliance with local labor laws and regulations.

Collective bargaining coverage is calculated by aggregating the total number of employees covered by collective bargaining agreements within the reporting period.

Figures exclude freelancers and contractors and reflect only employees with formal employment contracts. The proportion of employees covered by collective bargaining agreements is calculated by dividing the number of covered employees by the total workforce within the respective entities.

Workers' representatives are employee-elected individuals who act on behalf of the workforce regarding employment-related matters such as working conditions, employee rights, and workplace safety. The number of employees represented by workers' representatives is aggregated and divided by the total number of employees in these entities, excluding freelancers and contractors.

Moove Group complies with national labor regulations and collective bargaining structures in all countries of operation. The company does not currently have representation agreements under European Works Council (EWC), Societas Europaea (SE) Works Council, or Societas Cooperativa Europaea (SCE) Works Council frameworks.

By adhering to these principles, Moove Group ensures transparency in labor relations and actively supports structured employee representation where applicable.

## Diversity metrics

Age Group	Number of Employees (2024)	Percentage of Employees (2024)
Under 30 Years Old	68	11%
30-50 Years Old	190	30%
Over 50 Years Old	367	59%

Gender	Number of Employees at Top Management Level (2024)	Percentage of Employees at Top Management Level (2024)
Female	2	40%
Male	3	60%
Other	0	0%
Not Disclosed	0	0%
Total	5	100%

	2024
Number of Incidents of Discrimination	0
Number of Complaints Filed through Channels for People in the Undertaking's Own Workforce to Raise Concerns	0
Number of Complaints Filed to National Contact Points for OECD Multinational Enterprises	0
Number of Fines, Penalties, and Compensations for Damages as Result of Incidents of Discrimination, Including Harassment and Complaints Filed	0
Number of Severe Human Rights Issues and Incidents Connected to Own Workforce	0
Number of Severe Human Rights Issues and Incidents Connected to Own Workforce that are Cases of Non-Respect of UN Guiding Principles and OECD Guidelines for Multinational Enterprises	0
Number of Fines, Penalties, and Compensations for Severe Human Rights Issues and Incidents Connected to Own Workforce	0

### Accounting Principles

Reporting in the three age categories is based on the headcount of employees in each group, excluding freelancers and contractors. The calculation is based on an average taken over the reporting period to ensure accuracy and consistency.

Gender distribution in top management is calculated by aggregating the headcount of both women and men in these roles, excluding freelancers and contractors. The proportion of each gender is determined by dividing the total number of women or men by the total combined headcount in top management. This calculation is based on an average computed over the entire reporting period.

Moove Group is committed to fostering an inclusive workplace, ensuring equal opportunities for individuals with disabilities. Our reporting on employees with disabilities is based on the Danish "flexible job" scheme, which provides adapted employment opportunities for individuals with reduced work capacity. Employees with disabilities are defined as individuals formally employed under the "flexible job" scheme.

Gender	Percentage of Employees with Disabilities (2024)
Female	4%
Male	2%
Other	0%
Not Disclosed	0%

# Training and skills development metrics

Gender	Percentage of Employees that Participated in Regular Performance and Career Development Reviews (2024)	Average Number of Training Hours per Employee (2024)
Female	45%	
Male	24%	
Other	0%	
Not Disclosed	0%	
Total	28%	15.65 per FTE

Employee Category	Percentage of Employees that Participated in Regular Performance and Career Development Reviews (2024)	Average Number of Training Hours per Employee (2024)
Senior Management	100%	0 h
Middle Management	100%	0 h
Line Management	0%	0 h
Total	100%	0 h

### Accounting Principles

Moove Group is committed to fostering continuous employee growth through structured performance reviews and training programs. To ensure transparency and consistency, we track and report on employee participation in regular performance and career development reviews as well as the average number of training hours per employee.

Performance and career development reviews include structured, documented discussions between employees and their managers concerning career progression, skill development, and goal setting. The reported figure reflects the percentage of employees who have completed at least one formal review session during the reporting period. The calculation is based on the total headcount of employees who participated in a review divided by the total number of employees with an active employment contract

	Year N (2024)
Total Number of Non-Employee Workers in Own Workforce	3,221
Total Number of Non-Employee Workers in Own Workforce – Self-Employed Workers	1,618
Total Number of Non-Employee Workers in Own Workforce – Workers Provided by Undertakings Primarily Engaged in Employment Activities	0

	Year N (2024)
Number of Severe Human Rights Issues and Incidents Connected to Own Workforce	0
Number of Severe Human Rights Issues and Incidents Connected to Own Workforce that are Cases of Non-Respect of UN Guiding Principles and OECD Guidelines for Multinational Enterprises	0
Number of Fines, Penalties, and Compensations for Severe Human Rights Issues and Incidents Connected to Own Workforce	0

at the end of the reporting period. Freelancers, contractors, and temporary employees are excluded from this calculation.

Training hours include formal training sessions (e.g., instructor-led courses, workshops, and e-learning modules) and excludes on-the-job training where applicable. The average number of training hours per employee is calculated by dividing the total number of training hours completed across all employees by the total number of FTE during the reporting period. Freelancers and contractors are excluded from this calculation.

By adhering to these principles, Moove Group ensures a structured approach to employee development, supporting skills enhancement and long-term career growth.

# Health and safety

	Employees (2024)	Non-Employees (2024)
Percentage of Own Workers who are Covered by Health and Safety Management System Based on Legal Requirements and (or) Recognized Standards or Guidelines	100%	
Number of Fatalities in Own Workforce as Result of Work-Related Injuries and Work-Related Ill Health	0	0
Number of Fatalities in Own Workforce as Result of Work-Related Injuries	0	0
Number of Fatalities in Own Workforce as Result of Work-Related Ill Health	0	0
Number of Recordable Work-Related Accidents for Own Workforce	19	
Rate of Recordable Work-Related Accidents for Own Workforce	17.56	
Number of Cases of Recordable Work-Related Ill Health of Own Workforce	0	0
Number of Days Lost to Work-Related Injuries and Fatalities from Work-Related Accidents, Work-Related Ill Health and Fatalities from Ill Health	316	0

### Accounting Principles

Health and Safety Management System Coverage measures the percentage of employees covered by a Health and Safety Management System (HSMS). It excludes freelancers and contractors.

### Reports on Work-Related Fatalities, with Separate Tracking of:

- Injuries (fatal accidents)
- Ill health (work-related diseases)
- Combined fatalities from both

Covers only employees, excluding contractors.

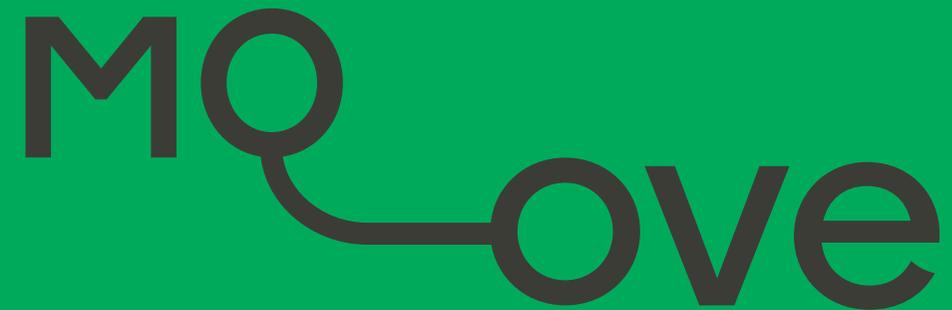
Number of Recordable Work-Related Accidents for Own Workforce, tracks the number of work-related illness cases that resulted in lost working hours.

Rate of Recordable Work-Related Accidents for Own Workforce (Lost Time Injury Frequency Rate – LTIFR).

Days Lost to Work-Related Incidents measures the total number of workdays lost due to injuries, illnesses, and fatalities caused by workplace conditions.

Recordable Work-Related Accidents tracks accidents that require medical treatment, restricted work, or results in lost time.

# ESRS G1 – Business Conduct



# Employee Engagement and Communication at Moove Group

At Moove Group, the administrative, management, and supervisory bodies are key in overseeing business conduct. They ensure compliance with laws and ethical standards and approve policies that promote a culture of integrity. These bodies bring extensive industry experience, which is crucial for maintaining our high standards of business conduct. Read more about the expertise of these bodies on page 10.

## Building a Strong Corporate Culture

Moove Group ensures that all employees are familiar with and comply with applicable policies and guidelines by consolidating these resources on a shared drive accessible to both managers and employees. Our mentors and managers are well-equipped to guide employees, supported by regular online questionnaires and competitions to reinforce understanding.

Over the past two years, we have initiated training programs focused on cybersecurity, diversity, health and safety, and offensive behavior tailored to the needs of different employee groups. These programs provide employees with the necessary knowledge and skills to uphold our standards. The training is ongoing, with sessions introduced as needed to cover new developments or updates in policies. These efforts are part of our commitment to fostering a strong corporate culture. All our policies and our Code of Conduct are approved by our CEO and management group.

## Whistleblower Scheme Ensures Good Business Ethics

Our aim is to avoid breaches of good business ethics, including corruption. We strive to create an open culture where all employees are encouraged to safely and securely report suspected irregularities or illegal situations, with robust protections in place to safeguard whistleblowers from any form of retaliation. Reports are made via a secure portal managed by the law firm CLEMENS Lawyers, ensuring that all reports are treated confidentially and anonymously. This reporting mechanism is specifically designed for internal stakeholders, allowing employees to report issues directly.



We provide information and training to our employees about these channels to ensure they are aware of how to report concerns. Moove Group did not receive any reports in 2024. If a report is made, CLEMENS Lawyers will handle it promptly, independently, and objectively.

## Zero Tolerance for Corruption

We have zero tolerance for all forms of bribery, and through our anti-corruption policy, the company commits to competing based on the quality and price of goods and services, not by offering services or favoring third parties. Third parties representing Moove Group (e.g., DantaxiPartners) are required to represent the company in a manner consistent with the principles of the company's anti-corruption policy. As mentioned earlier, the company's whistleblower scheme ensures that anyone can report suspected irregularities or illegal situations.

# Moove Group's Approach to Political Influence and Data Security

## Political Influence and Lobbying Activities at Moove Group

Moove Group engages in political influence through its membership in the trade association Dansk PersonTransport. Our CEO and CCO hold significant positions within this association, contributing to discussions and evaluations that potentially influence the political system. Therefore, oversight of these activities is managed by them. While Moove Group does not engage in direct political contributions, our involvement in Dansk PersonTransport allows us to participate in shaping industry standards and policies.

Moove Group is committed to transparency in its political activities. We do not provide financial or in-kind political contributions directly or indirectly. Our focus is on maintaining open dialogues with industry stakeholders to ensure alignment with our strategic goals and business ethics.

The primary topics of interest in our lobbying activities include sustainable transportation solutions and regulatory compliance. These topics are crucial for addressing the material impacts, risks, and opportunities identified in our Double Materiality Assessment regarding both climate change and pollution.

## Data and IT Security

Moove Group works actively on managing information security with the aim of ensuring the availability, integrity, and confidentiality of the company's information assets, systems, and data. The company's data and IT security policy describes how Moove Group uses a risk-based approach where the level of protection and the associated costs must be based on a business risk and impact analysis carried out at least annually. Moove Group complies with relevant GDPR legislation and concludes data processing agreements with external parties.

## 2024 Numbers on Business Conduct

Moove Group maintains a strong commitment to ethical business conduct and anti-corruption compliance. The company reported zero convictions for violations of anti-corruption and anti-bribery laws during the reporting period, and no fines were imposed for such offenses. Additionally, there were no financial or in-kind political contributions made, reinforcing Moove Group's policy of maintaining political neutrality.

As part of its compliance efforts, 100% of employees in risk-exposed functions completed anti-corruption training, ensuring that those in sensitive roles are well-equipped to identify and prevent unethical behavior.

No confirmed incidents of corruption or bribery were recorded within Moove Group or among its business partners. Likewise, the company did not experience any estimated monetary losses due to corruption-related violations. Furthermore, Moove Group faced no ongoing legal proceedings related to late payments, and there were no confirmed cases in which the company was identified in corruption-related legal matters.

These results highlight Moove Group's commitment to transparency, integrity, and adherence to ethical business practices across its operations.

## tryg.taxi

In 2024, the taxi industry introduced a safety Code of Conduct called tryg.taxi (safe taxi). tryg.taxi was developed by the industry association Dansk PersonTransport (DPT) in collaboration with, among others, Dantaxi. At its launch in November, approximately half of all taxis in Denmark were affiliated with tryg.taxi, including Dantaxi's 1,880+ vehicles.

The purpose of tryg.taxi is to ensure a safe taxi journey for customers in Denmark. tryg.taxi provides the customer with a guarantee that the taxi company used is committed to implementing a set of principles aimed at enhancing safety in the taxi.

**Taxi companies commit to implementing 10 principles, all of which contribute to increased safety in taxis. Some of the most important principles include:**

- Zero tolerance for harassment cases.
- Requirement for a clean criminal record when onboarding taxi owners and drivers.
- Preventing misconduct through training and other tools.
- Implementing procedures for continuous background checks on drivers.

Customers can recognize a tryg.taxi on the street by looking for the sticker on the side window.

After the launch, tryg.taxi has received great support from drivers, DantaxiPartners, and customers, as well as significant media interest.



# Accounting Policies

## Reporting Principles

The ESG key figures and ratios in this report comprise environmental, social, and governance data for Moove Group and its subsidiaries, HB-Care and Dantaxi. Over time, the key figures will be expanded to include new data in accordance with new industry standards, new legislation, and best practice. Data for 2024 covers the period 1 January 2024 – 31 December 2024, unless otherwise stated.

## CO<sub>2</sub>e Emissions

We prepare our CO<sub>2</sub>e key figures in accordance with the Greenhouse Gas (GHG) Protocol international standard. The GHG Protocol gives companies a uniform way of calculating their overall climate footprint, which makes CO<sub>2</sub>e emissions more transparent.

**Scope 1** covers HB-Care buses, company-owned cars, and company-owned taxis.

The calculation is based on how many liters of fuel we have bought. B7 diesel is multiplied by 2510g CO<sub>2</sub>e HVO multiplied by 40g CO<sub>2</sub>e. And gasoline by 2170g CO<sub>2</sub>e.

## Scope 2

Emissions from production of the energy that we buy multiplied by 144g CO<sub>2</sub>e.

## Scope 3

Dantaxi taxi emissions are reduced due to a positive development in share of electric taxis from 2024 and a reduction in customers.

## Scope 3 includes:

Lyreco office and bus supplies.

IT purchases.

Business trips – flights.

Employees who have driven their private cars for work purposes.

Purchased tires for HB-Care buses.

Cars that are company-leased as a part of the employee's salary.

Dantaxi taxi emissions.

## Dantaxi Taxi Emissions

Are calculated with a tool from the consulting company COWI, using the TEMA15 model – our taxi vehicle fleet has been entered to calculate an average emission per kilometer driven.

The TEMA2015 model is used by the Danish Ministry of Transport as a calculation tool for energy consumption and emissions for the transport sector in Denmark. The model has achieved broad recognition and is used by ministries, agencies, educational and research institutions, local authorities, and companies for green accounts. The emission calculation in the latest version of TEMA is based on COPERT version 4. <https://www.trm.dk/publikationer/2015/tema-2015>

## Energy Consumption

Data on energy consumption for power at our own locations is based on regular consumption statements from energy companies or landlords. District heating is included in our rent, and CO<sub>2</sub>e emissions from district heating are, therefore, not included in our CO<sub>2</sub>e statement.

## Organizational Key Figures

Key figures regarding Moove Group and Moove Group's subsidiaries, Dantaxi and HB-Care, are stated via calculations and extracts from the company's ERP system, CRM system, payroll system, and via Power BI.

## Organizational Key Figures

Key figures regarding Moove Group and Moove Group's subsidiaries, Dantaxi 4x48 A/S, Kalø Taxi ApS and HB-Care A/S, are stated via calculations and extracts from the company's ERP system, CRM system, payroll system, and via Power BI.

### Number of Dantaxi Trips

This key figure is calculated as the number of trips booked from A to B. This means that if there are four customers in a taxi, this counts as a single trip. This calculation is used because payment is made per trip and not per customer. In some contract driving cases, these are composite trips calculated per passenger in the car.

### Number of HB-Care Trips

This key figure is calculated as the number of customers associated with a trip. This means that if there e.g. are four customers on the bus, this counts as four trips. This calculation is used with the goal of optimizing our trip planning so that we have as many customers as possible on the same trip.

We see a decrease in the number of trips. Part of the reason for this is that several of our tender customers have started planning the transportation themselves. HB-care provides the bus and driver, while the customers handle the day-to-day planning. As a result, these pickups are not included in our statistics.

### Definition of Kilometers

Dantaxi kilometers are calculated from the moment the driver receives the booking information until the customer reaches the destination and the driver can register as available. For street trips, kilometers are calculated from the time the customer enters the car until the driver drops the customer off.

### Engagement Survey

The engagement survey is carried out annually for all the company's employees. The analysis has been prepared in collaboration with the company Defgo, which develops analysis tools and processes data and statistics. The report is divided into five subject areas, an assessment of overall satisfaction, and an eNPS score. A five-point scale is used to assess the subject areas, and an 11-point scale is applied to assess overall satisfaction and eNPS.

### Number of Taxis and DantaxiPartners

The number of DantaxiPartners and taxis are measured per ultimo year December 2024. The number of drivers is measured based on logged-in drivers in Q4, 2024.

### FTE

Our FTE number is based on the Danish ATP model.

### Sector Classification

Moove Group operates exclusively within a high-impact sector. Consequently, all of the Group's activities, including associated revenue and CO<sub>2</sub> emissions, are categorized fully within this sector.

### Biogenic CO<sub>2</sub> Emissions

Biogenic CO<sub>2</sub> emissions are not reported, as they have been assessed and determined to be immaterial to Moove Group's overall emissions profile.

### Emission Calculation Methodology

Greenhouse gas (GHG) emissions calculations have been conducted in alignment with the Greenhouse Gas Protocol. Approximately 30% of emissions reported are calculated using primary data obtained directly from suppliers or other value chain partners, ensuring accuracy and reliability. The remaining emissions data has been estimated using recognized secondary data sources and established calculation methodologies.

Moove Group enables new and better connections between people. In an increasingly digital world, we believe that connection between people happens through people – that people move people.

## Our ESG Key Figures and Ratios

ESG	Unit	2024	2023	2022	2021
<b>General Data</b>					
Taxi Trips Total	Number of Trips	5,523,703	5,674,321	5,553,648	4,493,361
Taxi Trips in Electric Cars	Number of Trips	2,211,355	1,628,895		
Total Number of Dantaxi Taxis	Number of Taxis	1,882	1,958	1,910	
Dantaxi Taxis with 5 Seats	Number of Taxis	1,430	1,433	1,468	
Dantaxi Electric Taxis with 5 Seats	Number of Taxis	670	531	367	
Dantaxi Taxis with 5+ Seats	Number of Taxis	452	525	442	
Dantaxi Electric Cars with 5+ Seats	Number of Taxis	144	102	37	
Kalø Taxi Cabs	Cabs	16	15		
DantaxiPartners	Haulers	1,618	1,614		
Dantaxi Drivers	Drivers	2,812	2,947	2,746	2,437
Customers HB-Care	Number of Pickups	1,129,304	1,300,325	1,533,282	1,324,512
Busses HB-Care	Number	413	474	465	
<b>Environmental Data</b>					
Emissions Scope 1	Kilo CO <sub>2</sub> e	4,843,900	4,975,000	5,160,714	
Emissions Scope 2	Kilo CO <sub>2</sub> e	44,890	48,190	40,970	
Emissions Scope 3 - Selected Emissions	Kilo CO <sub>2</sub> e	7,269,400	9,056,360	9,847,290	9,315,251
Energy Consumption Scope 1 og 2	kWh	20,201,965	20,460,570	16,966,874	

ESG	Unit	2024	2023	2022	2021
<b>Social Data</b>					
Number of Board Members who are Women	Number	1	1	1	
Percentage of Board Members who are Women	%	17	17	17	
Total Number of C-Suite Women I (i.e. CEO or Team Reporting Directly to the CEO)	Number	2	2	2	
Percentage of C-Suite Women I (i.e. CEO or Team Reporting Directly to the CEO)	%	40	40	40	
Percentage of Women in Middle Management	%	24	18	15	
Employees with Reduced Work Capacity	Number	16	18		
Number of Injuries Resulting in Lost Working Hours	Number	19	14	19	
Absence ratio for drivers	Percent	5.3	7.4	7.8	
eNPs Score	Score	7	6	2	
Overall Engagement Score	Score	3.8	3.8	3.7	
Training Hours, Employees	Hours	9,088	18,914		
Training Hours, Haulers	Hours	5,580	3,165		
<b>Employees</b>					
Total Headcount	Headcount	625	688	701	
FTE	FTE	581	624	628	
Men	Number	483	521		
Women	Number	142	167		
Bus drivers and companions	Number	425	458		
Employed taxidriver (Kalø)	Number	20	16		
Administrative functions	Number	172	188		
Mechanics	Number	8	8		
Seniors in HB-Care	Number	156	174	124	
<b>Locations</b>					
Car Workshops	Number	3	3	2	2
Offices	Number	5	5	5	

## Locations

### Bagsværd:

Office, Moove Group, HB-Care, and Dantaxi  
White-collar employees: 144

### Karlslunde:

Office and car workshop, HB-Care  
Mechanics: 6  
White-collar employees: 2

### Tilst:

Office and car workshop, HB-Care  
Mechanics: 2  
White-collar employees: 15

### Tinglev:

Office and car workshop, HB-Care  
Mechanic: 1  
White-collar employees: 8

### Aalborg:

Office – Dantaxi  
White-collar employees: 3

## Drivers Lounges

HB-Care: 7  
Dantaxi: 3

## HB-Care Drivers Geographically

### Drivers, Regionally Divided:

East and North Jutland: 173  
South Jutland and Funen: 88  
Zealand: 164

## Own Taxi drivers

Kalø Taxi, North Jutland: 20

## Vehicles

Buses: 413  
Workshop vehicles: 16  
Company cars: 8  
Taxis in Kalø: 13



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ESRS S1-10	Not material
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**Dantaxi**

## Statement by Management

The board of directors and the executive board have on this day's date processed and approved the sustainability report, including selected ESG key figures and ratios, for 2024.

The ESG key figures and ratios are selected from the ESG key figures and ratios publication published by FSR – Danish auditors, Finansforeningen/CFA Society Denmark and Nasdaq Copenhagen.

It is our opinion that the selected ESG key figures and ratios are the most important ones for Moove Group's (Greenfleet Holding A/S) environmental, social, and managerial activities.

Bagsværd, 10 April 2025

### Executive Board

Carsten Aastrup, CEO  
Uffe Krarup, CFO

### HR & ESG Director

Anja Breum

## Auditor's Report on Preparation of the Sustainability Report, Including Selected ESG Key Figures and Ratios

### To the Management of Moove Group (Greenfleet Holding A/S)

We have drawn up the sustainability report, including selected ESG key figures and ratios, for Moove Group (Greenfleet Holding A/S) for the year 2024 based on the company's quantitative registrations and selected conversion factors and other information provided by the company's management.

The sustainability report includes an account, a report with the ESG key figures and ratios, and applied accounting practices with, among other things, emission factors.

We carried out the task in accordance with ISRS 4410, The Preparing of Financial Information.

We used our professional expertise to assist the management in preparing and presenting the sustainability report, including selected ESG key figures and ratios, in accordance with the accounting principles presented in the report.

We complied with relevant provisions in the Danish Act on Approved Auditors and Audit Firms and the International Ethics Standards Board for Accountants' international guidelines for the ethical conduct of auditors (IESBA Code), including principles of integrity, objectivity, professional competence, and due diligence.

Management is responsible for the sustainability report, including selected ESG key figures and ratios, 2024 as well as the accuracy and completeness of the information used for its compilation.

As the preparation of financial information is not a declaration with certainty, we are not obliged to verify the accuracy or completeness of the information provided to us by the company's management for preparing the sustainability report, including selected ESG key figures and ratios, 2024. We therefore issue no audit or review conclusion on whether the selected ESG key figures and ratios were prepared and presented in accordance with the accounting principles presented in the report

Horsens, 10 April 2025

### Roesgaard

Godkendt Revisionspartnerselskab  
CVR no. 37 54 31 28

Michael Mortensen  
State Authorized Public Accountant  
mne34108

# mo-ove group

## Greenfleet Holding A/S

### Greenfleet Mobility

#### Greenfleet Care

#### Greenfleet Fleet

Greenfleet Holding A/S  
CVR-No. 39926474

mo-ove group



 **Dantaxi**



 **HB-Care**



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## Anja Breum

HR & ESG Director

Serienummer: 312bb8b4-fe97-465a-8327-b0cb1d2a2838

IP: 194.255.xxx.xxx

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## Carsten Aastrup

Executive Board, CEO

Serienummer: f81b50b4-0176-41d9-8479-11ee2b2973e4

IP: 194.255.xxx.xxx

2025-04-10 14:15:16 UTC



## Uffe Krarup

Executive Board, CFO

Serienummer: 4bdc4dfe-bc00-4f7b-afc1-f9e99ee0cbed

IP: 194.255.xxx.xxx

2025-05-01 12:37:12 UTC



## Michael Mortensen (CVR valideret)

Roesgaard Godkendt Revisionspartnerselskab CVR: 37543128

Statsautoriseret revisor

Serienummer: 56c78f0d-d030-41dc-a7fe-ad94bcb5a88

IP: 185.98.xxx.xxx

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