

CSR

REPORT
23/24

ALLER A/S

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Introduction

This report is the Corporate Social Responsibility Report of the Aller Group (hereafter named CSR and CSR report) for the fiscal year 2023/2024. The report has been produced at group level, thus including all the subsidiaries and subgroups of Aller A/S in Denmark as well as in Sweden, Norway, and Finland (The Aller Group).

The CSR report encompasses the report for corporate social responsibility of the Aller Group according to the financial statement act §99a, the Group's target figures and policy for gender composition of the management with reporting and the Group's policy for data ethics regarding the financial statement act §99b and §99d. Furthermore, the statutory reports are included as an integrated part of the 2023/24 Group annual report.

The purpose of the report is to offer an insight into the CSR work continuously ongoing in the individual business areas and subsidiaries of the Aller Group, i.e. based on specific initiatives and performance measures.

In the Aller Group sustainability is thought broadly. The Group's ambition is to take continuous responsibility for the society, in which the Group is a part.

In the fiscal year 2025/26 the Aller Group will publish a sustainability report according to the Corporate Sustainability Reporting Directive (CSRD) for the first time.

As early as last year, on a small scale, the Aller Group initiated the preparations in this regard in order to create a solid foundation for the reporting.

In the autumn of 2024 and in the beginning of 2025 a comprehensive internal project will be launched to establish the foundation for the long-term effort and reporting of the Group according to the CSRD standards. Among other things the project entails a final definition of strategy, identification of roles and responsibility, implementation of a double materiality analysis, building of data logging systems, development of relevant policies and procedures, together with a methodical scope for reporting and control. The ambition is that by the autumn of 2025 the Group will have established a structured and integrated scope for sustainability reporting which will form the foundation for the continuous work in the area for the Group.



The Aller Group business model

The Aller Group is a diversified company operating in Denmark, Sweden, Norway, and Finland within the following main areas: Media business, marketing services, travel agency activities, and other related business.

The media business of the Group produces, publishes, and sells daily- and weekly papers in addition to magazines both on print and on digital platforms for readers in the Nordic countries.

Furthermore, the Group has production facilities at its disposal through the company Aller Tryk A/S where physical weekly papers and magazines are printed for the Scandinavian market.

Marketing services are mainly operating within the "Business-to-Business" market where they primarily offer services on an hourly basis within strategic marketing and content for content marketing, external advertising sales etc.

The travel agencies of the Group arrange and sell both group travels and individual travels primarily within the market segment Business-to-Consumer, but also within the Business-to-Business segment.

The other activity areas of the Group comprise related activities within the main business areas together with fund management, operation, and rental of property.

The Group is organised with a parent company, Aller A/S, under which there are a number of subgroups in the Nordic countries, primarily within the above-mentioned business areas. Each subgroup has its own subsidiaries just as the subgroups have an independent operational responsibility with their own organisation and management.

The Aller Group CSR-policy

For more than 150 years the Aller Group has supplied content and entertainment in the Nordic countries and acknowledges its responsibility to the societies in which the Aller Group operates and manages its business.

The Aller Group wants to show and promote responsibility as well as sustainable financial and environmental development and conduct. This conduct must be compatible and balanced with a continuous sustainable business development for the Group.

The Group CSR policies are described in this document just as several areas in this report are further described in the Group's Code of Conduct.

The Group's Code of Conduct lists several guidelines, which are meant to ensure that companies and employees in the Group are aware about and understand the goals and policies of the Group for a sustainable and responsible business conduct.

The Group's Code of Conduct can be found in its full length on the Group's website, please refer to the section "Referrals".

The Aller Group has a business interest in focusing on areas such as freedom of speech and communication, anti-corruption and anti-bribery, work environment, and safety. Based on this, this report describes the Group's approach towards corporate social responsibility within the following areas:

- Environment and climate
- Human rights
- Anti-corruption, anti-bribery, and fraud
- Social responsibility and diversity, including data

Most recently, the Code of Conduct was revised and approved by the board in 2022.

The following sections account for the Group's efforts and its follow-up on each of the areas in the CSR policy for 2023/24 accompanied by a short report of the Group's future initiatives in each area.





Environment and climate

The Aller Group wants to limit its impact on the environment and climate as much as possible and contribute to a better environment and climate to the maximum extent possible. This is not only within the immediate environment of the Group, but it is also sought through responsible choices of suppliers, business partners, etc.

The Group's impact on environment and climate primarily derives from the Group's printing production under Aller Tryk A/S, the Group's buildings, and indirectly through the Group's distribution of publications and travel activities under Aller Leisure A/S.

Thus, the Group's impact on the environment and climate is dealt with under these areas.

Aller Tryk A/S

It is the policy of the Group that the printing operations of the Group must limit its impact on the environment and climate as much as possible.

Aller Tryk A/S has been established in a modern facility with attention to solutions reducing environmental impact both in connection with the building itself and in the continuous investments in machinery.

It is the goal of the Group to print its publications using as few raw materials and as few energy resources as possible in consideration of existing environmental approvals.

Furthermore, it is the policy of the Group to reduce negative climate impact by optimising and reducing the energy consumption of the Group. Consequently, Aller Tryk A/S is systematically working on reducing the consumption of paper, energy, and printing colours and has therefore invested in both productivity conducive and eco-friendly production and ancillary equipment.

Therefore, Aller Tryk A/S is continuously striving to reduce its total energy consumption to reduce the CO₂ emission just as the company continuously strives to reduce its paper waste.

Aller Tryk A/S has a Nordic Ecolabel licence, which is a voluntary Nordic environment label and a guarantee that a product or a service meets several strict environmental requirements. As an independent third-party Ecolabelling Denmark supervises that eco labelled products meet the requirements for eco labelling. The starting point of the Nordic Ecolabel is the life cycle of a product. This means that the environmental impact is assessed from when the product is "born" as raw material until it "dies" as waste.

In addition, Aller Tryk A/S has an FSC (Forest Stewardship Council) and PEFC certification (programme for the Endorsement of Forest Certification). The FSC- and PEFC alliances are both focusing on ensuring sustainable forestry.

All the products of Aller Tryk A/S meet the requirements of the Nordic Eco-label, FSC, and PEFC standards. In order to maintain ecolabels and certifications, external auditors continuously supervise the work and working procedures.

Buildings

The buildings of the Group are mainly owned by the Group itself and three of the domiciles have been built or rebuilt within the last few years and are maintained and continuously updated. The Group has attached great importance to the quality of the constructions including the environmental impact of the buildings.

The buildings of the Group are continuously maintained and renovated while striving to improve their environmental impacts. The environmental impact of the buildings is mainly due to the water and electricity consumption.

Aller Leisure A/S

Aller Leisure A/S, which is the parent company of the travel agencies of the Group, is fully aware that tourism may have impacts on the environment and climate.

For the time being, the Group has no specific policies for Aller Leisure in this area, but naturally Aller Leisure is included in the Group's general policy within environment and climate.

Other

The Aller Group is focused on reducing the Group's refuse and food waste, so that far less resources are used for disposal and that the total environmental impact is further reduced.

The Group's canteens are working on reducing food waste as well, just as refuse is sorted on all the administrative areas of the Group. At present the Group has no special policies in the area, which is why there are no measures of the total climate impact.



Significant risks regarding environment and climate

The most significant risks of the Group are the energy and paper consumption in connection with the production of the Group's publications.

The risk is sought reduced by eco-friendly investments in both buildings and production equipment, continuous monitoring of the paper waste of the printing works, and other energy consumption.

Achieved results regarding environment and climate

During the fiscal year 2023/24 Aller Tryk A/S has yet again for the 5th time in a row reduced the paper waste.

Since 2022/23 Aller Tryk has completed a ClimateCalc climate account for all its activities. In 2022/23 Aller Tryk has also obtained license to perform ClimateCalc calculations showing the actual CO₂ impact of the individual printed matters.

For a number of years, the Group has worked purposefully on the electricity consumption, in particular Aller Tryk A/S is continuously working on both large and small measures to reduce the company's electricity consumption.

The replacement of existing light sources for more energy friendly light sources in the form of LED lights in the Group's domiciles are impacting the energy consumption in a positive direction. This goal directed effort has resulted in a significant reduction of the electricity consumption over the last 5 years.

In addition, the installation of solar cells in 2024 on the largest of the Group's domiciles has had a positive effect on the Group's electricity consumption.

The water consumption of the Group has increased over the last years which is partly due to the gradual return to the offices after the COVID-19 pandemic and the implementation of an "office-first"-model in Norway and Sweden. Furthermore, in the fiscal year 2023/24 the Group has increased the utilization coefficient in the Group's domiciles in relation to the utilization of the office space. However, the increased utilization does not mean an increase in the number of the Group employees, but the fact that part of the office space, especially in one of the Group's Danish domiciles, is rented out to external tenants.

Initiatives over the coming years regarding environment and climate

Over the coming years the Group will continuously seek to minimise negative environmental and climate impact especially focusing on specific energy efficient actions.

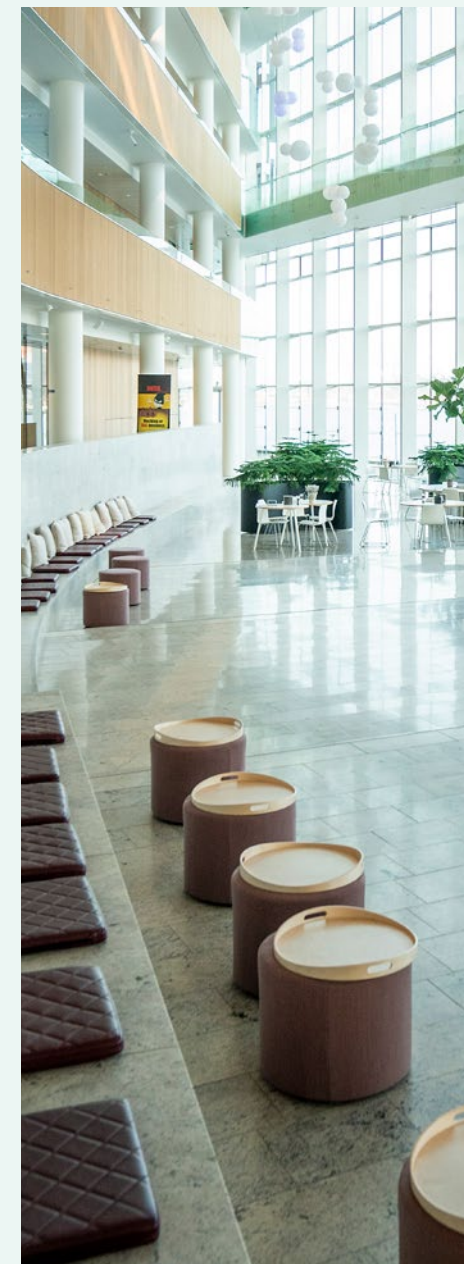
The Group has initiated surveys for installation of solar cells on all the Groups domiciles.

Likewise, the Group will focus its efforts to minimise the wastepaper percentage of Aller Tryk and ensure that the printing works' eco labels are kept.

Over the coming years, the Group will begin working with specific policies for the Aller Leisure Group, who will focus on and work with the areas where the Group can make a difference, acknowledging that the international diversity and decentralization of the travel business in the extremities of the world mean that the Group cannot control or influence every condition.

Therefore, in 2023/24 the Aller Leisure Group has begun the process of obtaining the Travelife-certification, an international standard, rating the sustainability performance in the travel business. The group expects to be fully certified in the fiscal year 2025/26 after which they will be able to document its engagement in sustainable tourism through the acknowledged Travelife-certificate for all the travel companies of the Group.

Index	2019/2020	2020/2021	2021/2022	2022/2023	2023/2024
Paperwaste	100	92	86	78	73
Electricity consumption in kilowatt	100	95	93	92	82
Water consumption in cubic metres	100	107	120	122	124



Human rights

The Aller Group respects human rights in all its activities. The freedom of speech and the freedom of press in the daily business are supported within the publishing activities of the Group.

Being one of the largest publishers of weeklies and magazines in the Nordic countries, the Group acknowledges its considerable impact on especially the freedom of speech in the neighbouring regions of the Group.

Through its more than 150-year long history the Group has praised the freedom of speech and in the daily business is working on delivering credible journalism of high quality in all the different shapes and genres in which the Group is working.

Furthermore, as a work place the Aller Group also has a large focus on human rights internally in the Group. Among other things this focus is supported by the Group's Code of Conduct, containing guidelines such as no child labour, freedom of association, fair salary conditions, zero tolerance towards discrimination, etc.

The Group companies have a tradition for a flat organisation structure. The short distance between managers and employees ensures increased communication, responsibility, cooperation, and transparency, which also has a positive effect on the compliance with human rights internally in the Group.



Significant risks regarding human rights

The Aller Group distances itself from all forms of violation of human rights.

The Aller Group does not believe being at significant risk in connection with violation of human rights, as the areas of activities of the Group are situated in Scandinavia, which is characterised by rather few breaches of human rights and consists of countries built on democratic values and equality.

Achieved results regarding human rights

Like in the last years there have not been any cases regarding breaches of human rights in the fiscal year 2023/24.

Initiatives over the coming years regarding human rights

The Group will continue to praise the freedom of speech and the freedom of press in the neighbouring regions of the Group just as the Group will seek to meet and prevent activities with a negative impact on human rights.

Anti-corruption, anti-bribery, and fraud

The Aller Group dissociates itself from all kinds of corruption, bribery, and fraud.

The Group does not want any doubts that the Group and its employees make decisions based on objective criteria, which is why the companies in the Group have formulated policies and guidelines for managers and employees.

Managers and employees must continuously go through these internal policies and guidelines and continuous internal random checks will be conducted.

The Aller Group has introduced a whistle-blower scheme, to be used for reporting of knowledge or suspicion of suspected violation of the legislation or the Aller Group's Code of Conduct.

The whistle-blower scheme may be used by the employees of the Group, shareholders, board members, suppliers, partners, etc. through the Group's website.

The whistle-blower scheme may be used anonymously or personally to report all serious conduct. It may be suspicion or knowledge of violations or potential violations which have taken place or

which may probably take place and about efforts to hide such violations, including conditions concerning bribe and corruption, misuse of financial funds, theft, fraud, embezzlement, and financial crime in general together with breach of personal data security, damage to the environment, conflict of interest, sexual harassment, or other violating behaviour together with severe or repeatedly breaches of the legislation in general.

The Group has entered into agreement with an external party to support the handling of reports. The external partner of the Group will screen and as a starting point will be participating in the investigation of all reports which are made via the whistle-blower scheme.

The Group is continuously working on making it simple for all employees to relate to the principles of the Group, its policies and guidelines through continuous communication in this regard.

Likewise, the Group management has an increased focus on continuously making the Group's employees aware of their option to report cases anonymously via the externally facilitated whistle-blower scheme.

The guidelines of the Group are also communicated to the business partners of the Group when needed.

Significant risks regarding anti-corruption, anti-bribery, and fraud

The primary risks of the Aller Group within anti-corruption, anti-bribery, and fraud is a question of whether the managers and employees of the Group are following the policies of the Group.

The risks are addressed by continuous communication and internal checks.

Achieved results regarding anti-corruption, anti-bribery, and fraud

During 2023/24 2 whistle-blower cases have been reported. After thorough investigation, both cases were concluded satisfactorily.

During 2023/24 the Group has not had any cases concerning the involvement of managers and employees in corruption, bribery, or fraud.

Initiatives over the coming years regarding anti-corruption, anti-bribery, and fraud

The Group will continue to focus on this area and continue to maintain and develop internal policies and extend

the internal checks if necessary, in order to continuously secure that the companies abide by the given guide-lines, including implementing increased controlling on Group level.

Furthermore, the Group will focus on increasing the probability of its whistle-blower scheme by integrating more initiatives cross the internal communication channels. This includes regular updates and reminders on the intranet, so that employees can easily find information about the scheme and its application. Information material will also be developed, and information meetings might be held to create more knowledge and security regarding the use of the whistle-blower scheme. The goal is to secure that all employees have access to relevant information and are comfortable using the scheme.



Social responsibility and diversity

The Aller Group wants to be a responsible place of work for both employees and managers and to play an active role in the society, of which the Group is a part.

Through a responsible attitude to the employees' job satisfaction, good working environments, etc., the Group wishes to ensure that the employees are thriving both socially and physically both at and outside of work.

The Aller Group is abiding by current local legislation, standards, and agreements, and wants to take further responsibility to create a positive and safe working environment. Among other things, this means that the Group is focusing on diversity and on a psychically and physically positive working environment respecting human rights and employee rights.

The Group is continuously working on this through the working environment organisation, works committees, and employee satisfaction surveys.

Furthermore, the Aller Group wishes to contribute positively to the society, of which the Group is a part, and therefore wishes to support various activities and initiatives contributing positively to the society and to the outside world of the Group.

The Group's initiatives regarding social responsibility and diversity are described under the following categories:

- Accidents at work
- Employees satisfaction
- Diversity and gender composition
- Education
- Policy for data ethics
- The outside world

Accidents at work

All companies in the Group are obliged to give their employees the personal protective equipment and the education necessary to perform their job securely. In this way, accidents at work are sought to be avoided and minimised.

The Aller Group has taken out mandatory industrial injury insurance and all employees are informed of how to act and whom to contact internally and externally in connection with any accidents at work.

The Group is continuously following up on the number of accidents at work and is introducing measures to avoid similar accidents at work.



Employee satisfaction

The Aller Group wishes to ensure that all employees have a good and healthy work life, where they thrive at their work and have a low illness percentage.

As a part of the Group's focus on employee satisfaction, the Group continuously conducts employee satisfaction surveys, which are used for continuously measuring the work climate and the general satisfaction of the employees. The results from these surveys give a valuable insight into how the Group can continuously improve and strengthen the work environment.

Diversity and gender composition

The Aller Group believes that diversity contributes to creating better results and helps make better decisions. The Group wishes to be a tolerant workplace without discrimination. As a result, the Group strives towards creating diversity by having an equitable distribution regarding age and gender, just as ethnicity in connection with employment will not be taken into consideration.

The Aller Group will always choose the most qualified employees and never recruit based on gender, belief, age, ethnicity, or sexuality.

The policy of the Aller Group for the under-represented gender is to ensure a fair balance between the number of women and men considering the target groups of the products. There must be equal possibilities for men and women in the Aller Group who strives towards this goal on all management levels.

The Group works according to a goal of which the underrepresented gender must not be represented by less than 1/3 on management level.

Education

The Aller Group is working determinedly on hiring, retaining, and developing capable employees so they have the optimal settings for being competent and competitive compared to the development in the market and the business of the Aller Group. As a part of this initiative, the Aller Group is conducting internal development and training courses through the Aller Academy, Aller Lab, the guide school of Aller Leisure, and through external qualifying and developing courses.

Policy for data ethics

The Aller Group has a strong obligation for responsible and ethical data handling, based on principles such as self-determination, transparency, and respect for the privacy of the individual.

The Group's policy for data ethics defines clear scopes for data security and data protection according to the GDPR regulations.

Policies, guidelines, and information about data protection, data ethics, and GDPR are available for all employees on the intranets of the Group. Through initiatives, such as digitalized admission controls and goal directed education for the employees, the Group is continuously working on strengthening the data security across the organisation. The policy for data ethics is continuously updated in order to ensure that it remains

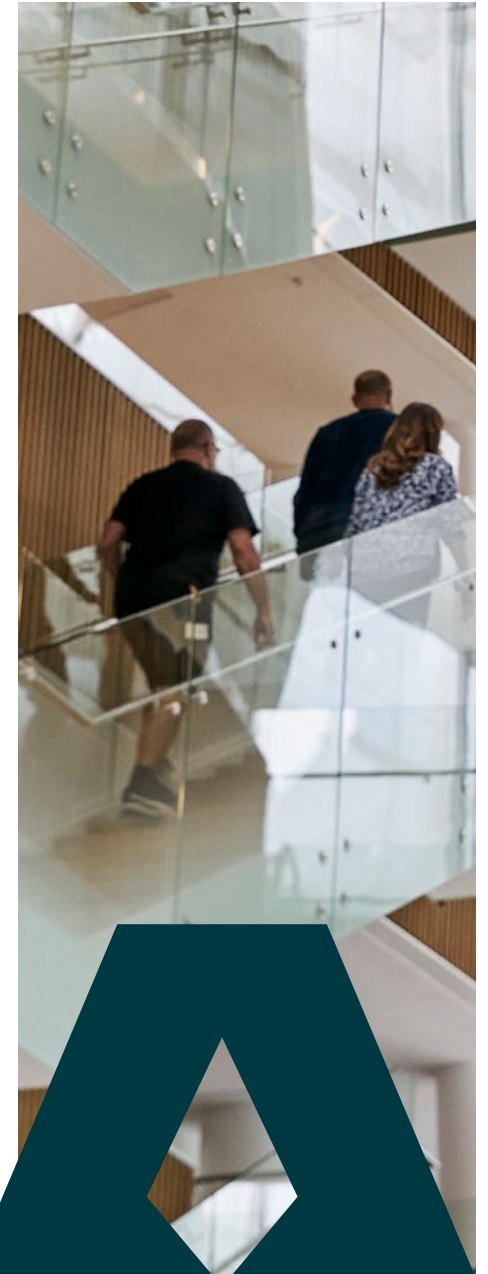
relevant and reflects the regulations of the legislation as well as the values and practices of the Group both within GDPR and data ethics.

The Group's policy for data ethics may be found on the website of the Group, please refer to the section "Referrals".

The outside world

The Aller Group wishes to support and contribute socially to its outside world, which is why the Group supports several social initiatives and arrangements. Among others, in the fiscal year the Group has contributed actively to the Danish Cancer Society's "Knæk Cancer Campaign" in Denmark just as the Group has supported several other charity organisations in both Denmark, Sweden, Norway, and Finland in 2023/24.

The Group has no purpose in doing this but wishes to contribute positively and make a difference within specified areas.



Significant risks for social responsibility and diversity

The most significant risk of the Aller Group in this area would be, if employees and management do not act according to the policies of the Group. A healthy physical and psychical work environment is necessary for the Group to have a healthy business development. The risk is responded to by continuous communication together with internal and external education.

Achieved results for social responsibility and diversity

As in previous years, the Group has maintained the diversity in its staff of employees and at each management level.

As per September 30, 2024, the number of women in the company board is 40%. Of the managerial employees of the Group 55% are women and 45% are men as per September 30, 2024 against respectively 54% and 46% in the previous year.

Therefore, it is concluded that the Group has created a good balance between women and men in all the Group's layer of management and as gender distribution has been achieved according to the definitions of the Danish Business Autho-

riety, the Group has not set a concrete goal for the boards. Furthermore, the Group considers the existing gender distribution among both employees and management exerts a positive impact on the Group's culture and contributes constructively to supporting the Group's values.

The Aller Group continues to have focus on the importance of continuously educating its employees which are one of the Group's important assets.

This is why the Group continuously invests in employee education. The amount of money for education per employee varies from year to year, primarily because of the variation of the large number of internal educations.

The average amount of money for education per employees has been increased in the fiscal year 2023/24 compared to 2022/23 corresponding to 18 index points.

The increase is due to a continuous increased focus on internal education in almost all the business areas of the Group and at the same time there has been an increased focus on the use of the external education funds in certain areas of the organisation. As a result, the Group has

entered into cooperations with several e-learning platforms. These cooperations give the employees both extended possibilities and larger flexibility and at the same time they are much more financial cost effective than individual external educations.

The Group still supports external and individual education possibilities and development, but costs and demands for these have been decreasing due to the increased digital and common education possibilities.

Furthermore, through several years the Group has succeeded in maintaining a limited number of working accidents.

The number of working accidents during the fiscal year 2023/24 is at the same level as 2022/22. The significant decrease which was registered during the period 2020-2022 was primarily due to the impact of the COVID-19 pandemic on the Group's travel agency activities.

The average sickness absence percentage in 2023/24 is 3,4% compared to 3,5% in the fiscal year 2022/23. The Aller Group has a goal of having an average sickness absence of 2-3%.

The sickness absence in 2023/24 is largely identical compared to 2022/23 and the Group is not fulfilling its goal due to long-term sick leaves in some of the Group's business areas.

Initiatives over the coming years for social responsibility and diversity

Over the coming years, the Aller Group will continue to focus on employee satisfaction, including ensuring that the Group continues to retain and attract the right employee composition for the activities of the Group as well as continuing the work with data ethics and security.

The Aller Group will continue focusing on the education of the company's employees, as the Group knows that education is important in regard to the well-being and retention of employees as well as being important to the development of the Group's business areas.

The Group's efforts will be aimed at strengthening on-boarding of new employees, external education and development of internal learning courses, e.g. guide school in the Group's travel agencies.

55%
women
of the managerial employees of the Group

45%
men
of the managerial employees of the Group

	2019/2020	2020/2021	2021/2022	2022/2023	2023/2024
Average amount of money spent on education per employee, index	100	86	103	84	111
Number of working accidents	11	8	3	10	10

Accounting policy

The CSR report is based on the annual reporting procedures. The same consolidation principles are used for the consolidated data as for the Group accounts. All reported data are following the same accounting period as the Group accounts, i.e. October 1, 2023 – September 30, 2024.

The Group accounts can be found on the Group's website; please refer to the section "Referrals".

Comparability

Several performance measures are identified in the report where the fiscal year 2019/20 has been established as performance measures to index 100 wherever possible.

Paper waste

The reported paper waste contains data from the Danish printing works of the Group. Paper waste is measured from the amount of shredding paper delivered to external supplier.

The paper waste is measured in tons.

Electricity- and water consumption

Consumption from the Group's domiciles in Denmark, Norway, and Sweden is included in the reported electricity and water consumption of the Group, where consumption to external tenants has been deducted. Electricity and water consumption from the Group's tenancies in Denmark, Norway, Sweden, and Finland is also included.

Electricity- and water consumption is measured based on statements received from the Group's external suppliers and landowners.

The electricity consumption is measured in kilowatt and the water consumption in cubic metres.

Gender composition

Gender composition in the board of the parent company is calculated as the number of female board members divided by the total number of board members. Employee selected board members are not included in the calculation of the gender composition of the board, as the Group does not have an influence on the nominated or elected candidates.

The gender composition among the Group's managerial employees is calculated from the number of female managers divided by the Group's total number of full-time employees.

Both measurements are based on data as per September 30, 2024.

Money spent on education

The average amount of money spent on education per employee is calculated as the Group's external costs for education and competence development divided by the Group's average number of full-time employees.

Accidents at work

The number of accidents at work is calculated based on the number of reported accidents to a person caused by an external event and which has caused a minimum of 1 day of absence apart from the day of the accident.

Sickness absence

The average sickness absence percentage is calculated as the number of registered sickness absence hours divided by the Group's annual number of working hours. The latter is based on the Group's average number of full-time employees in 2023/24 together with an estimated annual number of working hours per employee.



Referrals

The newest Group annual reports may be found via the following link or QR-code:

<https://aller.com/rapporter/>



The Group Code of Conduct may be found here via the following link or QR-code:

<https://aller.com/wp-content/uploads/2022/10/COC-2022-2023-opdateret-1-Okt-2022-DK.pdf>



The Group policy for data ethics may be found here via the following link or QR-code:

<https://aller.com/wp-content/uploads/2022/11/Data-ethics-policy-2022-Final-1.pdf>



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