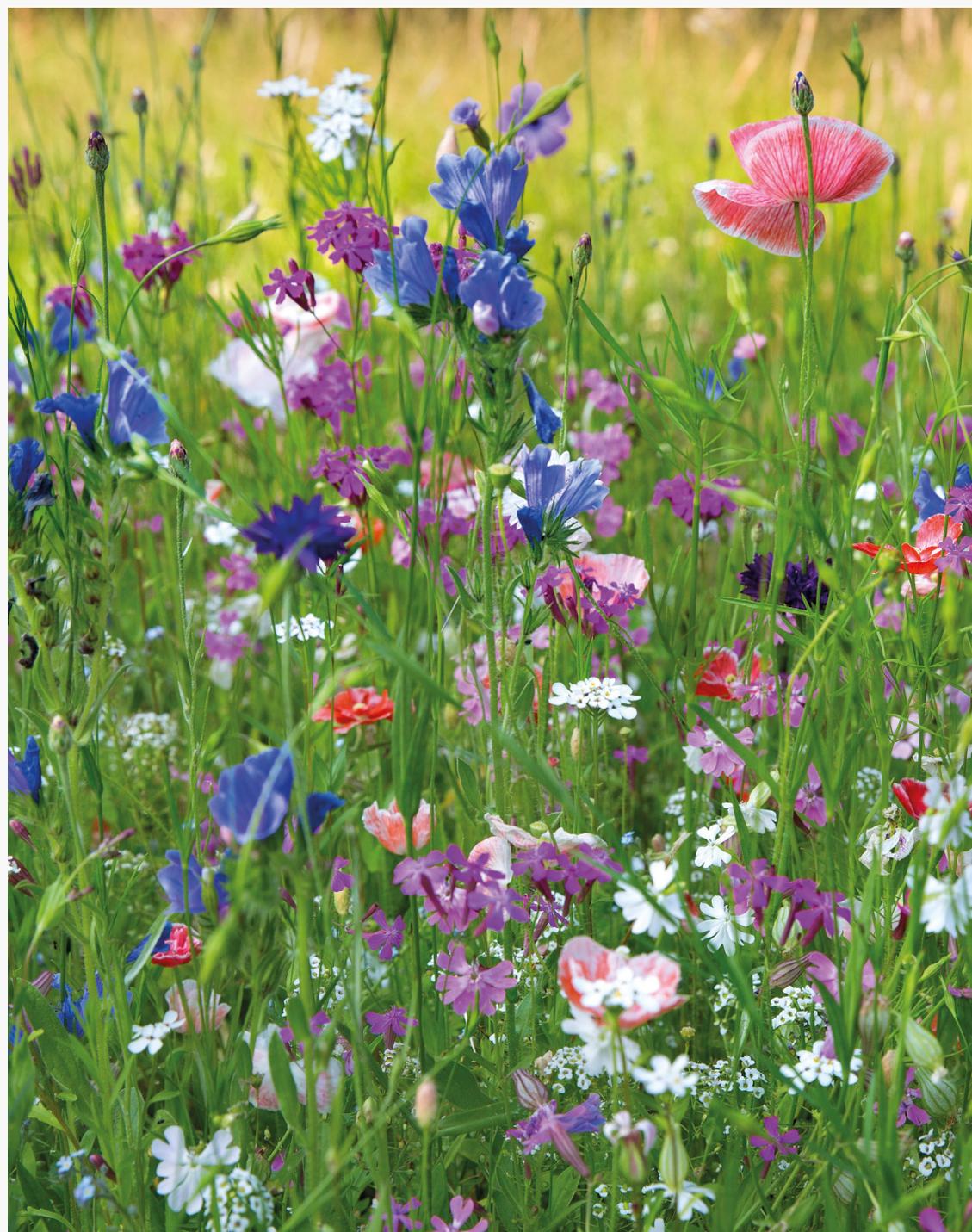


CSR report

2024/2025

Table of contents

Introduction	3
Aller Group's business model	4
Aller Group's CSR policy and other policies	5
Environment & climate	7
Human rights	11
Anti-corruption, bribery & fraud	12
Social responsibility & diversity	13
Accounting principles	16
References	17
Contact information	18
Group entities and addresses	18



Introduction

This report constitutes Aller A/S' Corporate Social Responsibility report (the "CSR report") for the financial year 2024/25. The report is prepared at Group level and therefore covers all subsidiaries and sub-groups of Aller A/S in Denmark, Sweden, Norway and Finland (collectively referred to as the "Aller Group").

The CSR report includes the Aller Group's statement on corporate social responsibility in accordance with section 99a of the Danish Financial Statements Act, including the related reporting, as well as the Group's policy on data ethics in accordance with section 99d of the Danish Financial Statements Act. These statutory statements are also included as an integrated part of the Group Annual Report 2024/25.

Section 99b of the Danish Financial Statements Act, concerning reporting on the gender composition of management, has been repealed for financial years commencing on 1 January 2024 or later. As a result, the Aller Group is no longer legally required to report under this provision.

However, the Aller Group has chosen to continue reporting on the gender composition of the Board of Directors and Executive Management in this CSR report as well as an integrated part of the Group Annual Report 2024/25. The purpose is to maintain transparency regarding the company's development in this area and to ensure continuity in reporting during the

transition to the forthcoming requirements under the Corporate Sustainability Reporting Directive (CSRD) and the underlying standards.

This reporting is therefore voluntary and also serves as preparation for the Group's future CSRD reporting. The report aims to provide insight into the CSR initiatives carried out across the Aller Group's business areas and subsidiaries, based on concrete initiatives and selected performance indicators.

Aller Group takes a broad approach to responsibility and sustainability, focusing on the areas where it considers it can make the most relevant and meaningful contribution. This reflects the Group's ambition to act responsibly towards the society it is part of.

Responsible considerations relating to people and the environment have for many years formed an integral part of the Aller Group's values. In line with increasing external expectations, strengthened regulation and a clear strategic prioritisation, the Group has, during the past financial year, intensified its efforts to structure and document its work in this area.

The objective is to establish a more systematic, transparent and forward-looking approach that supports the Group's continued development and long-term relevance.

The implementation of the CSRD has been a key focus area during the year and constitutes a significant driver for the continued development of the Group's work with documenting environmental and social considerations.

As part of this effort, the Aller Group has initiated a number of internal activities, including the commencement of the Group's double materiality assessment (DMA). DMA results are already available for several of the Group's underlying entities, and a consolidated Group-level DMA result is expected during the second quarter of 2026.

This work forms the foundation for the Group's first full CSRD reporting, which will be prepared for the financial year 2027/28.

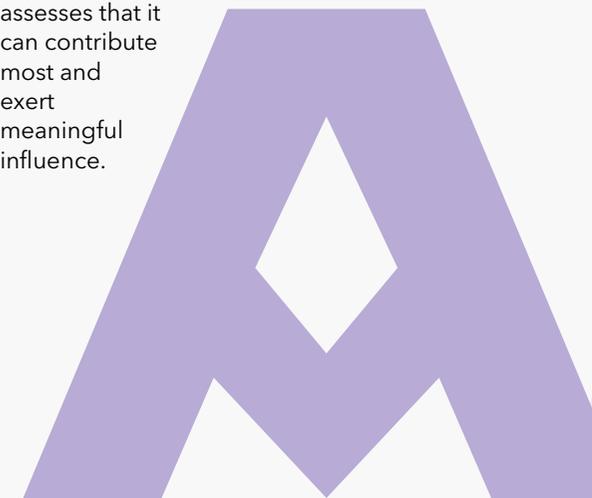
On this basis, the Group continues to develop relevant performance indicators, strengthen data collection and further integrate environmental, social and governance considerations into strategy and decision-making processes.

In parallel, the establishment of a CO₂ account and related climate data has been initiated to support a more holistic reporting of the Group's climate footprint, as well as other areas assessed as relevant based on the Group's double materiality assessment. This work is closely linked to the implementation of the CSRD and will be gradually expanded towards 2027/28.

The Aller Group is also closely monitoring developments related to the so-called OMNIBUS simplification.

Irrespective of any potential changes to the regulatory landscape, the Group maintains that the work related to CSRD constitutes, and should constitute, an integrated part of the Group's future business practices and operating model.

This report is intended to provide the Group's stakeholders with a clear and credible overview of the most important initiatives, progress and priorities within responsibility and sustainability. The reporting will be further developed in the coming years as processes, data foundations and governance structures continue to mature. Going forward, the reporting will reflect the Aller Group's ambition for responsibility, transparency and active engagement in the areas where the Group assesses that it can contribute most and exert meaningful influence.



Aller Group's business model

Aller Group is a diversified group operating in Denmark, Sweden, Norway and Finland within the main business areas of media operations, marketing services, travel agency operations and other related activities, as well as asset management, operation and leasing of properties.

The Group's media operations produce, publish and sell daily and weekly newspapers as well as magazines, both in print and on digital platforms, to readers and subscribers across the Nordic countries.

The Group's marketing services business delivers services mainly to the business-to-business market. The offering primarily consists of time-based services within strategic marketing, content for content marketing, external advertising sales and related services.

The Group's travel agencies arrange and sell both group travel and individual travel, primarily within the business-to-consumer segment, as well as business travel and events within the business-to-business segment.

The Group is organised with Aller A/S as the parent company, under which a number of Nordic sub-groups operate within the above-mentioned business areas. Each sub-group has its own subsidiaries and is responsible for its own operations, including local organisations and management.



Aller Group's CSR policy and other policies

For more than 150 years, Aller Group has delivered content and entertainment across the Nordic countries and recognises that it has a responsibility towards the societies in which it operates and conducts its business.

Aller Group seeks to demonstrate and promote responsible conduct as well as sustainable economic and environmental development. This conduct is intended to be compatible with, and balanced against, the continued sound commercial development of the Group.

The Group's CSR policies are described in this report. In addition, several of the areas covered by the report are further described in the Group's Code of Conduct.

The Group's Code of Conduct sets out several guidelines intended to ensure that companies and employees across the Group are aware of and understand the Group's objectives and policies for responsible business conduct.

The Group's Code of Conduct is available in its full version on the Group's website. Further references can be found in the section "References".

From a business perspective, Aller Group has an interest in focusing on areas such as freedom of expression and dissemination of information, anti-corruption and bribery, as well as working environment and safety. On this basis, the report describes the Group's position and approach to corporate social responsibility within the following areas:

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

The Group's Code of Conduct is reviewed on an ongoing basis and as needed and was most recently updated and approved by the Board of Directors in June 2025.

To strengthen the Group's governance and ensure continued compliance with applicable regulations - including the CSRD - Aller Group will, in the coming year, focus on a number of overarching priority areas.

This work includes assessing whether key policies and guidelines need to be updated to reflect relevant requirements and the Group's priorities, as well as identifying areas where new or supplementary policies may be appropriate to develop and implement.

At the same time, the Group will continue the gradual development of governance and compliance processes, including structures and internal procedures that support effective and consistent compliance across the organisation. To ensure understanding and practical application throughout the organisation, attention will also be given to ongoing communication,

training and competence development, so that employees are best supported in the implementation and compliance with both existing and new policies and guidelines.

The following sections describe the Group's work and follow-up on the individual focus areas of the CSR policy during the 2024/25 financial year.

The report also includes an overall description of the Group's forward-looking initiatives within each of these areas. To ensure long-term compliance and operational value, all initiatives will be continuously assessed and adjusted as part of the ongoing implementation of the CSRD regulation.

It is expected that some initiatives will need to be adjusted or expanded as the Group gains more experience with the regulatory framework, or if changes occur in regulation or the surrounding environment - e.g. due to OMNIBUS updates or other developments. In some cases, it may also be necessary to discontinue initiatives entirely if they are no longer legally required or are assessed, based on the Group's double materiality assessment, to have only very limited effect.

This dynamic approach is intended to support the integration of responsibility-related considerations as a natural part of the Group's day-to-day operations and decision-making processes, where relevant and where they provide meaningful value.





Environment & climate

Aller Group works to reduce its environmental and climate impact where possible and to take responsibility for the environmental effects of its activities. This ambition applies not only to the Group's own operations, but is also pursued through responsible choices of suppliers, business partners and other collaborators.

The Group's environmental and climate impact primarily relates to the printing of the Group's publications, travel agency activities under Aller Leisure A/S, and the operation of the Group's buildings. In addition, indirect impacts arise through the distribution of publications, asset management and energy consumption related to IT infrastructure.

The Group therefore focuses its environmental and climate efforts on the areas described above.

Printing of publications

In the 2024/25 financial year, Aller Group divested its internal printing operations as part of a strategic adjustment of the Group's business structure.

The printing operations are now carried out by an external operator, which is responsible for a significant share of the Group's publications.

As part of the divestment, the new owner has committed to continuing existing practices related to responsible paper consumption and relevant environmental

considerations in production. This includes the use of FSC- and PEFC-certified paper, the maintenance of licences for the Nordic Swan Ecolabel, and the continued application of production methods designed to reduce environmental impact, including the preparation of ClimateCalc calculations for each publication.

Aller Group continues to place strong emphasis on responsibility in its collaboration with external suppliers and works on an ongoing basis with supplier management and follow-up to ensure that business partners meet the Group's requirements and expectations.

The divestment is not assessed to have a negative impact on the Group's overall responsibility profile. The area will nevertheless continue to be monitored as part of the Group's ongoing reporting.

Buildings

The Group's properties are primarily owned by the Group itself, and the majority of the buildings have either been newly constructed or extensively renovated in recent years.

The properties are maintained and updated on an ongoing basis. In connection with construction and renovation, emphasis has been placed on quality, operational considerations and the environmental impact of the buildings.

The Group seeks to ensure consistent maintenance and refurbishment of its properties and implements, where relevant and feasible, measures aimed at reducing the overall environmental impact of its buildings. These efforts include a focus on energy-efficient installations, optimisation of heating and ventilation systems, and the ongoing assessment of modernisation opportunities that may reduce resource consumption.

As part of the efforts to reduce energy consumption, solar panels have been installed at the Group's largest office property, and water from Copenhagen Harbour is used for cooling purposes. The most significant environmental impacts from the Group's properties continue to relate to the consumption of electricity and water.

The Group works continuously to optimise the operation of its properties, including through systematic monitoring of consumption and initiatives that support more resource-efficient operations

Aller Leisure A/S

Aller Leisure A/S, the parent company of the Group's travel agency operations, recognises that tourism can have significant environmental and climate impacts.

The company is covered by Aller Group's general policies on environment and corporate social responsibility and is also classified as "Travelife Engaged" (level 1) under the Travelife standard. Travelife is an internationally recognised sustainability scheme for tourism.

The Travelife standard is based on criteria from the Global Sustainable Tourism Council (GSTC) and covers environmental, social and economic aspects.

Other areas

The increased use of digital solutions results in higher energy consumption and a corresponding CO₂ footprint.

Aller Group works continuously to positively influence the environmental impact of its IT infrastructure by selecting technological solutions that support efficient and stable operations. The Group closely monitors this area and continuously assesses which initiatives may be relevant to reduce environmental impact where this is practically and operationally feasible.

The Group also focuses on limiting waste and food waste in order to reduce resource consumption and overall environmental impact. In the Group's canteens, active efforts are made to reduce food waste, and waste sorting is carried out at all locations.

At present, the Group does not have separate policies or measurement programmes in place for these areas. However, initiatives are developed on an ongoing basis in line with needs, experience and available opportunities.

The Group also manages a significant financial portfolio. As part of its work with responsibility, Aller Group continuously assesses how relevant considerations can

be incorporated into capital allocation and asset management to the extent this is compatible with the Group's financial strategy and risk profile.

At present, no separate guidelines or measurements have been established in this area, but the Group monitors market developments to assess whether future adjustments may be relevant.

Key risks related to environment & climate

The Group's most significant environmental and climate-related risks relate to energy consumption in buildings and other operational facilities, as well as overall resource consumption associated with the Group's activities. This includes, in particular, the printing and distribution of printed publications and the operation of the Group's travel businesses.

These risks are managed through ongoing monitoring of consumption and the implementation of relevant improvements where these are assessed to have a meaningful impact on the Group's overall environmental footprint.



Achieved results related to environment & climate

Aller Tryk A/S has achieved a sustained reduction in paper waste over several years.

Since the 2022/23 financial year, Aller Tryk A/S has prepared ClimateCalc carbon accounts covering all of its activities. This work was carried out until the divestment to the Stibo Group in March 2025 and will continue thereafter.

The Group has worked in a targeted manner to reduce electricity consumption. In particular, Aller Tryk A/S has implemented both large and small initiatives aimed at lowering electricity use.

The replacement of existing light sources with more energy-efficient lighting, including LED lighting in the Group’s office buildings, has had a positive effect on electricity consumption. This targeted effort has resulted in a significant reduction in electricity use in recent years.

In addition, the installation of solar panels at the Group’s largest office property in 2024 has had a positive impact on the Group’s electricity consumption.

The Group’s water consumption has increased in recent years. This development is partly due to a gradual return to office-based work following the COVID-19 pandemic and the implementation of an “office-first” model in Norway and Sweden.

During the 2023/24 financial year, the utilisation of the Group’s properties increased, primarily due to higher use of office space. This development does not reflect growth in the Group’s own workforce, but is mainly attributable to the leasing of office space—particularly in one of the Group’s Danish properties—to external tenants.

The significant decrease in water and electricity consumption between the 2023/24 and 2024/25 financial years can primarily be attributed to the divestment of the Group’s printing operations.

Index	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025
Paper waste	100	94	85	79	79 ¹⁾
Electricity consumption	100	97	96	88	44
Water consumption	100	112	115	90	76

1) The period from 1 October 2024 to 31 March 2025, corresponding to Aller Group’s ownership period, converted to estimated full-year consumption.



Initiatives related to environment & climate

The Group will continue its efforts to reduce environmental and climate impacts, e.g. through further energy-saving measures where relevant. In this regard, the Group has also initiated an assessment to determine the feasibility of installing solar panels across its office properties.

As part of the ongoing work to establish a CO₂ account, the Group will further develop its climate data foundation. This includes identifying and structuring relevant environmental data related to the production of the Group's publications, which will be incorporated into future climate accounting as indirect (Scope 3) greenhouse gas emissions.

Following the divestment of the printing operations, the Group continues to collaborate with the external supplier responsible for the production of its publications. An agreement is in place to ensure the continuation of established practices for responsible paper consumption and environmentally certified production. From the 2025/26 financial year, the Group will begin collecting and reporting relevant environmental data in cooperation with the supplier, with a focus on transparency, data quality and ongoing follow-up.

Towards the end of the financial year, Aller Leisure A/S submitted an application to become a "Travelife Partner" (level 2) under the Travelife system, which sets requirements for basic policies and processes for

responsible operations. Simultaneously, Aller Leisure is working towards achieving full Travelife certification (level 3) in the coming years. As part of the continued development of sustainability reporting, Aller Leisure will strengthen its data foundation and develop relevant metrics to document impacts and progress.

Environmental data related to travel activities and supplier chains will also be assessed and structured as part of the CO₂ accounting work, including the identification of relevant indirect emissions. The Group will cooperate with external partners to support transparency and data quality.

Aller Leisure will continue to focus on areas where the company can realistically influence outcomes, while recognising the global complexity of the travel industry and the resulting limitations on full control across the value chain.

To support more structured and consistent data collection, the Group is also assessing the need for a specialised IT system to support CO₂ accounting and more systematic sustainability reporting.

In addition, the Group manages a financial portfolio where relevant considerations are incorporated into investment decisions to the extent compatible with the Group's financial strategy and risk profile. As sustainability reporting becomes more structured, the Group will assess whether

parts of the portfolio should be classified in accordance with recognised CSRD categories and the EU Taxonomy, where relevant, to increase transparency regarding assets under management.

Overall, these initiatives support Aller Group's ambition to deliver publications and travel experiences with respect for people, the environment and local communities, while strengthening documentation, data quality and transparency as the Group's sustainability work continues to develop.

Human rights

Aller Group recognises the importance of respecting human rights and seeks to conduct its business in a manner that supports internationally recognised human rights principles. Within the Group's publishing activities, freedom of expression and freedom of the press are actively upheld as part of day-to-day operations.

As one of the largest publishers of weekly magazines and periodicals in the Nordic countries, the Group recognises its influence, particularly in relation to freedom of expression in the areas where it operates.

Throughout its more than 150-year history, the Group has upheld freedom of expression and works daily to deliver credible, high-quality journalism across the many different formats and genres in which it operates.

As an employer, Aller Group also places strong emphasis on working environment and human rights within the organisation. This focus is supported by the Group's Code of Conduct, which includes principles such as the prohibition of child labour, respect for freedom of association, fair pay conditions and zero tolerance towards discrimination.

The Group's companies traditionally operate with flat organisational structures. This flat organisational structure supports open communication, shared responsibility,

collaboration and transparency, and contributes positively to the respect for human rights within the Group.

Key risks related to human rights

Aller Group takes a clear stance against all forms of human rights violations and abuses.

The Group's initial assessment is that the risk of human rights violations is limited, as its activities are primarily based in Scandinavia, where strong democratic values and respect for human rights are well established. This will be further assessed as part of the Group's double materiality assessment.

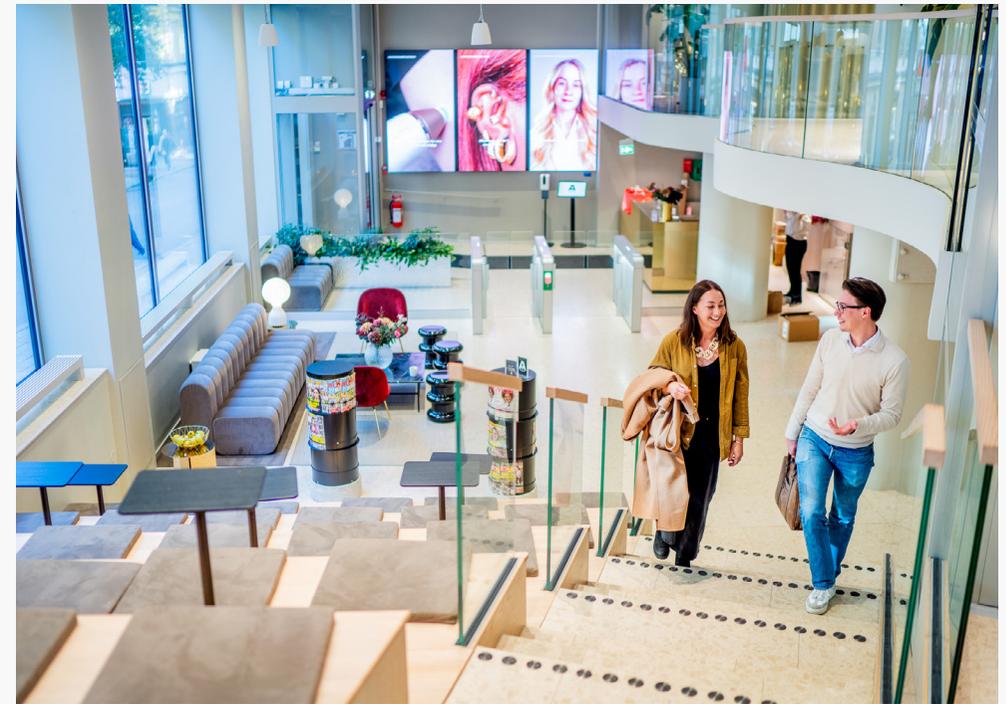
Achieved results related to human rights

As in previous years, no cases of human rights violations were recorded during the 2024/25 financial year.

Initiatives related to human rights

The Group will continue to safeguard and promote freedom of expression and freedom of the press in the areas where it operates and works on an ongoing basis to prevent and address activities that may have a negative impact on human rights.

The EU has adopted Directive (EU) 2023/970 on pay transparency, which aims to strengthen the principle of equal pay for equal work and work of equal value. Among other things, the directive introduces requirements for increased transparency in pay setting, including employees'



right to access pay information and the reporting of gender-disaggregated pay data for companies above a certain size. The directive must be implemented in EU member states no later than 7 June 2026.

The Group initiated work on the implementation of the directive in autumn 2025. This includes the preparation of processes and systems to support the requirements related to pay structures, reporting and transparency.

Anti-corruption, bribery & fraud

Aller Group takes a clear stance against all forms of corruption, bribery and fraud.

The Group seeks to ensure that decisions are based on objective criteria. Accordingly, the Group's companies have established policies and guidelines applicable to both managers and employees.

Managers and employees are required to familiarise themselves with these internal policies and guidelines on an ongoing basis. In addition, the Group carries out periodic internal spot checks and controls within this area.

Aller Group has established a whistleblower scheme that can be used to report knowledge of, or suspicion regarding, potential violations of applicable legislation or the Group's Code of Conduct.

The whistleblower scheme is available to the Group's employees, shareholders, members of the Board of Directors, suppliers, business partners and other relevant stakeholders via the Group's website.

Reports may be submitted either anonymously or with identification and may concern a wide range of matters. This includes, for example, suspected or actual violations, attempts to conceal such violations, or conduct that is likely to occur. Reportable matters include bribery and corruption,

misuse of financial resources, theft, fraud, embezzlement, other forms of financial crime, breaches of personal data security, environmental damage, conflicts of interest, sexual harassment or other abusive behaviour, as well as serious or repeated breaches of legislation more generally.

The Group has engaged an external provider to support the handling of whistleblower reports. The external partner screens all reports submitted through the whistleblower scheme and, following an individual assessment, participates in the investigation of the reports where relevant.

The Group works continuously to make it easy for employees to understand and relate to the Group's principles, policies and guidelines through ongoing communication.

Group management has also increased its focus on ensuring that all employees are continuously informed about their opportunity to report matters anonymously through the externally facilitated whistleblower scheme.

Where relevant, the Group's guidelines are also communicated to business partners and collaborators.

Key risks related to anti-corruption, bribery & fraud

The Group's primary risks related to anti-corruption, bribery and fraud are associated with whether managers and employees comply with the Group's policies and guidelines.

These risks are addressed through ongoing communication, internal controls and follow-up.

Achieved results related to anti-corruption, bribery & fraud

During the 2024/25 financial year, two whistleblower cases were processed. Following thorough investigations, both cases were concluded in a satisfactory manner.

In 2024/25, the Group did not have any cases involving the participation of managers or employees in corruption or bribery.

Initiatives related to anti-corruption, bribery & fraud

The Group will continue to focus on this area and to maintain and further develop its internal policies. Where necessary, internal controls will be strengthened or expanded to continuously ensure that the Group's companies comply with applicable guidelines, including enhanced monitoring at Group level.

In addition, the Group has increased the visibility of its whistleblower scheme by integrating a number of initiatives across internal communication channels. This includes regular updates and reminders on the intranet, making it easier for employees to access information about the scheme and how it can be used.

Informational materials will also be developed, and information sessions may be held, to increase awareness and confidence in the use of the whistleblower scheme. The objective is to ensure that all employees have access to relevant information and feel confident using the scheme.

Social responsibility & diversity

Aller Group aims to be a responsible workplace for its employees and managers, while also playing an active role in the society in which it operates.

Through a responsible approach to employee wellbeing and the working environment, the Group seeks to support employees' social and physical wellbeing both at work and in their everyday lives.

Aller Group complies with applicable local legislation, standards and collective agreements and takes responsibility for creating a positive and safe working environment. This includes a focus on diversity and on fostering a psychologically and physically supportive working environment that respects human rights and labour rights.

The Group works continuously with these matters through its People & Culture function, cooperation committees and employee satisfaction surveys.

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

- Occupational accidents
- Employee wellbeing
- Diversity & gender composition
- Training & development
- Data ethics
- Community engagement

Occupational accidents

All companies within the Group are required to provide employees with the protective equipment and training necessary to perform their work safely. Through these measures, the Group seeks to prevent and minimise occupational accidents.

Aller Group ensures that all employees are covered by mandatory workers' compensation insurance. In addition, employees are informed about how to respond in the event of a workplace accident and who to contact, both internally and externally.

The Group continuously monitors the number of work related accidents and implements measures aimed at preventing similar incidents from occurring in the future.

Employee wellbeing

Aller Group seeks to ensure that employees have a good and healthy working life. This includes a working environment that supports wellbeing in the workplace and contributes to low sickness-related absence.

As part of the Group's focus on employee wellbeing, employee satisfaction surveys are conducted on a regular basis. These surveys are used to continuously assess the working environment and employees' overall wellbeing. The results provide



valuable insights into how the Group can further improve and strengthen the working environment over time.

Diversity & gender composition

Aller Group believes that diversity contributes to stronger results and better decision-making. The Group aims to be an inclusive workplace free from discrimination and therefore strives to promote diversity by maintaining a reasonable balance in terms of age and gender.

Aller Group is committed to always selecting the most qualified candidates and does not recruit on the basis of gender, religion, age, ethnicity or sexual orientation.

The Group's policy regarding the underrepresented gender is to ensure a reasonable balance between women and men, taking into account the target audience of the Group's products. Equal opportunities for women and men are a fundamental principle, and the Group seeks to reflect this across all levels of management.

The Group works towards an ongoing objective that the underrepresented gender should not account for less than one third of management positions.

Training & development

Aller Group works in a targeted manner to attract, retain and develop skilled employees, ensuring that they have the right conditions to remain competent and competitive in line with market developments and the Group's business needs.

As part of this effort, the Group offers a range of internal development and training programmes, including initiatives such as

Aller Academy, Ahead Academy, Aller Lab and Aller Leisure's travel leader school, as well as external competence-building and professional development courses.

Data ethics

Aller Group has a strong commitment to responsible and ethical data handling, based on principles such as individual autonomy, transparency and respect for privacy.

The Group's data ethics policy establishes clear frameworks for data security and data protection in accordance with GDPR requirements.

Policies, guidelines and information related to data security, data ethics and GDPR are available to all employees via the Group's intranet. Through initiatives such as digital access controls and targeted employee training, the Group works continuously to strengthen data security across the organisation. The data ethics policy is updated on an ongoing basis to ensure that it remains relevant and reflects applicable legal requirements as well as the Group's values and practices related to both GDPR and data ethics.

The Group's data ethics policy is available on the Group's website; see further references in the "References" section.

Community engagement

Aller Group seeks to support and contribute socially to the communities in which it operates. Accordingly, the Group supports a range of social initiatives and events and, during the financial year, actively contributed to the "Knæk Cancer" campaign run by the Danish Cancer Society.

In addition, the Group has supported a number of both local and international initiatives, including Julehjælp, local sports clubs, Danske Hospitalskløvne, and is a regular contributor to SOS Children's Villages.

The Group has not defined specific targets for these activities but aims to contribute and make a positive difference within selected focus areas.

Key risks related to social responsibility & diversity

The Group's most significant risk in relation to social responsibility and diversity is associated with the possibility that employees and management do not act in accordance with the Group's policies and guidelines.

A positive physical and psychological working environment is essential to the Group's ability to maintain healthy business development. This risk is addressed through ongoing communication and training, both internally and externally.

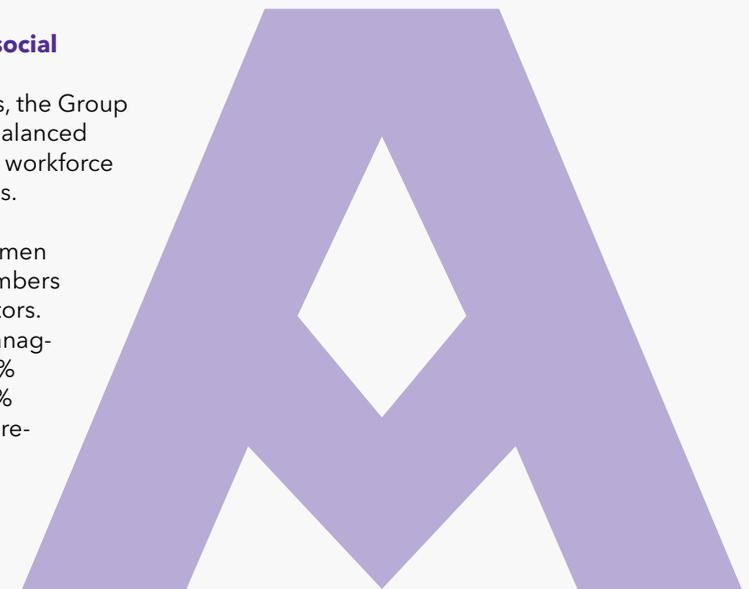
Achieved results related to social responsibility & diversity

Consistent with previous years, the Group has maintained a stable and balanced gender composition within its workforce and across management levels.

As of 30 September 2025, women accounted for 60% of the members of the Group's Board of Directors. Among the Group's senior managers, 57% were women and 43% were men, compared with 55% women and 45% men in the previous year.

Overall, the Group assesses that gender representation across management levels is balanced and well aligned with applicable expectations and definitions set by the Danish Business Authority. As gender balance has been achieved in accordance with these definitions, the Group has not established a specific quantitative target for board composition. The existing gender composition among both employees and management is considered to have a positive effect on organisational culture and to support the Group's values and decision-making.

Aller Group continues to place strong emphasis on the ongoing training and development of its employees, who are regarded as a key asset for the Group's long-term development.



Accordingly, the Group continues to invest in employee training. The average training expenditure per employee varies from year to year, primarily due to fluctuations in the scope and timing of larger internal training programmes.

In the 2024/25 financial year, average training expenditure per employee increased by 4 index points compared with 2023/24.

This increase reflects a continued strategic focus on internal training initiatives across the Group’s business areas, combined with targeted efforts to utilise external training funds more effectively.

As part of this approach, the Group has entered into partnerships with several e-learning platforms, providing employees with greater flexibility and access to learning opportunities, while also being more cost-efficient than individual external training programmes.

In 2024/25, the Group also implemented Hoxhunt as a digital learning platform for

information security. The platform trains employees to identify and report phishing attempts and other cyber threats through continuous, tailored exercises, thereby strengthening awareness and supporting responsible data handling across the organisation.

Despite a reduction of approximately 200 employees, the overall level of training expenditure has been maintained, supporting the Group’s continued commitment to competence and skills development.

The Group continues to support external and individual training programmes. However, both costs and demand for such programmes have declined as internal training opportunities have been expanded.

Over several years, the Group has maintained a relatively low level of occupational accidents.

The number of occupational accidents in the 2024/25 financial year decreased slightly compared with 2023/24. The signif-

icant decline observed during the period 2020–2022 primarily reflects the impact of the COVID-19 pandemic on the Group’s travel agency activities.

The average sickness absence rate in the 2024/25 financial year was 2.9%, compared with 3.4% in 2023/24. The Group has an internal target for average sickness absence of between 2% and 3%.

Following two years with elevated levels of long-term sickness absence across several business areas, the average sickness absence rate is once again within the defined target range.

Initiatives related to social responsibility & diversity

The Group will continue its ongoing efforts to support employee wellbeing and to ensure that it remains well positioned to attract and retain the skills and competencies required for future development. In this context, continued focus will be placed on diversity and inclusion, as well as on the further development of the Group’s

work with data ethics and information security. This includes regular review and, where relevant, updating of associated policies, with particular attention to the use of artificial intelligence (AI).

Training and competence development will remain a key priority within the Group’s people-related initiatives. This includes strengthened onboarding processes, expanded internal learning programmes and relevant initiatives that support collaboration and provide opportunities for professional and skills development. In addition, the Group will further develop training activities in areas expected to gain increased importance, including CSRD reporting and the responsible use of artificial intelligence. The aim is to ensure that employees have a solid, practical understanding of the requirements and processes that support the Group’s continued development.

57%
women

43%
men

Index	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025
Training expenditure per employee	100	120	98	130	134
Number of occupational accidents	8	3	10	10	6

Accounting principles

The CSR report is based on annual reporting procedures. The same consolidation principles are applied to the consolidated CSR data as those used for the Group's financial statements. All reported data covers the same reporting period as the Group's financial statements, i.e. from 1 October 2024 to 30 September 2025.

The Group's consolidated financial statements are available on the Group's website; see further references in the "References" section.

Comparability

As in previous years, the report identifies a number of selected metrics for which the 2020/21 financial year has been used as the baseline and indexed to 100. This is only for areas where comparable data is available.

Paper waste

Reported paper waste includes data from the Group's Danish printing operations. Paper waste is measured based on the volume of paper sent for destruction and delivered to an external provider.

Paper waste is measured in tonnes.

Electricity and water consumption

Reported electricity and water consumption includes usage from both owned and leased properties.

For properties owned by the Group, total consumption for the entire property is included where the property is fully or partially used by the Group. This applies regardless of whether the consumption relates to the Group's own activities or to external tenants.

For properties fully leased to external parties, electricity and water consumption is not included in the reporting.

For leased properties, electricity and water consumption is included to the extent that the Group is able to obtain reliable and accurate information regarding its share of consumption from the landlord.

The calculations are based on data received from external suppliers and property owners. Electricity consumption is measured in kilowatt-hours (kWh), and water consumption is measured in cubic metres (m³).

Gender composition

Gender composition of the parent company's Board of Directors is calculated as the number of female board members divided by the total number of board members.

Employee-elected board members are excluded from the calculation, as the Group does not influence the nomination or election of these members.

Gender composition among the Group's senior management is calculated as the number of female managers divided by the total number of full-time equivalent (FTE) employees within the Group.

Both calculations are based on data as of 30 September 2025.

Training expenditure

Average training expenditure per employee is calculated as the Group's externally incurred costs for training and competence development divided by the Group's average number of full-time equivalent (FTE) employees.

Occupational accident

The number of occupational accidents is calculated based on reported incidents involving an employee that are caused by an external event or circumstance and result in at least one day of absence in addition to the day of the accident.

Sickness absence

The average sickness absence rate is calculated as the total number of registered sickness absence hours divided by the Group's total annual working hours. Total annual working hours are based on the Group's average number of full-time equivalent (FTE) employees in 2024/25 and an estimated annual number of working hours per employee.



References

Learn more about Aller Group via the following link or QR code

<https://aller.com/>



The most recently published Annual Report, the applicable Code of Conduct and the Data Ethics Policy are available via the following link or QR code:

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



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