

DSV Sustainability Policy

February 2026



Contents

Sustainability	3
Scope.....	3
Sustainability governance.....	3
Business model and purpose	3
Our sustainability priorities	4
Double materiality assessment.....	4
Environmental commitments	5
Social commitments	5
Governance commitments.....	6
Change Control	7

Sustainability

By working strategically with sustainability, DSV aims to achieve an overall positive impact on global economic, environmental, and social development. Sustainability at DSV refers to our commitment to meet the needs of today's global supply chains without compromising the ability of future generations to meet their needs.

This policy describes the general approach to managing sustainability-related impacts, risks and opportunities. This policy is complemented by stand-alone policies and manuals addressing specific topics.

Scope

This Policy describes DSV A/S's [DSV] sustainability approach and sets out the overarching commitments in which all underlying sustainability policies and programmes are anchored. It applies to the entire DSV Group and in all aspects of our business activities.

Group Sustainability owns this policy, its regular updating process and ensures compliance with external standards.

Sustainability governance

Sustainability is anchored at our highest management levels with the Board of Directors and the Executive Board. The Board of Directors reviews the Sustainability Policy annually and shapes the strategy and determines the targets in close alignment with the Executive Board. The Executive Board is responsible for executing the strategic sustainability priorities. Progress is reported to the Boards quarterly and annually to all stakeholders in the Sustainability Statements section of the Annual Report.

The Board of Directors has delegated the responsibility for sustainability reporting and compliance with applicable regulations to the Audit Committee. Additionally, the Audit Committee assesses the effectiveness of the measures used to manage our strategic priorities within sustainability.

DSV Sustainability Board is responsible for supporting the Board of Directors and Executive Management in the management of relevant sustainability matters, including policy development, monitoring of performance, and providing mandates for new initiatives. The Sustainability Board is chaired by our CEO and consists of the Executive Board and other relevant management representatives with expertise in sustainability and subject matter responsibility for sustainability topics management across our operations.

Business model and purpose

DSV is a freight forwarding and logistics company operating primarily in the global business-to-business market for the transportation of goods, semi-finished products, etc. We organise and arrange transports by land, sea and air and provide a full range of freight forwarding services, logistics and distribution services to support our customers' end-to-end supply chain requirements.

At DSV, sustainability is an integrated part of our strategy and value creation model. We recognise our responsibility to create long-term value for our shareholders, stakeholders and society at large by embedding sustainability into our core business strategy and practices. We are continuously working to enhance our positive impacts and reduce our negative impacts as part of our business strategy. To encourage the

development of our sector towards more sustainable practices, we also offer targeted transport and logistics services to those of our customers who want to accelerate their decarbonisation and sustainability journey.

Our sustainability priorities

Reducing our impact

We act as a key enabler for decarbonisation across our value chain with the aim of reducing transport and logistics emissions. We are committed to reducing our environmental impact throughout our operations.

Being a people's business

We strive to ensure that all employees can thrive and realise their potential in a diverse and inclusive environment. We respect human and labour rights and are committed to ensuring a healthy and safe working environment. We engage locally and globally to support communities and address global challenges.

Doing business with integrity

We are governed by a strong set of ethical standards, which set expectations for our own operations and for our suppliers. We do business with integrity by putting in place measures to promote transparency, ethical conduct and accountability throughout our global operations and supply chain.

Double materiality assessment

Double materiality assessments are part of DSV approach to defining our sustainability strategy and reporting for several years. Our approach to ensure that the selection of mandatory disclosures is aligned with the European Sustainability Reporting Standards and related guidance.

The list of material topics is updated every year.

	Topic	Impacts and risks
Environment	Climate change mitigation	Impacts on climate change caused by burning of fossil fuels
	Air pollution	Impacts on air pollution caused by burning of fossil fuels
	Waste management	Impacts related to waste generation and management
Social	Working conditions and work-related rights	Impacts from procedures and practices related to working conditions
	Employee attraction and development	Impacts and risks related to employee attraction and retention, influenced by career development options and other factors
	Diversity and inclusion	Impacts related to discrimination related to nationality, ethnicity, gender etc.
	Health and safety	Impacts related to risk of injuries connected to transport and logistics services
Governance	Business integrity	Impacts from corruption and bribery in own operations and in the value chain and risks related to non-compliance with policies and regulations
	Supplier relations	Impacts related to supplier management and payment practices

Environmental commitments

As one of the world's largest freight forwarders, DSV plays an important part in addressing the decarbonisation challenges in the transportation sector – both from a supply and demand perspective. We remain firmly committed to enabling the changes necessary to reach net-zero emissions in our own operations, value chain and the sector at large.

To support our ambition, DSV has set targets in line with the Intergovernmental Panel on Climate Change recommendations and the Science Based Target initiative.

As a key enabler, we are engaged in developing and offering low-carbon transport and logistics services to our customers and we join other ambitious partners in the transportation and energy sector to test new technologies, achieve economies of scale and bring low-carbon or renewable solutions to market faster. We use our extensive knowledge of global supply chain networks to offer CO₂ optimisation and efficiency gains to our customers and see increasing carbon efficiency as an important part of our net zero strategy.

While we are working diligently to enable and support a transportation sector based on net-zero carbon solutions, we accept that fossil fuels are a necessity for the transportation sector today and towards 2050.

Efficient energy consumption, air pollution prevention, water and responsible natural resource management are embedded within our integrated management system and are monitored and reported regularly.

Other related policies

- Building Design Manual
- DSV Energy Manual
- Waste Management Policy

Social commitments

DSV employs approximately 150,000 people in more than 90 countries, representing a wide variety of backgrounds and experiences. Providing safe and inclusive workplaces where all our employees can thrive and grow their talent and build their careers is essential for our ability to attract and retain a diverse talent pipeline, and ultimately, the sustained success of our company.

DSV is committed to maintaining a safe working environment. We continuously monitor and report on relevant indicators within health and safety through our integrated management system to ensure that our employees and our partners can perform their duties safely at our sites.

At DSV, we are committed to protecting human rights. As a signatory of the UN Global Compact, we observe the ILO Declaration on Fundamental Principles and Rights at Work, the Universal Declaration of Human Rights, and the UN Guiding Principles on Business and Human Rights.

We engage locally and globally to support communities and address global challenges. While we bring employment and support economic development as we expand our activities across the world, we are aware that transportation can also bring negative externalities for the local communities in which we operate. Our business's potential impact on congestion, traffic safety, air pollution and impact on local biodiversity and national resources can be a concern to local communities around our operation sites. We are committed to engaging with our stakeholders and communities and to addressing the adverse impact of our operations.

Other related policies

- Code of Conduct
- Diversity and Inclusion Policy
- Human Rights Policy
- Health & Safety Policy

Governance commitments

We are governed by a strong set of ethical standards, which set expectations for our own operations and for our suppliers. We do business with integrity by putting in place measures to promote transparency, ethical conduct and accountability throughout our global operations and supply chain.

Our Code of Conduct and Supplier Code of Conduct set clear standards throughout our operations and outline the behaviour expected from our employees, business partners and suppliers.

Operational excellence goes hand in hand with sustainability. At DSV, we embed relevant quality requirements in our integrated management system, ensuring consistent monitoring and regular reporting.

DSV embraces technology and digitalisation while maintaining information security. We embed security measures within our digital workflows and IT systems, ensuring continuous monitoring and regular reporting to uphold stringent security standards. We are committed to handling data ethically and securely and complying with all relevant statutory and regulatory requirements on data usage, storage and processing. We organise campaigns and training to ensure employee vigilance.

Paying our fair share of tax is part of our role in society, and we recognise that our direct and indirect tax contributions play an important role in enabling the governments in the countries that we operate to meet societal needs.

Our Responsible Sourcing Policy defines our approach to responsible supply chain management and sets minimum requirements that all suppliers must meet to work with DSV. The Policy is operationalised via our Responsible Sourcing Framework, which provides a standardised global approach for assessing supplier risk and supplier audit.

DSV is committed to a high degree of openness, transparency, and integrity. DSV encourages anyone to raise concerns of misconduct through our secure whistleblower system, the Integrity Line, which is available to both employees and external third parties and in more than 42 languages.

Other related policies

- Code of Conduct
- Whistleblower Policy
- Supplier Code of Conduct
- Responsible Sourcing Policy
- Global Citizenship Policy

Change Control

Nr	Date	Modified by	Comment
[xx]	[Date]	[Name]	Creation of the document
1	February 2024	Helle Pedersen	Developing the sustainability policy
2	February 2025	Ana Fontenelle	Update of content to align with current strategy on sustainability.
3	February 2026	Darjana Kalember	Updated content to align with current strategy.