

Statement re. Shareholder Proposal on ESG and Executive Remuneration

MP Investment Management on behalf of AkademikerPension presents this proposal in recognition of the important role executive incentives play in shaping long-term strategic priorities. Incentive structures are one of the Board's most important governance tools for ensuring that the Company's long-term ESG strategy, including climate transition, supply chain responsibility, labour standards and human rights, is reflected in leadership decision-making and company performance

We appreciate the Company's continued engagement with shareholders and its commitment to responsible and sustainable business practices.

However, in a world marked by the climate crisis, geopolitical instability and rapidly evolving expectations of corporate responsibility, the alignment between executive incentives and long-term sustainability priorities becomes increasingly important.

For a global transport and logistics company, climate transition risks, supply chain responsibilities, labour standards and human rights considerations form an integral part of the Company's long-term risk profile. Executive remuneration frameworks therefore play a key role in ensuring that these risks and opportunities are fully integrated into strategic decision-making.

Where ESG considerations are not clearly visible in incentive structures, uncertainty may arise about how these long-term priorities are weighted. At a time when the urgency of climate action and responsible business conduct is increasing, governance structures should reinforce and not weaken this alignment.

We therefore encourage greater transparency on how ESG factors are incorporated into executive performance evaluation and compensation decisions. We look forward to continuing a constructive dialogue with the Board.

Thank you.