

#Caring
#Sharing
#Daring

2022

CSR report



Colas Danmark A/S





Colas' social responsibility and CSR commitments

Hans Oluf Krog
CEO Colas Danmark A/S

Social responsibility is a core value for Colas. We provide Denmark with infrastructure solutions, and we are committed to doing so in a responsible way – in terms of safety and working environment, environment, and ethics.

In our CSR work, we focus on selected **UN SDG targets**, and our work is structured by the Colas Group's eight joint CSR commitments, "**ACT & Commitment Together**", which we are committed to working actively with.

UN SDGs complement the Colas Group's 8 CSR commitments



In recent years, we have focused on creating a new and comprehensive culture of safety across the Colas Group. We are committed to avoiding serious accidents, and we have a target of zero accidents. An important part of the work is about changing behaviour and habits. We therefore encourage our employees to share and report their experiences of dangerous situations and near misses. Experience from everyday life thus helps form the basis for targeted, preventive action.

The Colas Group has a common 2030 CO₂ reduction target of 30%, cf. section 2. This goal is ambitious and requires major investment. Therefore, we expect a real willingness in society and among our customers to allocate sufficient funds to realising the necessary measures and to make environment and energy a competitive parameter in the procurement of infrastructure solutions. At Colas, we promote recycling and have implemented a number of measures in our production and factories to help reduce our emissions.

In the CSR report, we report on our CSR commitments and performance in 2022, including progress towards our targets for the period.

During 2023, we will implement new health and safety initiatives to support the new safety culture

UN Global Compact

The Colas Group's respect for human rights, dialogue with the outside world and fair and open competition in relation to customers, partners and other stakeholders all play a central role in the operation of our company. Colas' overall values and ethical principles are based on the **UN Global Compact**, the **"Bouygues Group Code of Ethics"** ([code-of-ethics.pdf \(bouygues.com\)](#)) and the "Colas Group Management Principles".

As part of the Colas Group, we are committed to the UN Universal Declaration of Human Rights and fundamental ILO conventions. By joining, we commit ourselves and the Colas Group to support the UN principles in the areas of human rights, labour rights, environment and anti-corruption. Read more at Colas.com: <https://www.colas.com/en/commitments/our-main-challenges>

we are well on the way to creating. In addition, we will update a number of group-wide IT systems that support systems across the Colas Group, which will help optimise our future CSR effort.

About Colas

Colas Danmark A/S has operations throughout Denmark and Iceland and also carries out work in Greenland and the Faroe Islands. The Colas Danmark Group employs approximately 450-500 people. We produce and lay asphalt, mill and repair road surfaces and extract raw materials from our own gravel pits. These solutions are based on know-how and new technology, and Colas is constantly introducing new innovative products and solutions for infrastructure as well as measures in its production to ensure that the greatest possible care is taken in relation to the environment.

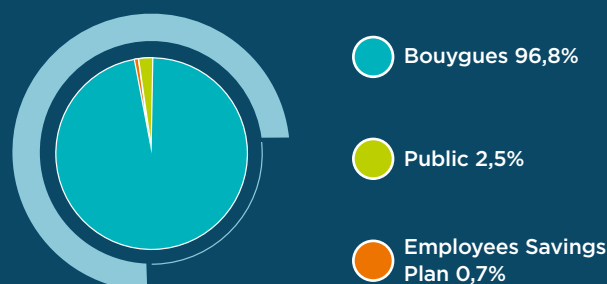
Customers include both public and private clients, and Colas undertakes general and subcontracting work.

Colas Danmark A/S is a subsidiary of the Colas Group, which is French-owned and headquartered in Paris. The group is part of the Bouygues Group. Colas Group's mission is to develop, build and maintain innovative transport infrastructure. With a network of 800 construction companies in more than 50 countries across five continents, the group's 57,000 employees

work locally to connect communities and enable transport and trade. Colas' ambition is to be the world leader in innovative infrastructure solutions.

Colas Danmark A/S is a member of the Danish Asphalt Pavement Industry. As a member of the Danish Asphalt Pavement Industry, Colas contributes to the industry association's work in a wide range of areas, such as safety, working environment, development, environment, and employee training.

Ownership of the Colas Group:



Responsible consumption and production, biodiversity and CO₂ reduction



Colas offers its customers products and solutions that opti-

mise our shared infrastructure. This work requires large amounts of raw materials. That is why we are committed to contributing to a more responsible value chain and continuously implementing new initiatives that improve our production and work towards greater sustainability. We do this by recycling materials and promoting and prioritising the use of road products that preserve the environment to the greatest possible extent, which includes choosing local products where possible.

Many of the Colas Group's innovative products, such as Wattway, which harnesses renewable solar energy, the Waterway ("Vandvejen") climate adaptation solution and permeable asphalt, are the result of collaborations with specialists and researchers from both public and private organisations domestically and abroad.

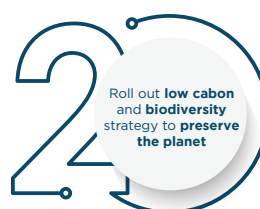
In 2021, Colas implemented new software for preparing Environmental Product Declarations (EPDs) for asphalt products. We use the software to map differences and optimise the environmental impact of our asphalt products. We have already prepared EPDs for a number of products, which can be found on the website epd-norge.no.

Colas' management system for environment, quality and working environment is ISO-certified. Furthermore, we have a number of subsystems that we use to monitor CO₂ quota consumption and CE marking of stone materials for the production of concrete, asphalt and bitumen emulsion.

Read more at
www.colas.dk/om-colas/qhse/

Currently, EPDs have documented the environmental impact of asphalt products. In the future, EPDs will be able to be used to optimise and assess changes in environmental impact as a result of changes to the product.

In 2022, we launched testing of a new variant of Colas' Vegecol binder, based on oil extracted from plants, and testing of oil extracted from residues from the paper industry for partial replacement of bitumen. The aim of the development work is to reduce the use of bitumen and CO₂ as much as possible in our asphalt production.



The Colas Group has set a target of reducing the Group's CO₂ emissions by 30% by 2030. The baseline for the 2030 target is 2019, and the Colas Group, including Co-

las Danmark A/S, has documented scope 1 and 2, which include direct consumption of electricity and fuel (gas, diesel, etc.), while scope 3 is under preparation.

In 2022, we complemented some of our 2021 initiatives, which included the establishment of covered halls at our Horsens plant for our stocks of recycled asphalt and finer gravel pit products. We did this to minimise moisture in the materials and thus reduce the energy consumed to dry the materials.

During the year, we have increased our focus on reducing the production temperature. To avoid unnecessarily high levels of heating when mixing asphalt products, we train employees at asphalt plants to use the most optimal mixing temperature for the asphalt.

In addition, we focus on the use of foamed bitumen – a process where water is added to bitumen to further reduce production temperature and reduce energy consumption. Three of our five asphalt plants can use foamed bitumen so far, and this is an area where we are continuing to gather experience to optimise processes.

Biodiversity in Colas' gravel pits etc.

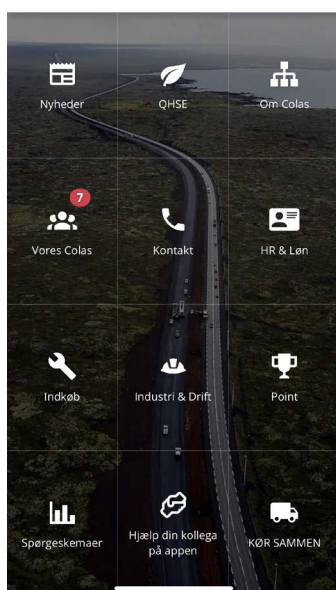


The Colas Group's programme to promote biodiversity at our production sites etc. is supported by the group's One Colas Quarry strategy and ACT & Commitment Together programme, which focus on the environment and biodiversity. The group's strategy and programmes have also been rolled out in Denmark.

Through education and involvement, the aim of the ACT programme is to increase understanding of how we can all help to maintain and enhance our biodiversity. In 2022, we ran internal campaigns on biodiversity and held Sustainable Development



Weeks focusing on energy and carbon reduction.



The issue has received extra attention due to heightened concerns over global climate change and soaring energy prices.

During the Colas Group's internal 3-week energy and environment campaign in 2022, we involved all employees and asked for their suggestions regarding ways to save energy. Among the suggestions was to reduce the number of miles driven, hold on-line meetings - if possible - and use Colas' communication app to post about carpooling.



Nysum Gravel Pit. There is plenty of space for biodiversity in our gravel pits. We have set up beehives and nesting boxes and protect special habitats, such as those of the sand martins, as well as establishing wetlands. In 2022, we installed insect hotels at all our gravel pits and several of our other sites and sowed wild plant seed blends at several sites as part of our biodiversity work. Colas also has an in-house geologist who helps ensure that our gravel pits are operated and rehabilitated responsibly and in accordance with our permits, and that the extraction of raw materials is carried out with minimal inconvenience and with the optimum use of the resources at our disposal.

Recycling



In 2022, Colas Danmark A/S replaced approximately 28%

of virgin raw materials in production with recycled materials. In particular, these are recycled asphalt

pavement materials that we mill off or collect ourselves to mix into new asphalt.

It is a goal of the Colas Group to market products with recycled contents so that we can help create new behaviour, both for ourselves and consumers.

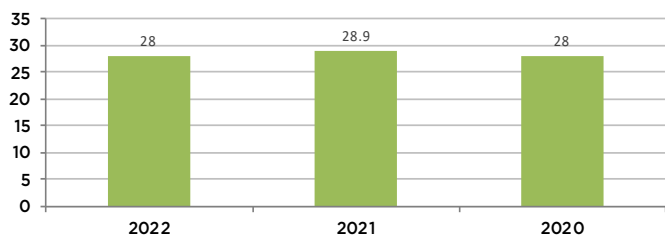
In our gravel pits, we extract raw materials in an optimal way, minimising waste during extraction.

Factory reporting

In 2022, we started using a new production reporting platform at our asphalt plants. The aim is to monitor the operating parameters of the asphalt plants very closely. All data is collected in the reporting platform and provides detailed insight

into operations in order to identify potentials for optimising and improving the quality of asphalt production at our plants. Factory reporting is well underway, and we will gain more experience with the new platform during 2023.

Average addition of recycled asphalt (%)



The average addition of recycled asphalt is calculated as the proportion of recycled asphalt to the total amount of asphalt produced.



At all our factories, construction sites and gravel pits, we

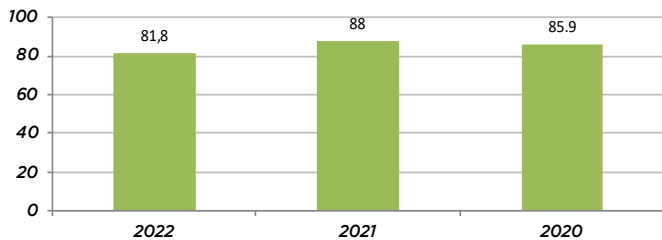
take responsibility for complying with environmental regulations and helping to reduce environmental impacts and nuisances for the environment and our neighbours. We continuously measure and control environmental impacts and introduce new environmental improvements etc.:

- In 2022, a new electronic system (ECHO) for environmental checklists was put into operation. The system provides transparency and streamlines the work with environmental checklists
- Colas has a statutory energy audit carried out every 4 years. Factories, workshops, gravel pits and rolling stock are reviewed with a view to providing recommendations on optimising energy consumption
- Environmental impact reports are prepared for new excavation sites and take into account dust, noise, traffic, nature, protected and preserved species, groundwater and cultural heritage, and excavation permits are subject to consultations with neighbours. For Colas, good relations with neighbours are an important part of production, and neighbours are always welcome to ask questions and visit us, including on special neighbour days, when Colas invites people to open house events.

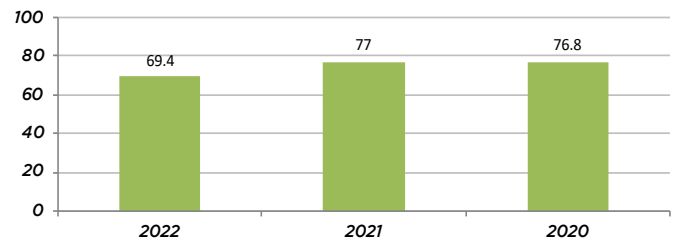
In 2022, we set up charging stations for electric cars at our facilities in Glostrup, Køge, Horsens, Viborg and Nørresundby to facilitate and promote the switch to electric cars among our employees and customers.



Energy consumption in asphalt production (kWh/ton)



Energy consumption in asphalt paving (index)



Energy consumption in asphalt production is calculated on the basis of the energy used in the production plant itself and does not include energy used for rolling stock. Energy consumption is calculated on the basis of the most recently published standard factors for calorific values from the Danish Energy Agency (2016):

- Natural gas: 0.0396 GJ/Nm³
- LPG: 46.00 GJ/tonne.

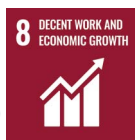
In recent years, Colas has focused on reducing the number of factories to make production more efficient, which has had a positive impact on energy consumption in 2022. In addition, energy consumption is highly dependent on weather conditions, asphalt type and production size and can therefore vary from year to year.

Energy consumption for laying asphalt is calculated on the basis of the contract tonnes laid and fuel consumption, which includes rolling stock except for milling and spraying vehicles. Energy consumption is given as an index, where the baseline year 2011 is index 100.

There are several reasons for higher energy consumption per laid contract tonne in the years after 2020: decreasing activity – because high activity leads to higher efficiency in individual layers – distance from plant to laying site and whether asphalt base course or asphalt wearing course is laid.

Find our policy for quality, environment and working environment at www.colas.dk

Employees and economic growth



It is the Colas Group's strategy to optimise business in a responsible manner that takes into account environmental and social responsibilities, including responsibility for the well-being, training and personal and professional development of our employees. The focus is on targeted international growth in low-risk countries to protect the company and the people we employ.

Well-being and development

To attract and retain employees, we focus on well-being and personal and professional development. Both for the individual employee and the team as a whole. This is supported by talent development programmes and an annual performance review.

In 2022, for the second year running, we invited all employees to take part in the group's global well-being survey: Dialogue. The well-being survey con-

sists of around 63 questions on engagement, safety and management, among others.

73% of Colas' Danish employees responded to the survey. This is a great result compared to a response rate of just 42% in 2021. A contributing factor was probably the ease with which hourly workers could access the survey via a new communications app.

The results for 2021 indicated that employees felt that work on values, goals and safety could be improved. Based on this, we developed an action plan in early 2022, which has been implemented through campaigns, information and other actions.

When the results of the well-being survey for 2022 are available, we will inform all employees. Each department will also have the opportunity to view and work with its own results. Management and the individual departments will then draw up an action plan for 2023 based on the results.

The well-being survey will be repeated in September 2023.

Training



Employees of the future

Colas trains road asphaltting apprentices and trainees in workshops, offices and laboratories.

To strengthen road asphalt apprenticeships, we updated our apprenticeship programme in 2021. The aim was to broaden the training and equip apprentices even better for the job and the future.

At Colas, we see management as a professional discipline that must be learned and maintained, and we place a high priority on training current and future leaders. In 2022,

around 40 foremen from across the country attended Colas' leadership training. The topics covered were conflict management, situational leadership and coaching. The course was built around the academic subject of "management in practice", and Colas' foremen had the opportunity to complete the course with an exam and course certificate, which granted 10 ECTS points.

In 2023, leadership training will continue for foremen and contract managers.

Also see Annex 2.



Colas participates in a collaboration with the Confederation of Danish Industry on company visits for school students throughout Denmark. The visits will help increase students' interest in technical and vocational education. In 2022, we had several 5th graders visit our factories in Horsens and Glostrup.



Several of our employees participate in Colas University - the Colas Group's own continuing education programme for employees across the group.

Gender equality and diversity at Colas



The Colas Group's policy for equality and diversity aims to promote diversity and gender equality. Traditionally, our industry has primarily attracted men.

For a number of years, we have therefore focused on attracting more women across all professions. The means for doing this are branding our industry as attractive to all, focusing on retention and offering individual career plans. When we appoint

new employees, however, we always choose the most qualified candidate, regardless of gender, age, ethnicity, etc.

In 2022, there has been an added focus on diversity across the Nordic countries in the Colas Group (Finland, Iceland, Greenland and Denmark). A group of representatives from the Nordic countries will - based on current initiatives in each country

- inspire each other and come up with new initiatives with an even stronger focus on diversity together. The Colas Group's target for 2022 was for 18.5% of employees to be female* and 10.5% of management to be female.

See also Annex 1.

Colas Group 2022 targets	Colas Danmark A/S 2022
18.5% of all salaried employees are women	28% of all salaried employees are women
12% of managers are women	33% of managers are women
	50% of the executive board (the executive board consists of two persons)

The Colas Group's target for 2023 is for 19% of salaried employees to be female.

The aim is to continue to increase the proportion of women in Colas Danmark A/S, including women in senior positions.

In order to translate Colas' gender equality policy into action, in 2022 we reviewed the flexible work policy and made it easier for all employees to request flexible work.

HR is always part of the recruitment committee, both for internal and external recruitment, to ensure that

applicants are assessed fairly. And it is company policy that all employees are offered a resignation interview, where we collect data on the reasons for resignation, including whether there are any particular reasons why female employees leave.

In 2022, Colas Danmark A/S recruited 24 salaried employees. Of these recruited employees, 11 were women (45.83%).

Colas Danmark A/S' gender equality policy can be read on Colas' website:

<https://www.colas.dk/om-colas/aarsrapport-og-csr/>

Everyone should be given a second chance

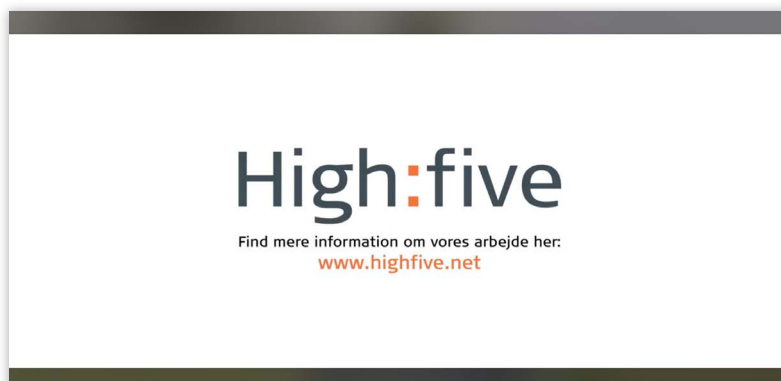
Diversity is very much about involving everyone - including young people who have fallen foul of society.

In 2022, Colas partnered with High:five, established by Virksomhedsforum for Socialt Ansvar ("Corporate Social Responsibility Forum"), and recruited a young ex-offender for one of our asphalt teams.

The whole team is fully committed to the integrati-

on of their new colleague, and the young employee himself is aware that he has been given a second chance. He has done a great job and is proud to perform his role on the team. The employment relationship has therefore been a great success for all parties.

Watch video here:



*The group of salaried employees covered by the target includes salaried members of staff and contract managers in offices.

Caring, Sharing, Daring

In 2020, the Colas Group put new words to its values. The new values are not very different from Colas Danmark A/S' previous values, but the well-being results for 2021 indicated that there was a need to make the new values our own and create an even stronger culture.

During 2022, we have therefore been working on the culture of Colas Danmark A/S. One way we have done this is by letting our employees share short videos about their understanding of the Colas values and how they are expressed in everyday life.

Culture is best created in a practical cooperation on concrete tasks, and we therefore also integrate the values into new strategic projects.

The result of Colas Danmark A/S' work with values is reflected in a question in the Colas Group's 2022 well-being survey, which reads as follows: "I have been informed about Colas Group's values (Caring, Sharing, Daring)." The positive Danish responses totalled 81%, which was 5% higher than the overall Colas Group result for 2022 (76%) and 12% higher than the response to the same question the previous year (69%).

Colas Danmark A/S' work with the values in 2022 has given employees a general knowledge of the values the company wants to work from. Going forward, the work with values will be more about ensuring that employees can also identify with the values in their daily lives.

#Caring - living, together

At Colas, caring is a fundamental value of our corporate culture. Whether this concerns self-care, care for employees, care for our customers and partners or care for the environment and society, we are driven by the same obligation to care. That is why acting ethically and preserving the safety of those who work with us will always remain our priority.

Caring first and foremost means **setting an example**, listening to others, and creating the conditions to allow employees to express themselves **freely** and to grow.

Caring means **translating our commitments into strong actions** in terms of corporate social responsibility (CSR).

Caring means doing everything we can to **meet the needs of our customers** as well as possible.

#Sharing - going further, together

At Colas, we believe that multicultural diversity in terms of nationality, gender and thought, along with teamwork and cross-disciplinary bridges, are a source of progress and new ideas.

Sharing is creating the optimal conditions for **working as a team** by promoting trust, responsibility and solidarity.

Sharing is encouraging the **transmission of know-how between generations** and putting one's expertise at the service of the group and its customers, partners and stakeholders.

#Daring - working, together

Colas was born from an innovation. This pioneering mindset shaped our corporate culture, and we are driven to move forward, to explore new horizons, and to reinvent ourselves. That is why, at Colas, it is always possible to launch ideas and initiatives that create value.

Daring is encouraging **initiative**.

Daring is about giving **everyone** the opportunity to tackle challenges.

Daring is **pushing the boundaries** of what is possible.

Health, safety and working environment



Health and safety must always be a top priority in a company like ours. The road is a dangerous place to work, and we are committed to preventing accidents for the sake of our employees, partners, road users and citizens living near our work sites on the road.

A global health and safety culture

It is our goal to create a global culture of health and safety and to nurture safer behaviour by strengthening cohesion and responsibility, and through our shared vision of zero accidents. Work on the new culture was rolled out in 2020 and has been followed up with information, dialogue, safety weeks every year, training and education, daily risk assessments before the working day starts, etc.

For information on training activities, see Annex 3.

Our working environment organisation, with local working environment representatives who have relevant knowledge of local conditions, is a strength in our working environment efforts. Monthly safety reports with near misses are shared locally and across the Colas Group. A new communications app has made it easier to inform and train hourly workers. We are fully transparent regarding accidents and display monthly reports and information on accidents – and how to avoid them – in the app. Easy access to health and safety information for all employees sharpens our awareness of critical focus areas and is actively used in our work to prevent accidents.



In 2022, Colas' annual safety week focused on distractions, including mobile phone use. The safety week is held every year for the group's 57,000 employees worldwide. During the week, we focus on one or more important topics relevant to our employees and their safety. The theme is common, but the week is organised locally to ensure relevance to the work in the respective countries.

Work-related accidents		2022	2021	2020
Fatal accidents at work	Number	0	0	1
Accidents resulting in absences	Number	5	13	8
Accidents resulting in absences, frequency per million hours worked		6.41	15.85	9.50
Accidents at work not resulting in absences	Number	16	14	16

Accidents at work 2020 - 2022: All accidents at work are recorded immediately after the incident and recorded as resulting or not resulting in absence. Hours worked are calculated on the basis of hours recorded. The rate of accidents at work is calculated as the number of accidents at work resulting in absences per million hours worked. The asphalt industry statistics only contain figures for asphalt laying and production in Denmark. They do not include (like Colas Danmark's statistics) road and kerb maintenance or gravel pit production.

Health

All employees have a pension plan and a health scheme that provide access to health services such as physiotherapy or chiropractic, where prompt treatment of discomfort and pain is often necessary before they develop into permanent injuries. Therefore, the health

scheme is a vital asset for our employees' physical well-being and satisfaction – at work and in their free time. News and offers related to the health schemes are communicated to employees via the intranet and communications app.

Employees		Colas 2022	*Benchmark Danish Industry's Statistics on Absenteeism, 2022	Colas 2021	Colas 2020
Sickness absenteeism, all		4.17	5	3.28	
Sickness absenteeism, hourly workers	%	4.79	5.2	4.39	3.34
Sickness absenteeism, salaried employees	%	3.11	4.8	1.89	2.29

*Sickness absenteeism at Colas is benchmarked against the most recently published absenteeism statistics for the Confederation of Danish Employers published by the Confederation of Danish Industry, "Statistics on Absenteeism 2022" ("Fraværstatistik 2022"), which is based on 2021 figures.

Responsible value chain



In the Colas Group, we want to contribute to this development and strive for a more responsible value chain, where parameters such as recycling, environmental considerations, local sourcing, human rights, etc. are taken into account. We expect our suppliers to meet our requirements for product and service accountability, and in 2021 and 2022, we further formalised our accountability through a new Supplier and Subcontractor Charter, which is available through our website

www.colas.dk/om-colas/vilkaar-og-politikker

Supplier management is part of our work with quality management. It is crucial for Colas to ensure that suppliers meet our requirements and work responsibly in terms of quality, environment and working environment. We have chosen to focus on suppliers whose performance is important to our strategy and focus areas or whose volume is sufficient to pose a significant risk to delivery.

The suppliers are evaluated annually in relation to the services provided and other parameters that impact quality, the environment, and the working environment. The evaluation can be followed up by an audit of the supplier. This audit forms the basis for any action and follow-up.

Ethics, compliance and communication



At Colas, ethics and integrity are anchored in all of our activities.

Group companies, including Colas Danmark A/S, must adhere to compliance programmes on, among other things, anti-corruption, bribery, fair competition, conflicts of interest and insider trading.

To ensure that our employees know the rules and can avoid conflicts of interest and other actions that are inconsistent with our policies, communication, training and follow-up are regular features on the agenda. In 2021, approximately 162 of our employees completed in-depth compliance training.

In addition, the Colas Group has five online compliance training courses that are mandatory for a large proportion of Colas Danmark A/S' employees.

Full transparency

Colas has systematised the handling of gifts and invitations across the group with a new reporting platform (E-Comply) that all employees must use. This creates transparency for all parties, both locally and for the parent company.

Data ethics and GDPR

Data ethics and GDPR compliance are ensured through effective IT systems, data security and ongoing review of our guidelines for the handling of data and personal data. Colas Danmark A/S' privacy policy can be read at

www.colas.dk/om-colas/privatlivspolitik/.

Colas Danmark A/S is aware of the rules and practices applicable to the processing of data, including personal data, and a DPO (data protection officer) has been appointed at group level. However, apart from Colas Danmark A/S' privacy policies, Colas

Danmark A/S does not have an actual policy on data ethics. The reason for this is that, apart from Matomo Analytics which replaced Google Analytics in 2022, Colas Danmark A/S does not use algorithms for data analysis, artificial intelligence or automated processes relating to individuals' rights and opportunities, nor is such use of data an integral part of Colas Danmark A/S' business strategy and business activities.

Whistleblowing

Colas wants to promote a speak-up culture where employees can confidently point out issues that they believe are problematic. Colas Danmark A/S participates in the Colas Group Whistleblower Scheme.

Code of Ethics

<https://www.bouygues.com/wp-content/uploads/2022/12/code-of-ethics-enen.pdf>

Open and honest communication

Colas wants to be transparent and communicate honestly with our stakeholders and the rest of the world around us. We provide information about our projects and initiatives via our website, social media, and trade fairs. Our CSR report and commitments can be found at www.colas.dk, and further information on the group's actions and commitments can be found at www.colas.com.

Internally, we communicate information via intranet, and in 2022 all employees had access to a communication app with easy access to news, internal issues, and other communications, with the possibility to interact and provide feedback themselves. The reason for the communication app was that there was a need to communicate effectively with hourly workers in particular, and the app has quickly become popular and is used by the majority of our hourly workers.



Annex 1

Employees	Unit	2022	2021	2020
Total employees as of 31 December	Total	368	381	414
Average number of employees during the year	Total	397	410	426
Distribution of hourly employees and salaried employees	%			
Hourly-paid staff		198	211	251
Salaried employees		170	170	163
Gender distribution of employees	%			
Men		318	335	370
Women		50	46	44
Women on the board of Colas Danmark A/S	%			
Men		4	4	4
Women		0	0	0
Women in the management at Colas Danmark A/S	%			
Men		8	7	8
Women		4	3	3
Average age, hourly-paid staff		45	45	45
Average age, salaried employees		47	47	48
Average seniority, hourly-paid staff		7.3	8	8.1
Average seniority, salaried employees		12	13	13

The number of employees is calculated on the basis of records in the payroll system.

For information on gender equality, including the gender composition of senior management, please refer to Colas Danmark A/S' gender equality policy at www.colas.dk.

Annex 2

First aid courses	Unit	2022	2021	2020
Employees who completed a course	Total	117	6	34
Employees with a valid fire safety and first aid course	Total	112	39	103
% of employees with valid fire safety and first aid course	Total	30	9	25
Driving safety	Unit	2022	2021	2020
Driving-related accidents, total	Total	29	30	35
Driving-related accidents involving a third party	Total	21	22	22
Driving-related accidents involving a third party, frequency		0.04	0.05	0.04
Transport of dangerous goods	Unit	2022	2021	2020
Employees who completed a course	Total	29	0	25

The number of participants in first aid courses is calculated on the basis of registered course activities.

All driving-related accidents are recorded immediately after the incident, just as it is noted whether or not they involved a third party. The number of motor vehicles is calculated at the end of the year. The driving-related accident rate is calculated as the number of driving-related accidents involving third parties relative to the number of motor vehicles.

The number of participants in hazardous goods courses is calculated on the basis of recorded course activities.

Annex 3

Continuing education	Unit	2022	2021	2020
Employees who participated in course events	Total	302	216	220
Duration of course events	Days	2588	1467	2222
Hourly-paid employees who participated in course events	Total	162	106	161
Salaried employees who participated in course events	Total	140	110	59
Training costs relative to payroll	%	0.48	0.52	0.37
Asphalt school participants	Total	18	0	21
Road asphalt trainees as of 31 December	Total	12	11	8
Road asphalt trainees who completed their training	Total	4	6	3
Apprentices as of 31 December	Total	0	1	1
Apprentices who completed their training	Total	0	0	0
Trainees as of 31 December	Total	2	1	0
Trainees who completed their training	Total	1	0	0
Interns during the year	Total	0	1	0

Training is calculated on the basis of records in the payroll system.



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