Sustainability

Ferronordic's sustainability approach

This sustainability report concerns Ferronordic's reporting of non-financial information for the financial year 2022 in accordance with Swedish legislation. Information and key figures presented refer to the entire Group, including results from the Russian business divested in December 2022.

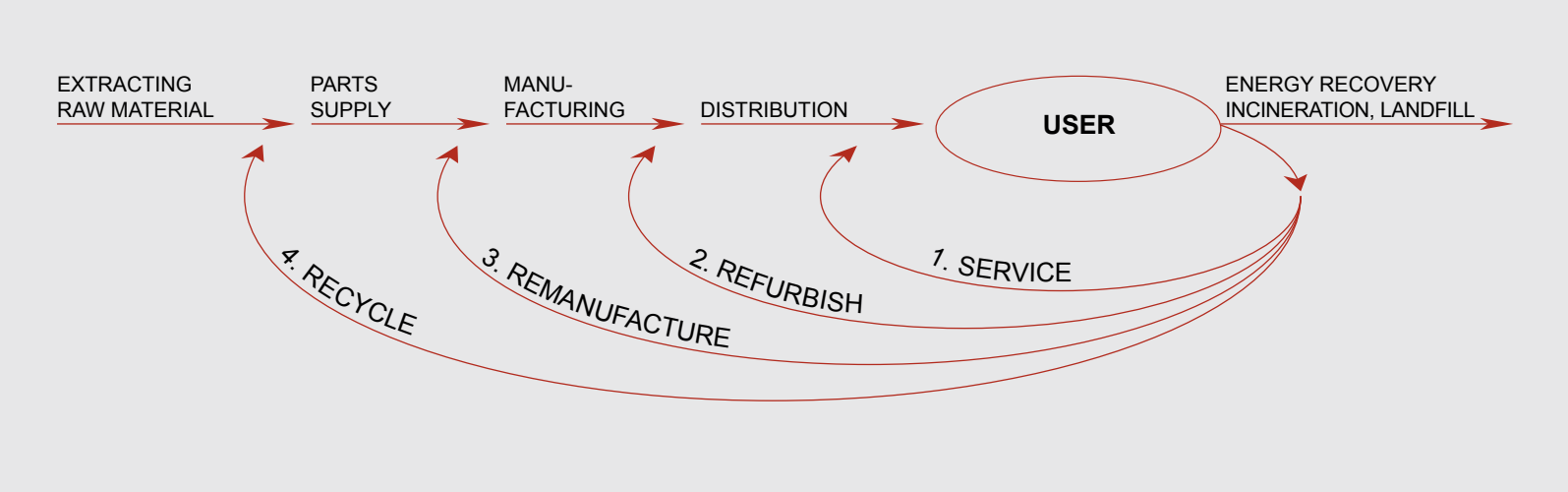
Sustainability is about employing and building natural, human, and technological resources to meet the needs of the present without compromising the ability of future generations to meet their own needs.

For Ferronordic, sustainability involves creating long-term value for all stakeholders of the Company. Ferronordic sees no long-term contradiction between sustainability and profitability, but rather the opposite. Demand for sustainable and environmentally friendly business solutions is steadily increasing, and companies taking the lead in developing and helping their customers meet their objectives will gain competitive advantages.

Ferronordic works with partners and manufacturers focused on creating sustainable business solutions and with customers who strive for resource efficiency and minimised environmental impact. Sustainability is a central part of Ferronordic's strategy and applies to everything the Company does, from culture to processes and operations. Sustainability is essential to Ferronordic's constant efforts to improve and build resilience.

Ferronordic's sustainability strategy

Ferronordic wants to abandon the linear approach for a circular one, a journey that is illustrated below. An essential basis for our sustainability strategy is an emphasis on system thinking, which helps Ferronordic understand how the Company's operations connect to society, the planet, and its inhabitants. One way to visualise these relationships is to study Ferronordic's value chain to identify risks and opportunities and what positive or negative impact the business can have on the environment (see p.39). To further understand Ferronordic's connection with the Company's surroundings, we carried out an extended materiality analysis in 2021, consisting of in-depth interviews with several stakeholders (see p.39). Another underlying aspect of developing our sustainability strategy is a Gap-analysis carried out by a third party in 2021. The Gap-analysis brought certain improvement areas to our attention which helped us further develop our sustainability strategy.



In line with international standards

Ferronordic's sustainability work, including the Company's processes, policies and guidelines, is based on international, national and local laws and standards:

- UN Global Compact
- UN Global Strategic Development Goals (SDGs)
- ILO Basic Conventions
- UN Declaration of Human Rights
- OECD Guidelines for Multinational Enterprises

We have several policies in place to steer us toward sustainability:

Our ***Human Rights Policy*** includes principles for how we endeavour to uphold the highest human rights standards throughout the value chain in order to respect and support the human rights of all people affected by our business throughout our societies.

Our ***Environmental Policy*** includes environmental principles that Ferronordic shall adhere to to ensure that we manage our environmental impact throughout the value chain of delivering our products and services.

Our ***Equality, Diversity, and Non-Discrimination Policy*** include guidelines on how we shall act to be an inclusive organisation, provide equal opportunities and eliminate discrimination to respect and support inclusion of all people affected by our business throughout societies where we operate.

Our ***Anti-corruption Policy*** includes statements regarding business ethics (including issues such as gifts, money laundering, relations with employees, etc.), guidelines for actions in case of suspected irregularities, and whistle-blowing procedures to adhere to Ferronordic's commitment to zero tolerance to corruption.

Our ***Whistle-Blower Policy*** includes principles and guidance on using Ferronordic's whistle-blower function to ensure that the Group provides a practical, secure and trusted whistle-blowing function that encourages employees and third parties to report any suspected misconduct.

Our ***Code of Conduct*** includes principles and guidelines to eliminate unethical behaviour, secure a safe and healthy work environment and fair competition.

A common purpose of all our policies is to communicate the principles in each Policy set forth by Ferronordic internally and externally. The policies apply to all employees and units within the organisation and all consultants working for Ferronordic. The policies are reviewed annually.

Every year, we carry out compliance audits concerning our policies. During these audits, we look at whether the yearly anti-corruption training has been completed, if there have been any issues with corruption or health and safety, how many of our employees have signed our policies, if purchases are made according to our Purchasing Policy and if we follow environmental laws, etc. The personnel involved in the audit processes include the General Counsel, Health and Safety Department, HR department managers and the Head of Development and Training. As a result of this year's audits, we identified improvement areas regarding our waste management that will be addressed 2023. Apart from that, no significant deficiencies were identified in 2022.

UN Sustainable Development Goals

The UN Sustainable Development Goals (SDGs) serve to develop shared knowledge, facilitate cooperation, produce and harmonise regulation and drive technological development, which ultimately leads to impact and change. Ferronordic is committed to all 17 goals, all of which have some connection to the Company's operations. The focus is on the goals where the Company's business activities can have the most significant immediate impact and effect on positive long-term trends.

6 13 14 15

- Clean water and sanitation
- Climate action
- Life below water
- Life on land

3 5 8 10 16

- Good health and well-being
- Gender equality
- Decent work and economic growth
- Reduced inequality
- Peace and justice strong institutions

5 11 12 17

- Gender equality
- Sustainable cities and communities
- Responsible consumption and production
- Partnerships to achieve the goal

Transparency

Ferronordic reports ESG information using methodologies widely adopted by the industry, such as the GHG Protocol. In 2021, Ferronordic reported in accordance with Nasdaq ESG Reporting Guide 2.0 and gained the "Nasdaq ESG Transparency Partner" badge. This entails that our report contributes to fair, transparent and efficient markets for all stakeholders.

Materiality Analysis

Ferronordic's sustainability work stems from our materiality. The materiality analysis includes the identification and prioritisation of our risks and opportunities – a process that not only enables us to take relevant measures and use our resources efficiently, but also enables us to meet stakeholder expectations. Our latest materiality analysis was carried out in 2021 before the ongoing conflict in Ukraine.

Stakeholder Dialogue

The conducted materiality analysis included stakeholder dialogue consisting of surveys, in-depth interviews, investor meetings, customer conversations and employee surveys. Other essential groups participating in the dialogue were suppliers, partners, authorities, municipalities and non-profit organisations. In addition, customer feedback and complaints were considered in the process to contribute to and increase knowledge of areas of improvement.

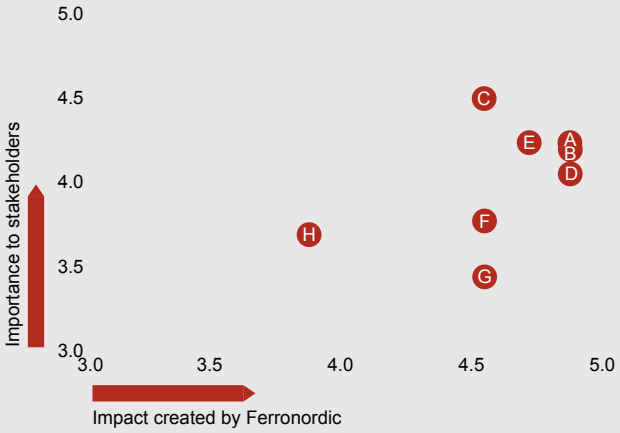
Impact Assessment

An essential part of the materiality analysis is understanding Ferronordic's impact on the environment, climate, society and people. To do so, Ferronordic has participated in internal and external surveys. Ferronordic has also analysed current and future regulations and standards and risk analyses at the country and industry levels. We have also studied how similar companies assess and report their impact on the environment. Together with the stakeholder dialogue, this provides a coherent picture of Ferronordic's impact as well as risks and opportunities, it therefore also shows us what we should focus on regarding our sustainability work.

Material Aspects

The results of the materiality analysis showed that Ferronordic's primary focus should be on the following sustainability aspects:

A. Reduced carbon dioxide emissions
B. Health and safety
C. Anti-corruption and ethics
D. A green customer offer
E. Diversity and equal opportunities
F. Recycling
G. Responsibility for the supply chain
H. Training and development of staff and organisation



As a result, Ferronordic has launched a new sustainability ambition and three focus areas:

- Planet first
- Fair workplace
- Sustainable offerings

Planet first

Volvo, Sandvik and Ferronordic's other partners have high ambitions in terms of sustainability. Ferronordic applies an environmental perspective from production, use, maintenance and repair to reuse and recycling. This year, we have actively worked with Volvo to promote electric trucks in Germany. The ratio of sold electric trucks in 2022 was 1.2% of total share of sold trucks.

Ferronordic has a car policy in Germany to support electric vehicles. Employees are also offered access to charging infrastructure. The goal is to increase the proportion of electric vehicles in the Company's operations. Ferronordic measures its carbon footprint in cases where data is available. Where data is not available, Ferronordic is working towards setting up processes to capture accurate information on emissions. The current mapping covers electricity use, fuel consumption and business travel. We aim to reach net zero in our operations by 2050. In 2021, Ferronordic acquired a renewable energy certificate for its German operations. During 2021, 9 out of 14 workshops were certified. During 2022, there were 20 workshops in Germany and all of them became renewable energy certified. Our target is to only use renewable energy for our workshops by 2025.

Ferronordic maps its carbon footprint throughout the entire value chain. The information is limited to some emission categories but will gradually be complemented with additional data. The information on electricity consumption is usually based on estimates as electricity is often included in the rent. In cases where Ferronordic owns the facilities, the information from the electricity bills is used. Based on this, the Company's carbon footprint has been calculated using emission factors from the International Energy Agency (IEA). Business travel data come from the Company's travel agencies.

Electricity consumption	2022	2021	2020	2019
Electricity, MWh[1]	4,186	3,250	2,501	2,123
Electricity rate[2]	2.83	3.19	-	-
Renewable energy share, %	0	0	0	0

[1] 2019 data refer only to Russia. The 2020 data refer to Russia and Germany. The 2021 and 2022 data refer to Germany, Kazakhstan and Russia.
[2] MWh/revenue. Applies to Germany only and was first calculated in 2021.

Tons of CO_2eq- emissions by source	2022	2021	2020	2019
Electricity[1]	1,667	1,184	882	754
Fuel	74,134[2]	65,253	36,057	32,879
Business travel[3]	879	878	385	1,115
Total	76,680	67,314	37,324	34,747

[1] 2019 data refer only to Russia. The 2020 data refer to Russia and Germany. The 2021 and 2022 data refer to Germany, Kazakhstan and Russia.
[2] 2022 is the first year that car data from Germany is included.
[3] Excluding Germany 2019 and 2020 and domestic travel in Russia. In addition, strongly affected by the pandemic.

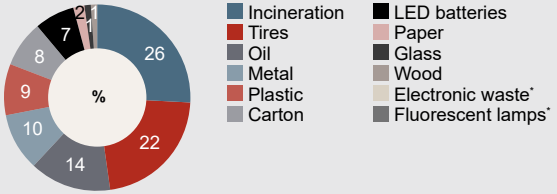
An important part of Ferronordic's sustainability work was the Company's centre for machine and component rebuild in Yekaterinburg, Russia. By restoring older equipment and selling it with new guarantees, Ferronordic enabled better resource utilisation. The business included repairing machines, manufacturing new components and recycling metal and parts of machines that can no longer be restored to usable condition. The facility was launched in December 2019, and its capacity expanded during 2020 and 2021. For equipment and materials that cannot be given a second life, the goal was to increase the proportion of recycling and reduce the proportion that goes to incineration or landfill. Ferronordic's centre for machine and component rebuild was sold together with its Russian business at the end of 2022. However, Ferronordic sees good potential for similar rebuild centres in its other markets.

Information regarding waste generation in the Company's markets shows that the largest categories consist of mixed waste for incineration and used tires, oils and metals. Current data, which is not yet complete, provides an overview of which waste categories Ferronordic should focus on to increase the proportion of recycling. By 2025, we want the share of recycled material in our total waste to be 50%. As shown in the diagram below, used tires made up a significant part of Ferronordic's total waste during 2022. Most of the tires were used in contracting services in projects in difficult conditions and remote parts of Russia, which posed major challenges regarding waste management and recycling. Ferronordic only provided contracting services in Russia and these operations were divested with the rest of Ferronordic's Russian business at the end of 2022. Ferronordic however sees potential to develop contracting services in Kazakhstan. In such business development, used tires will be a priority when it comes to investment in waste management.

Rebuilt categories[1]	2022	2021	2020
Articulated haulers	14	16	3
Engines	22	38	15
Gearboxes	35	50	19
Other components	145	158	45

[1] These machines and components were rebuilt in Ferronordic's rebuild centre in Ekaterinburg, Russia. The facility was sold together with the rest of Ferronordic's Russian business at the end of 2022.

Waste per category



*Electronic waste and flourescent lamps are less than 1 percent.

Fair workplace

Work environment

Health and safety are core aspects of Ferronordic's business. Many of the Company's employees work in challenging and sometimes extreme conditions associated with risks related to health and safety. It is Ferronordic's responsibility to ensure that working conditions are as safe as possible. The goal is of course zero injuries. Ferronordic works systematically and proactively with employees' working environment. This includes, among other things, training. Thus, we have a target of reaching 45 training hours per employee by 2025. It also includes frequent inspections of the Company's facilities and reporting and recording of all incidents. These inspections increase awareness of health and safety amongst employees and remind them of the importance of safety routines. In 2022, the incident reporting system previously implemented in Russia was also implemented in Germany. The system is in the process of being implemented in Kazakhstan.

Diversity and engagement

The transport industry is being transformed at a fast pace. Although it may take several years from the time a decision is made until the actual shift occurs, the technical conditions and business models are changing. For Ferronordic to remain relevant, innovation is a key factor. To be innovative, we need to promote and capture ideas from different business areas. This requires diverse skills, backgrounds and good working conditions. It also requires a shared sense of inclusion and participation, where all employees feel that they are respected and that their views and ideas are appreciated. We have a Competency Development Policy that regulates the process of training and retraining employees and the development and improvement of their personal qualities and professional aptitude. The policy's purpose is to maintain a high professional level of employees, maintain and improve the competitiveness of the Company in the constantly changing market, strengthen the corporate culture, etc.

Ferronordic has a diversity KPI to focus management's attention and measure developments in this area as we strive to be an inclusive company with employees of diverse backgrounds. Ferronordic's business activities and projects cover a wide range of environments and conditions. From large cities to remote mountainous regions. While Ferronordic creates jobs in sparsely populated areas and contributes to the development of local communities, remote work in relatively isolated places can also be challenging for Ferronordic's employees in the long term. Ferronordic invests in its HR function and uses a variety of tools to improve employee satisfaction and maintain diversity. By 2025, we want to reach 80% employee engagement and 30% diversity.

Health & Safety	2022	2021	2020	2019
Hours training total	57,227	61,027	49,761	59,954
Hours training/employee	36	34.1	33.9	47.9
Safety hours training total	33,644[1]	6,810	4,282	9,344
Sick days/employee[2]	10.2	5.9	4.9	2.6
Near-miss[3]	114	129	48	169
Minor injuries[4]	50	24	1	1
Major injuries	16	5	3	4
Fatalities	1	0	0	0
LTIFR Germany[5]	18.11	3.87	-	-
LTIFR Russia[5]	1	2	-	-

[1] The increase is mainly due to stricter laws in Russia regarding first aid training as well as an increase in training in the use of personal protective equipment.
[2] The increase is mainly due to the pandemic.
[3] Refers only to Russia and Kazakhstan. The changes between the years are mainly due to the pandemic.
[4] Minor and serious occupational accidents from 2021 and 2022 also include Germany.
[5] Lost Time Injury Frequency Rate. First calculated year 2021.

Diversity	2022	2021	2020	2019
Women in Board, %	33	29	17	17
Women in management, %[1]	20	32	28	-
Total women employee, %	15	12	10	13
Diversity, %[2]	24	21	-	-
Employee engagement, %[3]	-	77.2	-	-

[1] First calculated year 2020.
[2] First calculated year 2021. Calculated as employees of diverse backgrounds/average total headcount.
[3] First calculated year 2021. Engagement is measured every second year and will next be measured year 2023. Gallup Q12 employee satisfaction survey methodology.

Anti-corruption

Since its founding, Ferronordic has put significant efforts into measures to fight corruption and develop a culture of strong business integrity. We have a Procurement Policy that stipulates rules with different threshold values to ensure that decisions are made by at least two people of relevant level and competence. We run an Anti-corruption Policy to adhere to Ferronordic's commitment to zero tolerance to corruption (for more information, see p.38). An annual anti-corruption training is also mandatory for all employees in all markets. Our prevailing target is for all employees to complete the anti-corruption training. Moreover, Ferronordic's Code of Conduct includes statements on anti-corruption as well as instructions on how to report suspected violations of the code. Our Code of Conduct is available for all employees on our intranet and external users on our webpage. Ferronordic operates under the Swedish Code of Corporate Governance and sustainability is a standing item at management group and Board meetings. To make it easier for employees and external parties to report signs of misconduct and non-compliance, Ferronordic has established a whistle-blower function. A whistle-blower can report any suspicious activity anonymously on the "Ferronordic Hotline". The whistle-blower function is described in the Company Code of Conduct and is managed internally.

Responsibility for the supply chain

Ferronordic's supply chain is associated with risks and opportunities related to sustainability. The largest part of the supply chain consists of manufacturers of trucks, heavy vehicles and construction equipment. Ferronordic has a close relationship with these suppliers, which facilitates a mutual understanding of the importance of our shared environmental footprint. Ferronordic only works with premium manufacturers. These producers have for a long time been working to reduce their environmental impact. This work and the close cooperation with its partners help Ferronordic reduce its supply chain footprint. Ferronordic's centre for machine and component rebuild in Russia was certified according to ISO 45001. Parts of the activities in Russia were certified according to the quality management system ISO 9001 and the environmental management system ISO 14001. ISO 45001 has been implemented in Kazakhstan, but this part of the business is not yet certified. We are currently working with implementing ISO 45001 in our German business. In 2022, we expanded our quality and environmental management systems to Germany.

Anti-corruption and compliance	2022	2021	2020	2019
Percentage of employees who have completed anti-corruption training, %	100	100	100	100
Number of training hours in anti-corruption/employee	1.14	1.08	1.06	1.04
Reported whistle-blower incidents	4	2	2	1
Whistleblower incidents which led to action	0	1	0	1

ISO-certifications	9001	14001	45001
Germany	Yes	Yes	No
Kazakhstan	No	No	No
Russia	Partly	Partly	Yes

Sustainable offer

By a sustainable offer, we mean products and services with minimum emissions (given the technology) and resource waste, both in production and for the customer, that enable maximum recycling.

The impact of customers

Customers are at the centre of all Ferronordic's operations. Ferronordic and its customers are part of each other's value chains. Ferronordic strives not only to meet customers' direct commercial needs but also to support their work on sustainability. This means that Ferronordic always strives to offer products with minimum environmental impact. Ferronordic then works to optimise the product's life cycle through maintenance, repair and remanufacturing. At the end of the product's life, Ferronordic ensures that resources that customers can no longer use are recycled when possible or responsibly disposed of.

Opportunities in transformation of transport

The transport industry is undergoing a transformation. Biodiesel, ethanol, fuel cell technology, biogas and electricity are replacing petrol and diesel as fuels. This transformation requires significant investments in infrastructure, which means that some sources of energy will not be fully available for several years. Through its strategic partnerships, Ferronordic can offer solutions with a low environmental impact that fit the needs of Ferronordic's customers. In addition, the transformation can lead to new partnerships and solutions for the transport, freight and construction industries. Ferronordic's products and services are often linked to critical infrastructure projects, which means that there are strict requirements on quality and sustainability. Both public and private actors are placing ever-higher demands on reducing CO_2 emissions and protecting human rights and biodiversity. This is an advantage for companies that conduct active sustainability work, which is integral to Ferronordic's business activities.

Circular offering

Ferronordic's business model includes maintaining, repairing and renovating machines and components that customers buy or currently operate. This is good resource management that supports improved financial performance and reduced environmental impact for the customers. Ferronordic's IT solutions also make it possible to plan service and maintenance efficiently, thereby reducing the risk of unplanned downtime, which is associated with resource waste, additional costs and loss of revenue for customers. Ferronordic also offers operator and fleet management training to help customers efficiently utilise their machines and other equipment and to minimise environmental impact.

To drive incremental improvements in its environmental performance, Ferronordic has established a KPI and will develop long-term targets for sustainable customer offerings. The KPI include training on how to use the machines in an environmentally sustainable way, remanufactured and rebuilt units, and sales of electric vehicles. The KPI is designed to include more products and services over time. The share of sustainable offerings sold in 2022 was 4.63%. Our target for 2022 was 6%.

Sustainable offerings KPI	2022	2021
Share of total sales, %	4.63	0.95

Sustainability risks

Risk mapping

To identify and calibrate sustainability risks, Ferronordic carried out a renewed risk survey in 2021 on the industries and countries in which it operates. Most of the survey was carried out with internal resources, but it was also complemented by an external consulting firm to ensure that risks were not overlooked or underestimated. The mapping of sustainability risks is linked to Ferronordic's overall process for risk management.

Risk management

Our risk review and management process, which includes sustainability areas, is performed by Ferronordic's internal audit and control. In this process, business managers and area experts work together with Ferronordic's risk officer to identify, describe and manage risks. The level of risk and the implementation of controls are reported by the employees responsible for the relevant risks. The risks and controls are reviewed annually. During 2022, the Group's risk management process has included Sweden, Kazakhstan and Russia. Following the sale of Ferronordic's Russian business, Russia will no longer be part of the risk management process. We plan to include Germany in the group process in the near future. Germany's inclusion was scheduled for 2022 but was not made possible due to a lack of internal resources.

Outlook for 2023

- ***Sustainable transport solution*** – In 2023, we plan to launch our sustainable transport solution and make further investments in electric trucks and charging stations.
- ***Mapping of the value chain's climate footprint*** - In 2023, Ferronordic intends to continue mapping the company's CO_2 footprint throughout the value chain. The work will initially focus on procuring consistent data for purchased products and logistics, both of which are sources of CO_2 emissions.
- ***Impact assessment of climate change*** - In 2023, Ferronordic intends to continue an in-depth impact assessment of climate change to understand to what extent it will be affected and how it can mitigate the effects of climate change.
- ***Preparations for due diligence on human rights*** - Awareness of human rights is increasing among companies worldwide. The issue is central to both consumers and interest groups. Focus is mainly on the supply chain, where the most significant challenges are. More regulations are also expected at the national and EU levels to ensure that companies adequately deal with human rights issues. In 2021, Ferronordic began identifying and resolving gaps in the Company's procurement process. The Company reviews the sustainability obligations associated with procurement. The procurement policy and the procurement process are areas that will be further developed in 2023. Ferronordic will also review other parts of the value chain with risks linked to human rights.
- ***Corporate Sustainability Reporting Directive (CSRD)*** - In 2023, preparations will begin for the transition to reporting in accordance with the EU's new directive for sustainability reporting, CSRD.

EU Taxonomy

Ferronordic is covered by the Taxonomy regulation, including the Climate Delegated Act with associated Annexes I and II. In comparison to 2021, an extended analysis of Ferronordic's operations in relation to the Taxonomy has been carried out in 2022.

The assessments for Taxonomy-eligibility and Taxonomy-alignment are based on the best interpretation of the Taxonomy Regulation, the Climate Delegated Act and the currently available guidelines from the European Commission. NACE codes were analysed and economic activities, not registered according to the NACE system but associated with Ferronordic's operations, were screened. The results of identified economic activities can be found in the tables presented below.

We assessed for substantial contribution and 'do no significant harm' criteria for all identified economic eligible activities to determine their alignment in relation to the taxonomy regulation. The alignment was determined for the climate change mitigation objective. As presented in the table below, the result shows that Ferronordic currently does not meet the requirements for alignment for identified economic activities.

Accounting principles

To estimate the proportion of Taxonomy-eligible activities, Ferronordic included the IFRS-based accounting amounts related to such activities in the revenue, capital- and operational expenditure numerators against the corresponding total revenue, capital- and operational expenditure amounts in the denominators.

The total turnover is Ferronordic's total sales and rental income in 2022, which includes the IFRS 15 and the IFRS 16 income according to the EU Taxonomy turnover definition. The total CapEx is the Group's total capital expenditure in 2022, as presented in the line of additions, excluding goodwill additions, in Note 11, *Property, plant and equipment.* The total OpEx covers the maintenance expenses, short-term lease costs, non-capitalised research and development costs, and repair and maintenance costs at the Group level.

Nothing has been double counted. The risk of double counting is reduced because Ferronordic only reports against the taxonomy's first environmental goal, "Climate change mitigation".

Turnover

				Substantial contribution criteria						DNSH criteria (Does Not Significantly Harm)									
Economic activities (1)	Code(s) (2)	Absolute turnover (3)	Proportion of turnover (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water and marine resources (7)	Circular economy (8)	Pollution (9)	Biodiversity and ecosystems (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water and marine resources (13)	Circular economy (14)	Pollution (15)	Biodiversity and ecosystems (16)	Minimum safeguards (17)	Taxonomy-aligned proportion of turnover, year N (18)	Taxonomy-aligned proportion of turnover, year N-1 (19)	Category (enabling activity) (20)	Category (transitional activity) (21)
		SEK	%	%	%	%	%	%	%	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Percent	Percent	Enabling	Transitional
A. TAXONOMY-ELIGIBLE ACTIVITIES %																				
A.1. Environmentally sustainable activities (taxonomy-aligned)																				
Turnover of environmentally sustainable activities (taxonomy-aligned) (A.1)		**0**	**0**														0			
A.2 Taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned activities)																				
Electricity generation using solar photovoltaic technology	4.1	220,000	11.15																	
Freight transport services by road	6.6	28,600	1.45																	
Turnover of taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned activities) (A.2)		**248,600**	**12.60**																	
Total (A.1 + A.2)		**248,600**	**13**														**13**			
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																				
Turnover of taxonomy-non-eligible activities (B)		**1,972,751,400**	**100**																	
Total (A+B)		**1,973,000,000**	**100**																	

CapEX

				Substantial contribution criteria						DNSH criteria (Does Not Significantly Harm)									
Economic activities (1)	Code(s) (2)	Absolute CapEx (3)	Proportion of CapEx (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water and marine resources (7)	Circular economy (8)	Pollution (9)	Biodiversity and ecosystems (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water and marine resources (13)	Circular economy (14)	Pollution (15)	Biodiversity and ecosystems (16)	Minimum safeguards (17)	Taxonomy-aligned proportion of CapEx, year N (18)	Taxonomy-aligned proportion of CapEx, year N-1 (19)	Category (enabling activity) (20)	Category (transitional activity) (21)
		SEK	%	%	%	%	%	%	%	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Percent	Percent	Enabling	Transitional
A. TAXONOMY-ELIGIBLE ACTIVITIES																				
A.1. Environmentally sustainable activities (taxonomy-aligned)																				
CapEx of environmentally sustainable activities (taxonomy-aligned) (A.1)		**0**	**0**														**0**			
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not taxonomy-aligned activities)																				
Electricity generation using solar photo-voltaic technology	4.1	1,400,000	2.69																	
Infrastructure enabling low-carbon road transport and public transport	6.15	4,400,000	8.46																	
Freight transport services by road	6.6	2,700,000	5.19																	
Installation, maintenance and repair of energy efficiency equipment	7.3	704,000	1.35																	
CapEx of taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned activities) (A.2)		**9,204,000**	**18**																	
Total (A.1 + A.2)		**9,204,000**	**18**														**18**			
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																				
CapEx of taxonomy-non-eligible activities (B)		**42,796,000**	**82**																	
Total (A+B)		**52,000,000**	**100**																	

OpEX

				Substantial contribution criteria						DNSH criteria (Does Not Significantly Harm)									
Economic activities (1)	Code(s) (2)	Absolute OpEx (3)	Proportion of OpEx (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water and marine resources (7)	Circular economy (8)	Pollution (9)	Biodiversity and ecosystems (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water and marine resources (13)	Circular economy (14)	Pollution (15)	Biodiversity and ecosystems (16)	Minimum safeguards (17)	Taxonomy-aligned proportion of OpEx, year N (18)	Taxonomy-aligned proportion of OpEx, year N-1 (19)	Category (enabling activity) (20)	Category (transitional activity) (21)
		SEK	%	%	%	%	%	%	%	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Percent	Percent	Enabling	Transitional
A. TAXONOMY-ELIGIBLE ACTIVITIES																				
A.1. Environmentally sustainable activities (taxonomy-aligned)																				
OpEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		**0**	**0**														**0**			
A.2 Taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned activities)																				
Freight transport services by road	6.6	5,720	0.002																	
Installation, maintenance and repair of energy efficiency equipment	7.3	66,000	0.02																	
OpEx of taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned activities) (A.2)		**71,720**	**0.02**																	
Total (A.1 + A.2)		**71,720**	**0.02**														**0.02**			
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																				
OpEx of taxonomy-non-eligible activities (B)		**83,928,280**	**99.91**																	
Total (A+B)		**84,000,000**	**100**																	

KPI index

Indicator	Market	Unit	2019	2020	2021	2022	2022 vs. 2021 YoY
Number of Board members	Group	#	6	6	7	6	-14%
Number of Board meetings per year	Group	#	10	14	9	16	78%
Board meeting attendance	Group	%	93	98	100	98	-2%
Women members of Board	Group	%	17	17	29	33	14%
Nationalities present in Board	Group	#	1	1	1	1	0%
Independent members of Board	Group	#	4	4	5	4	-20%
Electricity consumption	Group	MWh	2,123	2,501	3,250	4,186	29%
Fuel consumption	Group	1,000 l	12,894	14,140	25,589	29,072	14%
Flight miles	Group	1,000 km	9,980	3,549	8,034	6,780	-16%
CO_2 emissions related to flights	Group	tons	1 115	385	878	879	0%
Share of electronic trucks sold	Group	%				1.2	
Electricity rate (MWh/revenue)	Group	%			3.2	2.8	-11%
Renewable energy share	Group	%	0	0	0	0	0%
Articulated haulers	Group	#		3	16	14	-13%
Engines	Group	#		15	38	22	-42%
Gearboxes	Group	#		19	50	35	-30%
Other components	Group	#		45	158	145	-8%
Incineration	Group	%			28	26	-7%
Tires	Group	%			26	22	-15%
Metal	Group	%			10	10	0%
Oil	Group	%			10	14	40%
Plastic	Group	%			9	9	0%
Carton	Group	%			7	8	14%
LED batteries	Group	%			7	7	0%
Paper	Group	%			1	2	100%
Glass	Group	%			1	1	0%
Wood	Group	%			1	1	0%
Electronic waste	Group	%			<1	<1	0%
Fluorescent lamps	Group	%			<1	<1	0%

KPI Index, cont.

Indicator	Market	Unit	2019	2020	2021	2022	2022 vs. 2021 YoY
Lost Time Injury Frequency Rate	Ru/CIS	#			2	19.11	856%
Accidents at work (minor)	Group	#	1	1	24	50	108%
Accidents at work (major)	Group	#	4	3	5	16	220%
Fatalities	Group	#	0	0	0	1	100%
Personal protective equipment	Ru/CIS	MRUB	28.2	27.1	42.8	45.5	6%
ISO 45001 Certification	Ru/CIS	Y/N	Y	Y	Y	Y	
ISO 14001 Certification	Ru/CIS	Y/N	Y	Y	Y	Y	
ISO 9001 Certification	Ru/CIS	Y/N	Y	Y	Y	Y	
Internal HSE inspections	Ru/CIS	#	52	15	72	113	57%
Number of violations discovered	Ru/CIS	#	618	315	855	1,071	25%
Number of violations closed on time	Ru/CIS	%	60	67	100	95	-5%
Safety walks	Ru/CIS	#	1,480	655	1,104	1,208	9%
Near-miss	Ru/CIS	#	169	48	129	114	-12%
Closed Near-miss reportings	Ru/CIS	%	0	-1	1	1	0%
Near-miss frequency rate	Ru/CIS	#			9	8	-11%
Safety training	Group	hrs	9,344	4,282	6,810	33,644	394%
Anti-corruption training	Group	hrs	1,239	1,556	1,930	2,302	19%
Anti-corruption training/employee	Group	hrs/#	1.04	1.06	1.08	1.14	6%
Reported whistle-blower incidents	Group	#	1	2	2	4	107%
Whistle-blower incidents which led to action	Group	#	1	0	1	0	-100%
Number of employees at end of year	Group	#	1,189	1,469	1,791	1,842	3%
Employee turnover	Group	%	13	15	14	15	7%
Average age of employees at end of year	Group	#	37	39	39	39	0%
Proportion of female/male employees	Group	%	13	10	13	15	15%
Proportion of female/male employees in executive management	Group	%	11	16	15	20	33%
Proportion of female/male employees in management	Group	%	11	17	20	20	0%
Nationalities in workforce	Group	#	7	19	20	23	15%
Diversity (employees of diverse backgrounds/average total headcount)	Group	%			21	24	14%
Vacancies announced internally in year	Group	%	88	93	93	90	-3%
Vacancies filled internally in year	Group	%	60	20	25	20	-20%
Internal promotions made in year	Group	#	268	187	273	148	-46%
Training hours provided in year	Group	hrs	56,954	49,761	61,027	57,227	-6%
Total training hours per Employee	Group	h/#	48	34	34	36	6%
Work-related serious accidents or fatalities in year	Group	#	4	3	5	7	40%
Sick-days in year	Group	#	3,097	7,189	10,502	18,797	79%
Average number of sick-days per employee	Group	#	2.6	4.9	5.9	10.3	75%
Number of partners that signed a Code of Conduct	Group	#			4	5	25%
Number of partners that signed a policy on Human Rights	Group	#			4	4	0%
Share of sustainable offerings sold	Group	%			0.95	4.63	387%