



Sustainability Report
2021



tempcon

FORWARD AS ONE

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Introduction

Tempcon Group AB are specialists in temperature-controlled logistics. The Group comprises of various entrepreneurial companies who together provide added value to their customers through secure, climate-smart logistics solutions for a sustainable future.

Our brand is one of the most important strategic assets we have and is therefore entirely central to everything and everyone associated with us with the aim of nurturing and building our common brand. It is about living up to the expectations and associations that we want customers to have when they think of or interact with Tempcon. Short organisational decision paths, flexible solutions, a strong local presence and commitment to local development are fundamental for us if we are to succeed, where sustainability issues are an important part of our strategy.

Vision

Together for a sustainable future.

Mission

We are specialists in temperature-controlled logistics. We offer customized, climate-efficient logistics solutions for a sustainable future.

Position

Our goal position is to be the leading provider of refrigeration logistics in the Nordic region and thus become the natural first choice of logistics partner for producers, wholesalers, and the grocery trade. Our subsidiaries' good and long customer relationships form the basis for our journey of continuous development and growth. Our aim is to grow both organically and through strategic acquisitions that complement and develop the existing customer offering.





About the Group

The Tempcon Group was established in 2016 and by 2018 expansion plans were already underway. Today the Group comprises of 15 subsidiaries.

Tempcon and its subsidiaries offer services primarily in three areas: transport, warehousing and terminal operations and 3PL with operations throughout the entire value chain from producer to consumer. The Group has grown from SEK 600 M to present day SEK 2 400 M through the acquisition of strong established players in combination with organic growth. Tempcon is owned by the subsidiary founders, management and Accent Equity, which is the majority owner.

Market position

The Tempcon Group is the largest in Sweden operating in temperate transport. The Group is nationwide

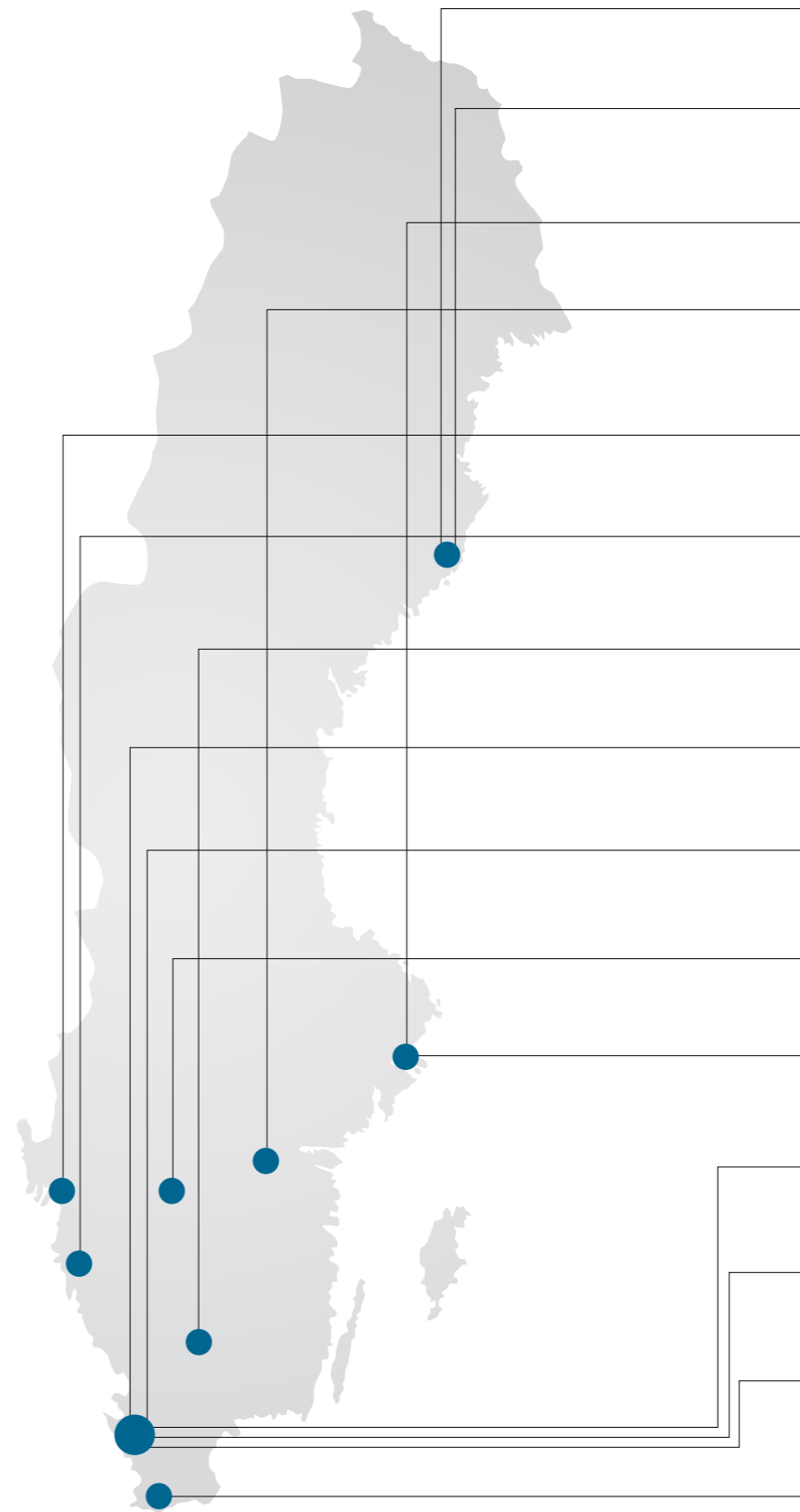
primarily through its own strong presence but also through strategic collaborations. In addition to a strong domestic position, the Group also operates in neighbouring countries of Denmark, Norway, Finland and the Baltics, as well as the BeNeLux countries. Main commodities are food, as well as transporting flowers, dry goods and medicines. The customers consist of a broad mix from the largest players in the grocery trade and food production to local entrepreneurs and industry in general.

The Groups strategic objective

The overall strategic objective of the Group is to become the leading partner in temperature-controlled logistics in the Nordic region. This will be achieved through generating added value for our customers using secure, sustainable and climate-efficient logistics solutions.

We achieve this by

- Offering a creative partnership in temperature-controlled food logistics that exceeds customers' expectations of sustainable and value-generating logistics solutions.
- Meeting the total needs of the customers by offering the most complete range of services in temperature-controlled logistics with strategically located cold and freezer warehouses, terminals and well-developed long distance and distribution traffic.
- Together with the customer, develop digitized services and take advantage of new technological innovations.
- Promoting a Group brand with a common sales organisation where the brand of the subsidiaries coexists with that of the Group.
- Taking advantage of economies of scale and synergies through close collaborations between subsidiaries.
- Continuing to grow profitably through organic growth as well as through acquisitions.
- Maintaining advanced support functions in production, finance, IT, management systems and communication that facilitate the subsidiaries so that they can focus on their core business in a professional environment.
- Building an organization and brand that stand for our values; Commitment, Credibility, Together.



Our values

Commitment

We seek solutions and act according to sound values. In every situation that may arise, we must show our commitment and face the consequences of our shortcomings. We know that everything can be improved and developed further when we work together. Which is why we engage each other in decisions and do our utmost to find solutions that involve continuous improvement.

Credibility

We must maintain correct and professional behaviour in all situations, as well as employing good and reliable systems with efficient routines so that our customers can, at all times, rely on us to keep what we have promised. We must ensure that we have competent, well-trained and committed staff. This we achieve through providing continuous development opportunities as we are aware that our success depends on the diversity and competence of our knowledgeable employees.

Together

Our corporate culture shall be based on collaboration where we combine our respective companies and the diverse knowledge, experiences and roles of their employees to form a strong unit. We will always strive to collaborate internally as well as with our customers so that we can grow together and work for open and transparent mutual expectations.

With commitment and credibility we success together

When we now look back at 2021 and sum up the year, we can say that it has been a very intense year for Tempcon with continued strong growth. We have welcomed four new companies that add new skills, new business and increased geographical coverage to the Tempcon family. At the same time, it has not escaped anyone's attention that this year has also been a special year with the ongoing pandemic that has affected everyone's everyday life. Of course, we in the transport industry have also been affected as have so many other businesses during this time. However, we can be proud that during the entire pandemic we have carried out our missions in a satisfactory manner. We have been fully operational and have managed to maintain our quality despite difficult circumstances in the form of shut-downs, sharp volume fluctuations and driver shortages. We have also continued to work with our development, so we are able to offer many customized solutions

based on our customers' requirements and needs. In the wake of the pandemic, we have been hit by a number of cost-driving factors that are beyond our control. The shortage of drivers in Sweden and Europe drives staff costs upwards at the same time as vehicle costs increase due to long delivery times for new vehicles, which means that we are forced to continue using the older fleet longer than planned. This leads to increased costs for, among other things, service and maintenance. We have also noted that service costs have themselves increased due to the difficulty in obtaining certain spare parts because of component shortages. In addition, we are also facing major price increases on virtually all fuels such as diesel, HVO, LBG, RME as well as electricity. The latter became very apparent at the end of the year. To meet these challenges, we work together to constantly improve our productivity by utilizing the vast knowledge that exists within the Group.



Working environment

Staff are our most important resource, and much energy goes into developing a business that is dynamic, flexible and evolving for both the organization as well as the individual. The importance of being an attractive employer cannot be overestimated and is as much about retaining skills as attracting new employees. In order to obtain a measure of the situation within the Group, we conducted a joint employee survey in the spring. This showed us clearly how we should prioritize many issues in the future and has been followed up during the latter part of the year. At the same time, our systematic approach to the working environment takes place every day, around the clock, at all our terminals and hauliers and is a natural part of everyday life. We will continue to see work environment legislation as the minimum level for our business.

Sustainability

We at Tempcon have a holistic approach to sustainability issues with a strong focus on the environment. With deep knowledge and the ability to invest, we are constantly taking steps towards a more sustainable business. Last year, we were able to present one of Sweden's first CO₂-positive terminals, which this year was followed up by also offering CO₂-neutral transports. We offer the market fossil-free transport through 100 percent renewable fuels and transport with gas-powered vehicles that are mainly powered by renewable biogas, which greatly reduces CO₂ emissions. Since 2020, we also have fully electrified transports, a business that we will now expand further. Incorporating the Group's values, we see great commitment from all our companies and operations not least in the daily operation where challenges become exclamation marks every day. We build credibility by keeping what we promise to all our stakeholders such as customers, employees, suppliers, owners and more. During the latter part of the year, we have worked on some challenging projects and have really seen the value of working together. All in all, this makes me very happy and proud because then I know we are on the right track.

"Our journey of growth will continue with our customers, and we shall remain sensitive to their wishes and needs."

Growth

Several of our companies and operations can look back on a very good year and a good financial development, which is both gratifying and positive. At the same time, we can see that some of our companies experience challenges and to meet these we have initiated intensive changes to the organisation that we hope will lead to a more stable development of these companies. This year we have also signed several new major customer agreements which contribute to continued strong organic growth. Our journey of growth will continue with our customers, and we shall remain sensitive to their wishes and needs whilst using our common resources to develop our customer offering and expand into new business.

Future

Severe cost increases that we have witnessed in 2021 will probably follow the industry in the future and mean that we must use our resources in an even more optimal way. At the same time, we now have a total package that few, if any, on the market can match. We will take advantage of this in the coming years and further improve our business. Thanks to a stable and sustainable economy, we are well-equipped to grow our operations where collaboration makes us stronger and more efficient. Using this as a foundation we are able to work with our sustainability goals together with our customers and suppliers. The high acquisition rate the Group has maintained over the last few years is unlikely to be maintained in the near future but that does not mean the Group is complete. Tempcon is still a young Group and whilst we are looking at acquiring our next company in the Nordic region, we are strongly focused on coordinating current operations and companies. These two activities run parallel. With commitment and credibility, we will succeed together!



Christian Hallberg
Group CEO

Work environment and safety

A safe and healthy work environment is one of the most important strategic issues for the Tempcon Group. The aim of the work we do in this area is concentrated on establishing a physically, psychologically, and socially sound workplace which develops over time for the benefit of the Group, its subsidiaries and all employees and where work related injuries and ill-health are prevented.

Incorporating changes and rationalising operations should never impact negatively on the work environment. Tempcon and those who are employed in the Group's subsidiaries shall together regularly evaluate how the Group is performing regarding the work environment with the aim of achieving steady and consistent progress in the daily work environment. We do this by constantly assessing and addressing risks that affect the Group and its subsidiaries, our employees, our work environment, and other stakeholders, and by engaging and encouraging all staff to work together for continuous improvement.

The necessities of the work must, as far as possible, be adapted to the human conditions in both physical and mental terms. Activities that improve the work environment have a positive impact on both the individual and Tempcon.

The long terms goals to develop the work environment is to achieve a durable and efficient organisation which at the same time reinforces good physical and mental health. The aim is to provide a sense of well-being and job satisfaction for all employees which in turn will prevent accidents from occurring.

Throughout its operations, the Tempcon Group is strongly focused on road safety. We are committed to realising important road safety goals for the individual as well as for the company and society as a whole. The employees and subcontractors hired by us must behave in an exemplary manner in traffic, follow the laws and regulations relating to speed, driving and rest times, other traffic behaviour, the vehicle's safety status while, at the same time, have zero tolerance for alcohol and drug use.



Within Tempcon Group, gender equality means that:

- Tempcon must actively work for an even gender distribution throughout the Group in all positions.
- Differences between women and men that can only be explained by gender must be addressed.
- Differences based solely on ethnicity, religion or other beliefs, disability, transgender identity or expression, sexual orientation or age must be addressed.
- Working conditions, workplaces and work organization must be organized so that it is suitable for all employees.
- Both women and men must be able to combine work with parenthood.
- Women and men must have equal pay for equal work.
- The views, experiences and skills of women and men must be valued equally.
- Everyone should have the same opportunities for employment, education and promotion.
- All Group companies must document all the measures they take against discrimination.
- Each Group company must conduct an annual salary survey to ascertain, remedy and prevent unjustified differences in salary and other terms of employment between women and men.
- No employee should be subjected to sexual harassment or be harassed because a report of gender discrimination has been made.

Gender Equality Policy

The Tempcon Group will work actively with gender equality which will permeate the entire Group and must be seen as a natural part of the daily work. The work conducted within Tempcon means that women and men must have the same opportunities, rights and obligations. We shall strive for women and men to be treated equally and strive for an equal distribution of women and men at all departments, functions and levels. With this in mind we must also work for equal opportunities, rights and obligations regardless of ethnicity, religion or other beliefs, disability, transgender identity or expression, sexual orientation or age. Tempcon shall be seen as an inclusive role model as a workplace and business partner in all issues relating to gender equality.

It is the role and responsibility of management to ensure that the Group is working towards goal-oriented gender equality. Each manager is responsible for monitoring and ensuring that gender equality activities are ongoing in the daily work.

Managers are also responsible for documenting which active measures are implemented whilst everyone in the Tempcon Group has a joint responsibility for establishing an equal workplace.

Road safety

Our transports must always be carried out in a traffic-safe and reliable manner, and it is our 100 percent goal to prevent accidents. We will work with proactive traffic safety training to cultivate credibility and understanding among employees, customers and the general public.

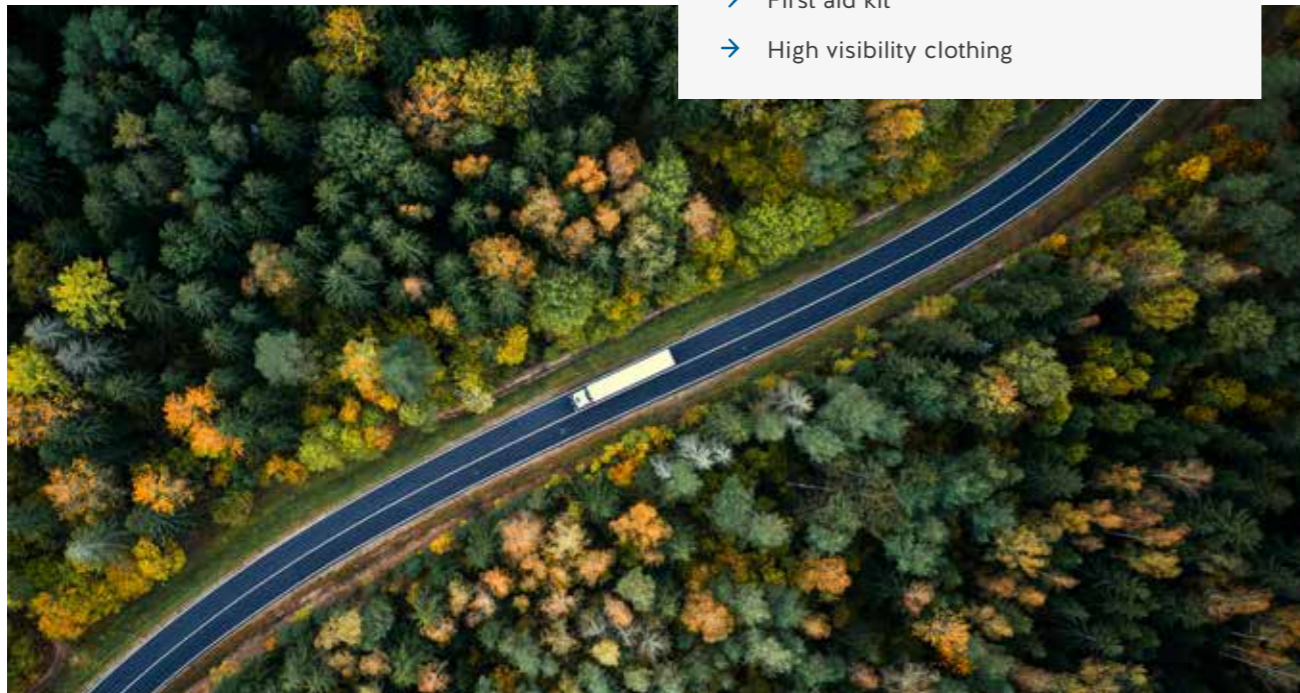
Guidelines

We will work with guidelines and routines that ensure traffic safety as well as improve, among other things, self-control for:

- Speed.
- Alcohol and drugs.
- Driving and rest times for drivers employed by the Group.
- Use of seat belt.
- Use of hands-free for phone calls.

We shall also work with steady improvements through regular inspections and service of our vehicles and placing demands on traffic safety when acquiring new vehicles.

All employees must always take the greatest possible consideration of other road users, lead by example and adapt their speed to the prevailing traffic and road situation.



We will

- Ensure that 100 percent of all drivers use seat belts in all situations.
- When procuring transport services, take into consideration to which extent the following safety equipment is installed in the haulier's fleet.

The following equipment must be present in as close to 100 percent (at least 90 percent) as possible of the hauliers fleet

- Alcohol Interlock
- Seatbelt reminder
- Fire extinguisher
- Fire blanket
- First aid kit
- High visibility clothing

Code of conduct in brief

Together at the Tempcon Group we cultivate added value for the customer through secure, climate-smart logistics solutions for a sustainable future. To achieve this, it is important that we work actively with good business ethics based on a common set of values and a set of ethical rules. Tempcon places demands on both employees and business partners to comply with the company's policy, values and ethical rules.



- We abide by laws, rules and good practice.
- We do not accept any form of bribery, extortion or corruption.
- We behave correctly and professionally in all situations.
- We work for diversity and equal opportunities.
- We have zero tolerance for discrimination.
- We have a workplace characterized by respect and sensitivity.
- We work for a safe and healthy work environment.
- Our leaders and employees must lead by example.
- We will conduct operations so that negative environmental impact is limited as far as possible.
- We behave as good ambassadors for the Group.

Anti-corruption

The Tempcon Group has defined corruption as an abuse of trust, power or position for improper gain. Corruption includes taking and giving bribes.

Extent

Tempcon's policy on corruption covers all employees, including secondary, as well as consultants and all operations financed through Tempcon or the Group's subsidiaries.

All employees must be aware that Sweden has made commitments to counter corruption in accordance with international conventions, for example through the UN Convention against Corruption. Every manager is obliged to inform external partners, such as collaborators and consultants, about this policy.

Corruption opportunities must be highlighted at all levels within the Tempcon Group through risk analyses, as well as throughout all administration processes including recruitment, strategy, planning and follow-ups. The occurrence of corruption is usually detected when someone reacts to warning signs. These signals are often subtle and difficult to interpret, which is why it is important that they are investigated by more than one person.

Reporting

An employee that suspects corruption is obliged to report this to their immediate manager or to another manager whom the employee trusts. The person who receives the information must, in consultation with the CEO and other managers who have HR responsibility, decide what steps need to be taken.

Environmental policy

We shall develop, offer and conduct transports with the least possible impact on the environment. The company's operations will be carried out to ensure that negative environmental impact, as far as is practically and economically tenable, is limited and that from an overall perspective, maintain good resource management, including an eco-cycle view, in all operations.

We must achieve or exceed legal requirements and other demands that affect the business. We will actively work towards improving awareness of environmental issues among our employees and introduce a purchasing plan that will endeavour to minimise the environmental impact from vehicles, engines, fuel and chemicals.

We will seek collaboration in environmental issues with suppliers as well as with customers and highlight the importance of this issue in procurements. In addition, the company will establish an environmental management system that supports efficiency and continuous improvement from both an environmental as well as business economic perspective. All employees are encouraged to work so that the impact on the environment is minimised. Our driving itineraries must be designed to allow an environmentally friendly driving style. We must maintain a level of knowledge and behaviour in the field of environmental awareness so that the Tempcon Group can remain in the forefront of its industry.

Tempcon's subsidiary part of a large rollout of electrified road transport

Attaining our goal of having a fossil-free vehicle fleet by 2030 means major steps need to be taken if this is to be achieved. Many customers, and the businesses themselves, demand a fossil-free environment as early as 2025. Up until today, renewable fuels have been almost the only alternative to achieving the goal of transitioning to climate neutrality, but now the State together with several leading industrial companies are heavily involved in electrification of heavy transports. One of the participants in the project is Tempcon's subsidiary Tommy Nordbergh Åkeri.

Conversion to an electrified freight transport system is one important step among several others towards a sustainable society. Collaboration between State and industry takes the form of a SEK 400 M support package to the two projects Reel and E-Charge. These investments take place via the Vehicle Strategic Research and Innovation (FFI) program.

- This financing accelerates the transition to sustainable road transport and has an immediate impact on emissions. A gratifying receipt that shows the importance of collaboration and the automotive industry's role for socially beneficial solutions, says Malin Persson, Chairman of the Board of FFI.

Tommy Nordbergh Åkeri will be part of the E-Charge project which aims to develop battery-electric prototype trucks that can handle the really long-distance transports, ie daily driving distances longer than 50 km. The vehicles will then be tested in a couple of major logistics routes between our largest cities and will be recharged with high-power charging during the driver's rest periods. The project aims to combine advances in several thematic areas involving research on an integrated system with



the objective of gaining knowledge and understanding of how electrification of long-distance transport can affect larger systems such as logistics and electrical systems.

- This project will involve using the largest trucks powered only by electricity, which just a few years ago would have been considered completely impossible. This shows how fast we are progressing towards being fossil-free in the transport area, says the Swedish Energy Agency's Director General Robert Andrén. He also emphasizes that the project will systematically provide useful information to the government's appointed Electrification Commission. Both projects will start immediately and run until 2024 and are an important step towards achieving a national electrified freight transport system.

Facts about E-Charge

- In the E-Charge project, Scania and the Volvo Group collaborate with ABB, Circle K and OKQ8. The project also involves ICA Sverige AB, Tommy Nordbergh Åkeri, Vattenfall and other energy companies and grid owners as well as DB Schenker.
- The Swedish Electromobility Centre (SEC) is an external research partner and Lindholmen Science Park is responsible for coordinating the project.
- The FFI programme will invest SEK 102 M with further financing from project parties in the form of SEK 113 M.
- Governmental authorities - The Swedish Energy Agency, the Swedish Transport Administration and Vinnova also contribute with financing, case expertise, system perspectives and synchronization of R&D support and infrastructure measures.

Tempcon's latest, 100 percent electrified car owned by Tommy Nordbergh Åkeri.



Materiality analysis and risk assessment 2022

The Tempcon Group's stakeholders are all those who to a high degree can affect or be affected by our operations. We have conducted analyses from an economic, ecological and social perspective focusing on those we consider to be our most important stakeholders such as owners, customers, employees, suppliers, authorities and society at large.

The aim of the materiality analysis was to rank the sustainability aspects and identify those that are most important to us. In the analysis, the stakeholders were combined with an assessment of how each aspect affects Tempcon's operations and society as a whole. The assessment was conducted based on the management system's stakeholder requirements analysis. The results of the materiality analysis are presented in the diagram on the next page. The aspects that were identified as most important form the basis for focus areas within our work with sustainability.

Ability

A top priority issue and a great opportunity for Tempcon is to develop our customer offering based on the experience and broad competence that exists within the Group. By coordinating our production and finding synergy effects between the subsidiaries, we can strengthen our offering to the market based on priority areas for us and our customers. To facilitate the work, there are our common support functions and IT solutions that have been developed in recent years contributing to increased digitization.

Tempcon's high environmental profile is an important and significant opportunity for the Group and will also continue to be developed and transparent. To this end we will increase the use of gas vehicles, electric trucks, environmentally friendly refrigerants and not least our own fossil-free energy production where possible. Environmental issues are, and always have been, high priorities both for both ourselves and for our customers.

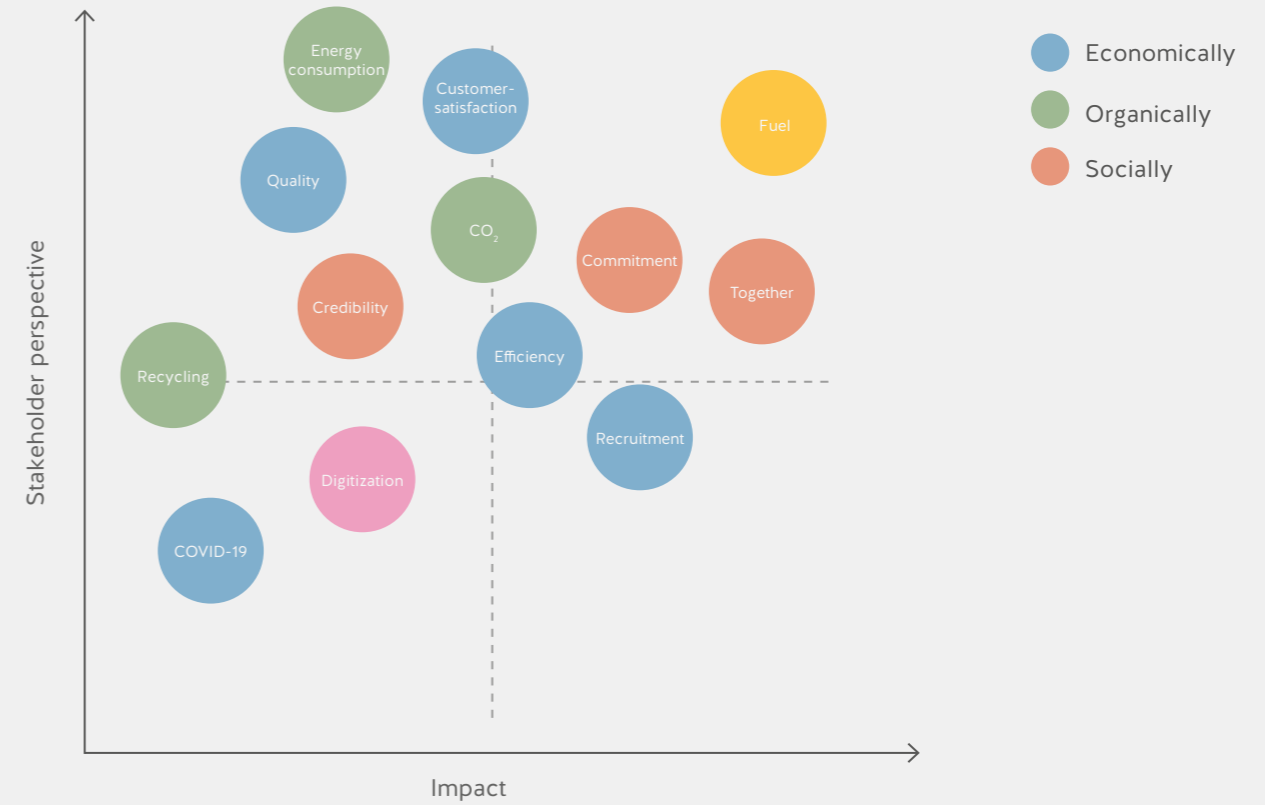
Risk

In 2021, we experienced sharply increased fuel prices that grew considerably towards the end of the year. Price levels will be of crucial importance for our future operations. We are also experiencing concern in the extremely long delivery times for new vehicles which to some extent is based on component shortages as a consequence of the pandemic, for example. The pandemic will continue to affect our operations in the coming years, but now, after two years we have learned to deal with the ramifications and view the risk as being not as great as in previous years. The very uneven flow variations caused by the pandemic are amplified during certain periods with the more traditional seasonal variations which are to be seen as a risk factor for our business.

A shortage of drivers is great throughout Europe as is so in Sweden. The inability to recruit the right skills and a sufficient number of employees is a risk factor which also applies to other professional groups such as traffic managers. If we are to attract new employees and retain existing staff, we must continue to develop our business, to be dynamic and flexible and adaptable to new demands in the labour market.

To offer a credible range of services, we must minimize our quality deviations. If we fail here, there is a strong risk that we will stagnate in our growth and, in the worst of scenarios, experience negative growth. This is a risk that we must address by ensuring the quality of our work at all levels while developing both services and our service. Otherwise, we risk losing shares in the market.

Other influences that may also have a negative effect on the companies within the Group which can result in major financial consequences, includes a lack of pallet handling. We manage our risks in the management system.



Focus Areas 2022

Quality

Increased customer satisfaction through relevant and target group-adapted communication as well as the best management system in the industry.

The quality of our business shall make it the obvious choice when freight buyers choose a carrier and logistics partner, which we achieve through a committed, competent and well-trained staff in combination with a modern vehicle fleet.

Our customers' goods will be handled in accordance with the instructions we receive, while at the same time following the rules and regulations issued by the authorities. We will strive to the utmost to provide, and quality assure a service that exceeds the customer's expectations. If we are to succeed in this it is paramount that we continue to develop our customer offering and ensure as high a level of service as possible. Our efforts must be guided by the wants and needs of our customers, what is economically reasonable, safety-appropriate, technically possible and has the least environmental impact.

It is the task of all employees, with the aim of positioning Tempcon as a

leading business partner in temperature-regulated logistics, to focus on continuous quality improvements. The Group and twelve of the fifteen subsidiaries are certified in accordance with management systems for quality (ISO 9001), environment (ISO 14001), traffic safety (ISO 39001) and food safety (ISO 22000). We also work according to the principles of ISO 26000 (Social Responsibility) and ISO 27001 (Information Security).

Customer satisfaction surveys are conducted continuously throughout the year which then form the basis for our work in developing and improving our business performance. Much progress has been made in our internal as well as external communication which is clearly visible in how we routinely update our website and is totally reflected in the English version. This also applies to the subsidiaries' websites as well as the unbroken flow of news in our social media channels.

Business ethics

Sound and long-term financial improvement with the highest ethical, moral and legal requirements.

Within the Group, corruption is zero and will continue to be so.

To ensure compliance we have established common guidelines

in the form of a Code of Conduct, business policies and a personnel handbook that has been adopted throughout the Group and is updated regularly.

Global goals

We embrace the global goals towards a better world by 2030.



Environment

Reduced environmental impact through reduced CO₂ emissions and energy-efficient terminals.

The Tempcon Group is working towards the climate goal of 2030, which states that greenhouse gas emissions from Sweden's domestic transport will be reduced by 70 percent between 2010 and 2030.

We and our subsidiaries will attain this goal by introducing a fossil-free vehicle fleet and by streamlining transports and driving style of the drivers.

We will evolve, offer and conduct transports which have the least possible impact on the environment. The operations of the Group and its subsidiaries will be conducted so that negative environmental impact, as far as is practically and financially defensible, is limited and that an overall good resource management is observed in the operations. This also includes eco-cycle thinking.

Today a large portion of our operations are run on more environmentally friendly fuels such as LBG, LNG, HVO and RME. This year alone, several gas trucks have been acquired and investment in heavy, fully electrical

A safe and healthy work environment is an important strategic issue for the entire Group.

The aim of the work we do in the working environment is concentrated on establishing a physically, psychologically, and socially sound workplace which develops over time for the benefit of the Group, its subsidiaries and all employees and where work related injuries and ill-health

trucks continues with a further vehicle brought into operation at the end of the year. We follow developments closely and will continue to be at the forefront of these issues.

Tyres, corrugated cardboard, plastics and scrap metal are just some of the waste products we recycle today, but it is our ambition to expand into additional categories in the coming years.

Additional photovoltaic systems have been added to our terminals in Uddevalla and Västberga during the year and more are planned. This is to further reduce our energy consumption.

We continue to adapt our refrigerants in warehouses and terminals to reduce our energy consumption and environmental impact.

We constantly monitor and measure our emissions so that we know precisely where the greatest impact on reducing greenhouse emissions can be gained.

are prevented. We see every case of work-related ill health as a failure.

From a professional perspective, all issues relating to employees and the work environment continued to advance during the year. In the spring, an extensive survey was sent to all employees in all companies which provided important information for how we progress with developing the work environment.

Hydrogen powering the vehicles of the future

Emissions from transports on our roads will be greatly reduced in the coming years and we at Tempcon are focused on alternative fuels, gas trucks as well as electric trucks. An area that is under discussion generally is hydrogen, which is also of great interest to us, even if this solution lies a few years ahead in time. Hydrogen is regarded by many as being a very important complement to electric power for example, especially in terms of longer transports.

Vehicle manufacturers that we in Europe are not so used to seeing as manufacturers of heavier trucks, such as Hyundai and Toyota, have projects that are in advanced stages. Hyundai has promised 1 600 hydrogen cars will be in operation in Switzerland by 2025, whilst at the same time Toyota in collaboration with Kenworth are now testing hydrogen-powered trucks in a number of places including Los Angeles.

But even closer to us, hydrogen is making progress. Last year, the Norwegian food wholesaler Asko put four hydrogen-powered distribution trucks into operation supplied by Scania. These trucks have a gross weight of 26 tonnes and have undergone extensive rebuilds to adapt them to hydrogen operation. The internal combustion engine has been replaced with a 90 kW fuel cell stack, a 56 kWh lithium-ion battery and storage for 33 kilos of hydrogen. The estimated range is between 400 and 500 kilometres.

Many of our other European truck manufacturers have in recent years also initiated various development projects and collaborations. As recently as December last year, the H2Accelerate was presented, which is a collaboration

between the Volvo Group, Daimler Truck AG, IVECO, OMV and Shell. These companies are committed to working together to establishing the right conditions for the introduction of large-scale hydrogen trucks in Europe and they have set themselves a tough goal: already by the second half of the 20s, they want to see over 10 000 hydrogen-powered vehicles on our European roads.

The Volvo Group and Daimler Truck AG have continued their collaboration and during last year they officially presented the basic features of their cellcentric development plan. This is their new joint venture into the field of fuel cells and is based on a commitment to accelerate the use of hydrogen-based fuel cells for use in areas such as long-distance transport vehicles with a planned production start in 2025.

What is often highlighted by vehicle manufacturers and other stakeholders is that a common political framework for hydrogen must be established in the EU, so that the technology can become a commercially viable solution. It is about everything from infrastructure for petrol stations to tax rates.

But what is hydrogen? Hydrogen, can be stored, used in transports, and provide renewable energy from, for example, solar and wind. By using hydrogen together with fuel cell technology, the result is exhaust-free vehicles where the only emission is clean water.

Hydrogen gas consists of two hydrogen atoms with the chemical designation H₂. Hydrogen is both the most common and the lightest element and at room temperature and under normal pressure, hydrogen is gaseous. Energy density is high per unit mass, but low per unit volume. The latter making it challenging to store and transport efficiently. The most common ways to store hydrogen are either in compressed form at 200-700 bar or in liquid form, which is achieved at minus 253 degrees Celsius.

Hydrogen is also an energy carrier just like electricity. This means that it is not a primary energy source but can be used to store, transport, and provide energy. This offers great flexibility as hydrogen can be produced from all types of energy sources and then used as energy in fuel cells. A fuel cell is an energy converter that can convert the chemical energy of hydrogen into electricity to power an electric motor for example.



New gas trucks on the roll

According to the Paris Agreement, we will have a fossil-free vehicle fleet by 2030, however many of our customers are already demanding that this goal be achieved by 2025. We at the Tempcon Group have always prioritised environmental issues and are aware that we can achieve a lot on our own but if we work together with our customers we can accomplish even more. An important step in achieving our stated goal is through utilizing alternative fuels. Today, LNG (Liquefied natural gas) and LBG (liquefied biogas) are taking us closer towards sustainable transport.

During the year, Tempcon Ljungby started traffic services for one of Sweden's largest grocery wholesalers transporting goods between Helsingborg and Linköping using three gas vehicles. Mörarps Frystransporter has also invested in a gas vehicle in the form of a Volvo, which has a 3.90-metre-long wheelbase necessary to accommodate the large gas tank, and with a range of 700 kilometres. The vehicle will be run on two shifts, seven days a week for up to 17 hours a day and slightly less at weekends. The gas vehicle will operate on a local loop in the area around Helsingborg collecting, in the main, fruit and vegetables from various external warehouses and transporting them to the cargo terminal of one of Sweden's major grocery wholesalers. The long trailer from VAK rationalises driving as it reduces the number of units that need to be loaded and unloaded from two to one.

Some facts about gas

- LNG (Liquefied natural gas) is a fossil gas that is extracted from the ground. Once cooled to about minus 161° C it turns into a liquid and becomes LNG. In frozen form, the fuel takes up significantly less space making it possible to transport considerably larger amounts, which in turn increases the range.
- Another alternative is BioLNG (LBG), which is a renewable fuel that is essentially liquid biogas. This fuel is produced from organic waste that has been digested and forms a gas and once frozen can be handled in the same way as LNG.

Today's technology means it is now possible to achieve the same performance from a gas vehicle to that of a diesel engine. One of the most important benefits of using gas is the reduction of CO₂ emissions; with LNG, the reduction equates to an immediate drop of about 20 percent and with LBG, this can be as much as 100 percent. At Tempcon, we see the incorporation of gas trucks as an important part of achieving our environmental goals. By using gas and other alternative fuels, we contribute to building a transport system that has a significantly lower environmental impact. An important step on the way to becoming the leading logistics company in the Nordic region in terms of temperature-controlled goods.





Volatile year but continued stable development

2021 has been a year in which the Corona pandemic has continued to characterize our everyday lives bringing with it sharp fluctuations in volumes based on original forecasts. This has meant we have needed to be quick off the mark and flexible in managing each situation – which is normal for us. However, I am glad to say, this would not have been possible if our staff had not stepped up to the mark the way they have done. During the last few years, we have acquired a few major assignments per year and so also this year. In addition to scheduled traffic services between Skåne and Östergötland for one of the larger grocery wholesalers, we now provide traffic for Svenska Retursystem, SRS, which covers the entire southern part of Sweden. These assignments also benefit several of our sister companies. Over the last few years, we have steadily increased our turnover, which is also reflected in this year's figures and have now almost reached one billion SEK.

Working environment

Activities relating to the working environment are ongoing and remain high on the agenda for us at Tommy Nordbergh Åkeri. If our employees are not satisfied, we will not achieve the results we do and would not see the commitment that they have shown during these last couple of tough pandemic years. This year we have devoted much time and resources so that the staff can follow the current and unpredictable guidelines that have been issued. Consequently, those who can work from home have done so on a rolling every second week schedule. We would have preferred to have all the staff working in the office at the same time, but this has not been possible.

Sustainability

Tommy Nordbergh Åkeri has always been at the forefront in adopting alternative fuel solutions and we continue to do so even this year. One of our new assignments will involve vehicles powered 100 percent on gas, LBG. The electric vehicle we have in operation in Helsingborg has also shown during the year that it works well in its assigned role. Based on this experience we shall continue in 2022 to invest in additional electric vehicles. We keep ourselves updated on the latest fuel alternatives available on the market and thanks to our experience and knowledge in this field we have now joined the E-charge programme. This is a research project involving a wide range of organizations, companies, universities and others focused on developing proposals relating to charging station infrastructure and electric vehicles to facilitate future heavy transports. We are very much looking forward to being part of this programme in the coming years. At the same time, this past year has entailed rampant fuel costs. The high price on diesel has been debated extensively, however alternative fuels such as HVO (+25 %), RME (+74 %) and LBG (+ 26 %) have also risen sharply during the year. Compensation for these increases in costs is one of the most important issues for us and the sector as a whole.

Growth

We continue to follow the growth curve of the past years and can look back on a year of good growth. Despite volumes that have risen sharply and dropped equally fast, today we now have a stable growth thanks to close and intensive cooperation with our customers. A lot of energy and resources are put into

providing our existing customers with the service they expect as well as giving them a bit extra so we can maintain our good relationships. It is equally important that we are active and not becoming complacent in our present situation and neglecting the need to constantly look for new customers who complement and develop the flows we have today.

Future

The transport industry is a vital societal factor. Virtually everything that is used and consumed in the home and in industry has, at some point, been transported by trucks. In our case, this involves just about everything in the fridge or freezer. These are always time-critical transports; an area that we have many years' experience of, are good at not just now but also in the future. We will continue to develop our business and it will be even more stimulating together with several new, exciting sister companies. We must be more active and ensure that we have the right resources to grow our market share and at the same time develop our collaboration with existing customers. However, we need to work on solving the sectors' labour shortage which is a constant threat to the industry and at the same time closely follow the situation relating to fuel prices. Despite these threatening clouds, we view the coming years very positively, where we will continue to maintain a high pace and drive development forward with good profitability.



Jonas Råstedt CEO



A restart with new opportunities

During the past year, the company continued to focus on growth, unfortunately it has not been possible to meet the specified goals as the pandemic has made it difficult to visit and meet new customers. Added to this, major costs have also impacted heavily on the company. As we - Erling Andersson Åkeri - became part of the Tempcon Group, responsibility for Tempcon Linköping was transferred to us as we already have existing operations in Linköping. However, Tempcon Linköping remains a separate entity under its old corporate identity number. We have therefore been able, amongst other things, to make use of administrative resources in Skara for operations in Linköping which has allowed us to reduce resources in Linköping to zero. We have a site manager for terminal operations and focus going forward is to get the company back on track as a natural distribution terminal in Tempcon's dense network.

Working environment

As the takeover took place just before the end of the year, we are still learning about the business and the work that has been done in the past, especially in terms of, for example, the working environment. We can see the work that has been done in this area has been very good and it clearly shows that

they have approached it using the annual cycle. We will of course continue with this fine work and develop the working environment for the benefit of our staff so that they will thrive, stay working with us and attracting new employees.

Sustainability

Sustainability issues have long been in focus at Erling Andersson Åkeri and this is of course something we will transfer to Tempcon Linköping. Having looked over the company we can see sustainability has been an area they have worked quite a lot with. We have also received very positive response from Tempcon Linköping's existing and potential customers for our four ISO certifications. With these as a basis we will continue to focus on sustainability and make Tempcon Linköping a role model.

Growth

2021 has been a lost year in terms of growth for the company in the main due to the pandemic which has continued to impact heavily on the company's operations, while fixed costs have remained high.

Future

As a natural step in developing the Tempcon Group, we shall now make a restart with Tempcon Linköping and focus on the core business - distribution and terminal operations. We will rebuild a

sustainable company from ground up with profitable assignments and are convinced that we will benefit from synergy effects with our sister companies within the Tempcon Group. Our goal is to be the best at temperate logistics solutions in Östergötland and Södermanland and we believe in an increase in the number of new customers, and together with them we can rejuvenate the terminal to what it was built for: handling chilled and frozen food.



Stefan Ohlmander CEO



Strong growth thanks to committed staff

The pandemic has also affected much of our operations this year, even though it eased during some periods. For example, in HORECA, we have seen that volumes have increased since the end of Q2, and in some cases are even higher than before the pandemic. At the same time, cross-border trade with Norway started up again even though it was brought to a full stop in December which seems to herald more uncertain times once more. Last year, we were happy to present the best year ever in the company's history in terms of turnover and earnings. We will surpass these figures this year, thanks in part to our structured work approach and fantastic staff.

Working environment

The work environment has always been a priority issue for us, where we care about people and want to have the best conditions for everyone to carry out their work. Through the experience gained from WFH (working from home) during the pandemic, all office staff have double workplaces, one in the office and one at home, and we have drawn up routines that allow us to quickly revert to WFH if and when needed. We also believe that in the future, providing staff with the opportunity to choose to work from home for periods of time is a prerequisite for being considered an attractive employer. This also

applies to holding on to present staff. By offering a more flexible work environment, we can better adapt to the various phases of life and to the needs of the individuals based to a greater extent on personal responsibility.

Sustainability

When we discussed sustainability in the past, it was largely associated with environmental issues. Today, sustainability is a much more holistic concept affecting most areas. We have always prioritised sustainability and maintain a strong focus on environmental issues. During the year, we signed a new agreement with the City of Helsingborg regarding Klimatklivet. This involves us becoming a partner with the municipality to work together towards a more sustainable Helsingborg to achieve a better environment. For many years we have had one of the largest solar panel plants in the city and recently decided that next year it will be expanded to double its size and its production. Our collaboration with Forest Solution continues as the response has been so positive. We have also received much praise for our offer of CO₂-neutral transports, but unfortunately the willingness to pay for that type of transport is not yet as high as the interest generated.

Growth

We continued our strong growth and achieved a turnover in 2021 of

approximately SEK 220 M. This result is based on both existing as well as new customers and strengthened thanks to HORECA and the growth in cross-border trade. However, we are aware that we are coming close to our maximum utilization of existing resources and if we are to continue on our journey to grow and expand, new investments will be necessary.

Future

The future looks very bright as long as we are not hit by a resurgence of the pandemic. We continue to experience great interest in our services from the market and we always strive to meet the needs and requirements of our customers. To adapt our business to new conditions that come with new customers and to continue to develop collaborations in the future we need to expand our capacity. Drawings and land are available, but it has been challenging to get everything in place to start construction during the pandemic. We hope this will be remedied during the first half of 2022. An expansion is also necessary if we are to provide additional offerings in our business and expand together with our customers.



Mats Söderström CEO



I omställningen till ett hållbart samhälle har detta certifikat utfärdats till:

Klimat-Transport & Logistik AB

Klimatkompensationen avser:

**Klimatpositiv livsmedelsterminal
Utsläpp dubbelt kompenserade 2020-21**

I den svenska skogen binds med hjälp av din insats och åtgärd

24 ton CO₂e

Genom dina aktiva val i omställningsarbetet kan behovet att klimatkompensera minska framöver

Detta certifikat avser affärsuppgörelse 2020-10-28. The Forest Solutions projekt uppfyller kraven för ISO 14064-2:2019, validerat och verifieras med ett certifikat och tredjepartsrevision av DNV-GL. Mer info på www.theforestsolution.se



Clearer structures good basis for further development

Structural changes implemented last year in traffic management have led to a clearer focus on distribution operations in Småland and Halland as well as traffic to and from Skåne. This formed the basis for continued development in the business. The company continues to work well delivering a high level of service, which is confirmed by the number of customers who choose to stay. During the year, the company moved to new premises and to highlight this new start, the name was changed in May to Tempcon Ljungby. Adopting a new name and moving to new premises whilst at the same time maintaining a high level of service to the customer has been challenging and only possible thanks to the support and hard work of the staff.

Working environment

The work that began last year to build an organization with competent and motivated employees has continued this year as we see the staff as our most important resource. Of course, the company has continued to work systematically with the working environment, conducting regular safety rounds and viewing all efforts to improve the working environment as a natural part of everyday work. Everyone benefits from a healthy, positive and inclusive work environment. Moving to new premises

provided the opportunity to influence their design and content to optimize the space to benefit the business.

Sustainability

The company has prioritised sustainability with a strong focus on the environment and with this in mind has, during the year, invested in three new trucks powered by LBG, Liquified Biogas. In addition, the company has continued with training courses in economical driving whilst at the same time promoting the use of HVO fuel. Maintenance and service of the vehicles are also important to minimize fuel consumption while ensuring that they are safe in traffic for the drivers.

Growth

Efforts to optimize filling rates and increase volumes have been positive but not quite good enough. The operating year has also been turbulent with skyrocketing fuel prices with continued major repercussions from the pandemic. Both issues have been challenging.

Future

The business is now entering a new phase as the next natural step for the company in the Group is to consolidate our operations with sister companies Klimat-Transport & Logistik and Tommy Nordbergh åkeri. Most of the previous operation, including vehicles and staff,

will from now on be incorporated into Tommy Nordbergh åkeri. Through this amalgamation the Group will be better equipped to make use of the resources available and thus further develop transport and logistics services for temperature-controlled products and with an even clearer focus on the customer.



A year characterized by adjustment and changing conditions

The positive expectations we had for 2021 at the end of last year have unfortunately not been fully realised as the pandemic continued to affect our operations in a way we could not foresee. Volumes have been a roller coaster but never achieved what we regard as normal levels. Border trade with Norway has had the greatest impact whilst at the same time we have seen several other segments move backwards during the year. We have managed this situation by adapting our resources, primarily in terms of vehicles, and continued to streamline our traffic in dialogue with our customers and staff. We have also worked hard to optimize our vehicles by utilising them better and improving filling levels and we have seriously looked over our scheduling. This latter is part to maximize working hours within the framework of the Driving and Rest Time Ordinance and the Road Working Hours Act, and partly to make it easier for staff to manage their individual everyday situations.

Working environment

Employees are our most important resource and we have dedicated much time, commitment and interest into providing a good working environment with the aim of making it harmonious and attractive to staff with the hope they will stay working with us. This past year has placed great demands on flexibility for both company and employees and the need to find the best solutions. We

have also seen how the staff have been very supportive and contributed greatly to how the company has coped during the past year. Had we not had a good working environment, we would probably never have experienced such commitment in managing the workload. It is important that we continue to ensure that our employees are well qualified by providing regular training courses and personal dialogue.

Sustainability

Sustainability is constantly in focus and we notice an increased interest in this field from our customers. That we are certified in four ISO standards (9001, 14001, 22000 and 39001) has been received very positively as has our Fair Transport certification. The work we are doing to modernise our fleet proceeds contributing to reducing our climate footprint and at the same time, we continue to offer our staff training to manage the vehicles so that energy consumption is reduced as much as possible. During the year, we also installed a solar panel system that was commissioned during Q1 and now supplies our terminal with much of the energy required for operations. The facility has well been received by our existing customers sending good signals to those who are not yet customers.

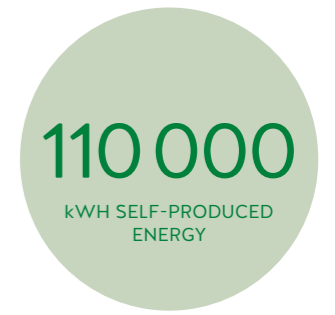
Growth

During the year, we began a number of new collaborations and that, in combination with retaining our

existing customers, has provided us with growth, albeit small, for the company. We are very pleased with this considering the impact the pandemic continues to have. Adapting our vehicles and working with the schedules have also had positive impact on the situation.

Future

Focus on going forward will be to work with controlled growth aimed at the markets fitting our operations. This we will do in parallel with continuing to develop together with our existing customers. We must also be very much aware and cope with rapid cost increases that occur in, for example, the fuel prices and ensure that we receive compensation. We envisage 2022 will be a tough year where we face major challenges in terms of vehicle deliveries, staff shortages and a pandemic that does not seem to be subsiding. However, we are positive about the coming years and thanks to all the hard work we have carried out during the pandemic, we can now feel the strong positive energy that exists in the company which will help us achieve the best results possible.



Peter Lengrell CEO



Good planning saves the earth's resources

2021 was a year that started well with large volumes, much of which, as a result of the pandemic, were placed in stock instead of being consumed. This has continued to greatly affect us during the year. After the summer, we registered a drop in demand for our services as a result of an increase in consumption during the summer combined with increased competition in the local area in the form of several new establishments. With this in mind we have adapted our resources so that we can continue to offer our customers the high level of service they are accustomed to receiving from us. As far as Mörarps Frystransporter are concerned, the year has been very positive with several new assignments which has resulted in an increase of more than 10 new drivers to cope with this growing demand.

Working environment

We are very pleased to report of our continued low staffing turnover. We relate this to everything we have done to improving the working environment and we intend to continue to work in a structured way in this area. Thanks to the implementation last year of incident reporting, we have been able to identify some areas that required attention and were able to remedy them before they caused an accident. We

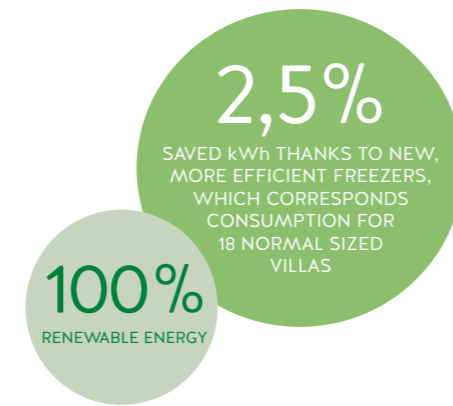
also work with job rotation so that more people can be trained to work in several work areas which in turn leads to less injury, greater flexibility and increased well-being in the workplace.

Sustainability

The new cooling system that we installed last year has delivered better than expected in terms of our energy consumption. We also invested in our first gas truck and an additional four are ordered for the beginning of next year. During the year, we renewed our certifications and are also now certified in KRAV and the EU Ecolabel, which means all three of our facilities in Hyllinge, Mörarp and Kyrkheddinge are approved. Whilst undergoing our renewal certification for KRAV, attention was given to the work we do to save the earth's resources. We do this by maintaining and taking care of the resources we have in the form of trucks, facilities, and vehicles instead of choosing to replace them as soon as something breaks. During the year, we also initiated a project together with the property owner of the facility in Hyllinge to install solar cells on the roof. This supplements the work we do towards sustainability.

Growth

Even though we have experienced a certain decrease during the



last part of the year, the need for freezers is still great. During the year, we acquired several new customers. We also notice that our work with customer-optimized ancillary services such as picking, order handling, customs handling, etc. in combination with our close association with the customer is appreciated and is an important success factor for us.

Future

Even in the future the needs and requirements of our customers will guide our development. Looking back, we now have customers and offer services today that we would never have thought of before. Who are tomorrow's customers and what type of services will we be offering them that we do not have today? To answer that question, we must be inquisitive and receptive to customers in new segments and meet their needs based on the demands they set. We will also continue to develop together with our existing customers and can already see great potential and synergy effects between the current and what will come tomorrow.



Fia Andersson CEO

LOGEX

Tumultuous year that ends well

The pandemic yet again left a deep impression on our operations this year. Volumes rose slowly until the summer when we registered almost normal levels but dropped sharply again during the autumn when new restrictions came into play. This roller coaster situation has meant we have had to devote a lot of energy into managing flows, filling volumes and staffing issues. After the summer, some changes were made to the leadership configuration of the company aimed at bringing a clearer focus on the work relating to development and determining an unambiguous structure to operations.

Working environment

Without staff the business stops and employees who are not happy will move on. It is, therefore, vital from several aspects, to work clearly and transparently. In addition, as part of our systematic work with the working environment we are continuing to review schedules that make it easier to balance work life and private life. This is becoming more apparent as we note interest in being out on daily subsistence allowances is waning especially among the younger generation when applying for work.

Sustainability

The work we do to provide completely fossil-free distribution in the future continued during the year. At the same time and together with the customer, focus has been concentrated on load optimization, route planning and customer stops to load as much goods as possible in one go thus reducing the number of kilometres on the road. This saves time, fuel and added satisfaction to the customer who can focus more on their business.

Growth

Expectations for increased growth that we foresaw at the end of 2020 have not materialised. Even though sales rose when society opened during the summer and with it a higher turnover, the company has, despite ambitious efforts to monitor volume fluctuations, suffered from high fixed costs that have impacted negatively on earnings.

Future

At the beginning of next year, we will focus heavily on ascertaining future synergies and cooperations with our new sister company Lincargo. By coordinating operations in Norrland we are able to ensure sustainable deliveries to our customer based on a stable economy that allows us to continue to develop our services.



Restructuring continues for future growth

2020 was an eventful year in the company. The staff were assigned new roles, we acquired new vehicles, gained our own safety representative, introduced occupational healthcare, and attracted additional customers. 2021 was the year we focused on harmonising all the new things we gained in 2020 and refining the details to achieve a well-functioning organization. At the same time, it has also been a tumultuous year. The pandemic continued to affect our business as well as that of our customers. We lost some customers and volume levels dropped but also saw many new joining us together with the return of some old. It is very gratifying that a number of customers have decided to return which we view as a positive sign that we are on the right track in terms of our work. During the year, we expanded collaboration with several of our sister companies whilst at the same time found synergies with several external players.

Working environment

With the pandemic still very much with us, our staff have had to face greater demands this year in managing and coping with the challenges of rapidly changing assignments, some disappearing and new ones added. We are proud to have our own safety representative who supports us in our

systematic efforts with the working environment. During the year, we also invested in a number of electric fork-lift trucks that are carried on their vehicles which not only reduce the load but also provide increased flexibility during the distribution. Unfortunately, we also experienced a large number of cancelled training courses for our safety representative and other staff due to the pandemic, but they are only postponed and will be held in the future.

Sustainability

Our work with sustainability is ongoing and during the year we plan to invest in additional new vehicles to continue the rejuvenation of our vehicle fleet. With a more modern fleet of vehicles, we will gain better environmental classifications and also lower fuel consumption. Unfortunately, our plans have suffered due to the pandemic as deliveries have been delayed several times with delivery now expected during Q1 2022. We also continue using HVO as much as possible to reduce our climate footprint.

Growth

Growth during the year has not lived up to our expectations from the previous year. As a direct result of the pandemic, volumes have decreased during certain periods and this in combination with major fluctuations

on the market among our customers, we have experienced a drop in volumes but an increase in new and exciting business. We have a very broad customer base with many smaller customers. We see this as a positive factor as it does not leave us as vulnerable as if we only collaborated with a few.

Future

After a couple of tough years, we now see a bright future when we finally seem to be moving towards a more normalized society. With the new relationships we have gained during the year, we notice that Tempcon Stockholm has established itself on the market and grown in our segment. We are also aware of the great potential that exists with our new sister company Widriksson Logistik which we will establish links with. Overall, we intend to make use of this in the future and continue to develop. A clear focus on our sales process will be seen through continued expansion in the market together with existing customers as well as acquiring new customers.



Cherie Svensson CEO



Tempcon offers its customers CO₂-neutral transports

Environment and sustainability issues are at the core as the Tempcon Group continues to develop its offering to the market. In the autumn of 2020, Klimat-Transport's terminal in Helsingborg became CO₂-positive and in this way, we are now able to offer our customers CO₂-neutral transport solutions through climate compensation.

During the last eighteen months many gas vehicles, and among other things, one of Sweden's first series-produced electric trucks have been brought into operation. These are important steps towards achieving our goals of greatly reduced CO₂ emissions. However, we are aware that it will take several years before we reach these goals which is why we are already working with our customers to reduce our emissions impact. The response from customers has been very positive and we hope more people will join in the future.

How does the climate compensation system work? Climate compensation originates from the UN Kyoto Protocol. The idea is to climate compensate through paying for the equivalent amount of emissions you are responsible for through reductions elsewhere. This can take the form of purchasing emission rights, tree planting or investing in the expansion of renewable energy. The intention is to develop a mechanism that encourages climate change and systematically alters

behavioural patterns and eventually eliminate dependency on fossil energy sources.

The transport sector accounts for approximately 22 percent of greenhouse gas emissions in Sweden. As a transport company we have a great responsibility but also a great opportunity to make a difference together with our customers. It is important to remember in this context that climate compensation is not the solution to the problem; it is an important complement to all the other climate work we do. Many climate-compensating projects are implemented in developing countries. But the emissions that we are responsible for do not disappear once these projects are up and running, this is why we have chosen to reduce emissions where they occur.

The Tempcon Group has started a collaboration with The Forest Solution, a Swedish company that is working to expand the growth of Swedish forests to absorb carbon dioxide. Through this collaboration we can climate compensate in Sweden - with Swedish controls and guarantees. The solution is simple and long-term. At present more than 60 percent of Sweden's land mass is covered by forest, which binds about 40 million tonnes of net carbon dioxide per year. With the method proposed by Forest Solution the absorption increases by 30 percent over eight years.



Inclusion equals commitment

This past year has been tough and has had a major impact on HORECA as a result of the pandemic. At the turn of the year, Patrik Theander took over as CEO of the company, and at the same time an overall change of operations was instigated with focus on production. As a result, the company began making better use of its terminal located in Gamlestaden and made the decision to instigate a new position and recruit a Production Manager. Turnover for the second half of the year has been very positive, however, costs have also been high. Therefore, focus has been on optimizing transports in terms of routes and filling levels, while at the same time making the operations more cost-effective. Including, among other things, traffic management which has now been given the financial responsibility for transport arrangements and our existing experienced staff have also been given new roles and tasks which have been developed and to some extent changed. At the same time we have worked hard to deliver a high service level to our customers in order to maintain a high level of service.

Working environment

The work environment is always a relevant issue as staff are the most important resource within the business. At the same time, it is a challenge as we operate in one of Sweden's most dangerous industries. Much energy is dedicated to discussing issues relating to safety

during staff meetings as well as in the systematic work we do relating to the working environment. During the year, focus has been directed on the psycho-social work conditions where it is important to establish an environment where employees feel they are seen and involved through an open and honest dialogue. Scheduling for drivers has also been a priority issue where, as far as is possible, the drivers have been assigned their own vehicles. This leads to a stronger feeling of well-being and a sense of responsibility, which in turn leads to reduced costs.

Sustainability

What does the concept of sustainability really mean? For the company it is when we achieve harmony between hard and soft values and a symbiosis with them. The hard values are everything that concerns our production, where the soft ones are contracts, staff and so on. Working with sustainability, in exactly the same way as with the working environment, is an ongoing process that requires constant development. Much focus, during the year, has been placed on hard values such as fuels, emissions, and filling levels. However time has been devoted to working with the results from the employee survey as well as actively working to ensure that the employees think its fun to be at work. Sustainability encompasses everything we do.

Growth

Last year was a lost year in terms of growth and so also to some extent the same will be said of this year. In the first half of the year the company did experience a lift but unfortunately the pandemic took over once more at the end of the summer and immediately there was a 15 percent drop. This certainly highlighted the sensitivity of the HORECA segment which is such a large part of our business.

Future

As a natural progression within the Group, our business will, from the beginning of next year, be consolidated with our sister companies Klimat-Transport & Logistik, Erling Andersson åkeri and Berneco Transport. Customer contacts and terminal operations in Gothenburg will continue to be developed by Klimat-Transport with transports being incorporated into Erling Andersson operations. International transports will remain with Berneco. These changes allow the Group to make better use of its available resources and further develop its array of transport and logistic services of temperature controlled products with a clearer focus on the customer.



Patrik Theander CEO



Transparency towards customers and committed employees creates increased profitability

Real time visibility through systems such as Sixfold has proven to be a success factor. The test project that was initiated last year in collaboration with one of our large export customers has proven such a success for everyone involved that it will now become a requirement by the company for all their transports in the future. The transparency that occurred in the systems in terms of, for example, positioning and temperature control made everyday life for both carrier and customer simpler as well as saving time. Transparency is not in itself dangerous, if you have nothing to hide. We are also pleased that during the summer we were certified for two more standards, so now we are approved for ISO 9001, 14001, 22000 and 39001.

Work environment

The work environment has always been a priority issue for us at Berneco and the importance of building our own corporate culture cannot be underestimated. That we are succeeding in our endeavour was confirmed when the results from this year's Group-wide employee survey was presented. By incorporating the Group's values, summarized in CCT - Commitment, Credibility, Together, we now have a solid foundation to stand on and can promote the human values in the Group even more clearly. With satisfied employees we will have improved profitability and individuals who have good life-work

balance and want to stay working with us for many years.

Sustainability

Sustainability is such a much broader concept than just the environment. At Berneco we want to work with a sustainable personnel policy that sees people as individuals and not just as a resource. As employers we are convinced that by giving our employees responsibility, security, support and clear goals, in return they will be committed to us as well as to our customers. This generates credibility when together we focus on and solve the challenges facing both our customers and ourselves. We also believe that it is of the utmost importance that we are financially sustainable. Through maintaining stability within the company, with our customers and our staff we establish the right conditions to continue with the development of the company.

Growth

This past year has been good for Berneco. We experienced an increase in turnover by building on and maintaining our relationships with existing customers, by actively working on the market to establish new collaborations and from the synergy effects gained through relationships with our sister companies.

Future

Our product to the market is unique. This means that we have a long learning curve and need to

always look ahead to ensure our customers receive a high level of service and quality as well as facing challenges that we know are in the future. A shortage of qualified drivers is already evident and will continue to develop negatively. The Mobility Regulation, intended to establish a more serious market, initially enhances what is already shaky and turbulent. Fluctuating exchange rates and, of course, fuel prices are additional uncertain factors. However, we believe that the positive opportunities for the future outweigh the negative. We will expand our freight forwarding business and continue to deliver when others cannot. We specialise in solving the complicated. For example, requests for transports to England have increased since Brexit precisely because these have become much more complex. We have also noted a growth in international customers as we can offer comprehensive transport solutions within Sweden and to our neighbouring countries in collaboration with our sister companies. These are just some of the areas that we will continue to develop through an expanded and prioritized sales effort in the future.



Jesper Rosén CEO



A year of change with a positive outcome



Already in the first days of the year, we went from being a family-owned company to becoming part of the Tempcon Group and at the same time the owners chose to leave the business and Mikael Nilsson stepped in as CEO. What awaited us has been engaging, developing and required a lot of work. We have established clear structures and moved our administration flows from analogue to digital. We have worked hard and are now certified to four ISO standards and during all of this we have taken care of the daily operations. With such major internal changes, it would have been easy to focus solely on the new organisation but having increased our sales by 15 percent we can say this is proof that we have succeeded in the work to bring about change in the organisation. Not only have we experienced increased fuel costs, but an additional major challenge during the year has also been the issue of personnel. Not only are we experiencing a shortage of drivers but sick leave has also been exceptionally high due to the pandemic.

Working Environment

The working environment has not previously been a priority but during this past year much has happened in this area. Not only have we established how we want to work systematically with this area we have

also introduced wellness grants and occupational health care. Much time has also been spent drawing up schedules for the majority of the employees, so they now have fixed rosters. Through our ISO certifications, we have now clearer ground rules which also contribute to simpler processes and transparency. Highlighting the work environment is ongoing and the foundations we have laid this year, we will continue to develop in the coming years.

Sustainability

Previously, the work with sustainability carried out at Abbekås Åkeri was limited mainly to issues concerning fuel consumption. Today, we look at it from a much broader perspective as sustainability is everywhere and impacts on all our processes. Much relates to raising the awareness of all employees and beginning with the simplest areas such as sorting at source, be clearer in following up fuel consumptions and introducing measures to reduce diesel consumption. This in turn will help the company's economy and at the same time improve the environment so the employees will be happier, which in turn will reduce staff turnover and make it possible to attract new employees.

Growth

2021 has been a good year for us as

we have dramatically increased our sales even when carrying out major organisational changes. We have retained our existing customer base as well as increasing volumes and at the same time signed several new agreements. The market looks good for us as we go forward and continue our growth journey prioritising profitability in what we do.

Future

Three factors contribute to a prosperous future. Our geographical location where large volumes pass through the region on their way into Sweden and conversely out of the country. The continued commitment of our employees creates the all-important basis necessary to further develop and refine our business. And the third factor is Tempcon. That we are now part of a larger group brings with it greater opportunities for us through cooperation with our sister companies. We can now access assignments that previously were not possible. We have only just begun the journey towards Abbekås 2.0 and during the coming years will continue to develop and restructure the company.



Mikael Nilsson CEO

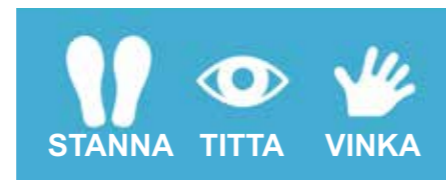


Children are soft, cars are hard

This heading was one of the Swedish Transport Safety Agency's first major campaigns for child safety in traffic in the early 1980s and is as relevant today as it was then. During the autumn, Tempcon's subsidiary Abbekås Åkeri visited several schools in their immediate vicinity to talk about traffic safety incorporating material from Volvo Trucks' campaign "Stop. Look. Wave.". This initiative was much appreciated by everyone involved.

The aim with the campaign Stop. Look. Wave. is to help children better understand how to behave safely in traffic. The training provided focuses on how important it is for children to pay attention and establish eye contact with the driver, directly or via the rear-view mirrors. It is also designed to help children learn to stop, look around and make the driver aware of their presence by waving before crossing a road.

In addition to the road safety aspect, this offers a good opportunity to get out and meet new generations and generate interest in the transport industry as well as the driver profession. We at Tempcon want to contribute with our knowledge and competence, from a broader perspective in society at large, of which this is also a good example.



Hasse lights up his BBQ for Mustaschkampen

Hans Wendt is a driver at the Tempcon Group's subsidiary Abbekås Åkeri and has for many years been involved in Mustaschkampen. This organisation has its origins in the Movember movement which was started in Australia in 2003 and focuses on men's ill health. In 2007, the Cancer Foundation in Sweden started Mustaschkampen and since 2015 it has been run by the Prostate Cancer Association. The purpose of Mustaschkampen is, among other things, to raise awareness of prostate cancer and that men over the age of 50 should get tested. The fight takes place all year round with extra focus during the weeks in November. On one occasion during the spring, Hasse organised a fundraiser at the haulage company so he served hot dogs and coffee and people could meet and chat in pleasant surroundings.

Hasse, what made you get involved in Mustaschkampen?
Not far from here is a motorcycle club called Hilibards who have for many years arranged a run to raise money for Mustaschkampen. I have been involved in that but due to the corona restrictions the club had to cancel the run. However, a couple of good friends asked me what we could do instead. We have now planned a meet where everyone who has something that rolls – a car, motorcycle etc can be involved. The idea is to drive a 60 km route and look for letters that you can form into words. Having completed the route each participant places their competition ticket in a box and lots are drawn for the prizes that have been donated by various

partners among the participants. The purpose is, of course, to raise money for Mustaschkampen.

What are the most important messages of Mustaschkampen?

The most important thing is to get all men over fifty to take a PSA test. This is a blood sample that is taken in the arm, so it is not dangerous. Through this screening it is possible to see who needs to be followed up and ensure that they come under care at hopefully an early stage. Screenings also contribute to expanding knowledge in general about prostate cancer and raise awareness for the need of an organised screening programme for prostate cancer similar to that of breast cancer.

What did you do during your activity at the company?

Well, I mentioned here at work that it would be fun if we could do something nice, something simple so people got a chance to talk a little and socialize. We started at 10 in the morning, and it was flat out until four in the afternoon when my wife and I went home. At the same time, of course, we took the opportunity to collect money for Mustaschkampen. The company contributed with hot dogs and drinks as well as a contributing towards the collection. I'll take this opportunity to challenge our sister companies in this worthy fight and to arrange a similar event such as a barbecue or whatever. Next week we have planned for another event so those who missed the first one or don't live locally will get a chance to participate.

When you are not grilling sausages or getting involved in Mustaschkampen, what do you do?

I used to drive abroad for many years but for the last 13 years have been working at Abbekås and I really enjoy it. In the beginning I worked in Malmö for a couple of months with a large haulage company but that was a long time ago. Today I drive a route to Örebro. A few weeks ago, we began a new six-week schedule that is really good. You now appreciate your free time a little more especially when you start getting older. On a normal working day, I collect and load the truck here in Staffanstorp at eight in the morning. Then I drive northwards, often with some additional loading in Helsingborg. Once in Örebro, I unload some of the goods before it's time to get some sleep in the car. I then continue unloading in the morning and after re-loading set course south again.





Sustainability permeates all our operations

The past year has been very intense as we are operating in a sector that has witnessed sharp growth, namely home deliveries. Over the past few years, we have been working in excess of our normal capacity; this has been challenging. We have therefore focused heavily on production stability to meet the demands our customers place on us. During the past year, we have expanded our premises in Västberga by doubling our terminal area but at the cost of some disruption to our business. In addition, we have changed our ownership structure and since the summer, we are now part of the Tempcon Group. Growth has been good during the year and the company has signed several large contracts where we can already see that we are able to move further into the value chain thanks to our business area Widriksson Digital Solutions. Through our in-house developed digital platform, we gain competitive advantages as we are now able to maximise opportunities for our customers as well as recipient companies to take control of the entire delivery process giving us the opportunity to increase the quality of both execution and delivery.

Working environment

In such a high-risk industry as the transport sector, how we develop the work environment is of the utmost importance. Safety and well-being in terms of premises and vehicles are a

priority. We carry out approximately 5 000 deliveries every day, so it is important to have clear structures and working methods. Much of how we work is based on our values and they should be seen as an aid and a tool for all employees in their everyday life. Being such a large, heterogeneous group, values are also important for uniting us on how we work and encouraging a sense of togetherness. Having experienced strong growth in recent years it also means that we have grown in the number of people working with us and as a result we have had a strong focus on belonging. It has been obvious that many employees have had a tough time during the pandemic, with relatives who were affected, or maybe the individual themselves have been seriously ill, added to this we have had to live with restrictions which have, for example, limited social interaction. All of this has meant that as an employer we must be sensitive and aware of situations.

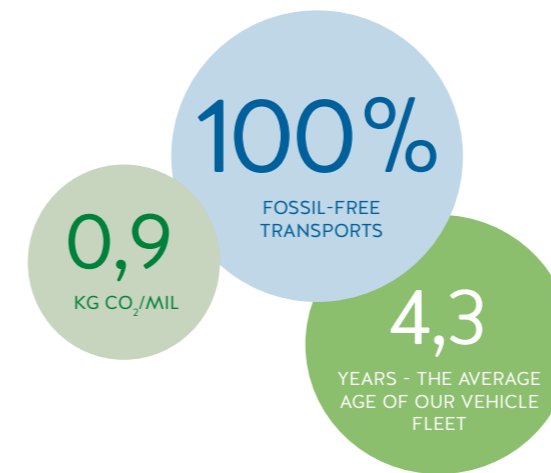
Sustainability

The work Widriksson has put into sustainability is based on three factors; environmental, social and economic, factors which permeate everything we do within the company. This means that we must have a stable economic development with good profitability. In terms of the environment, we were fossil-free already in 2017 and have since decided that we will have a

climate-positive distribution by 2030. As part of this, electric vehicles make up about 10 percent of our vehicle fleet today. During the year, we also installed a solar panel system that will produce about half of our electricity consumption – it can't be more local than that! And it is important that we can trace the source. We must also continuously work to optimize our transports and reduce the total transport volume. In the social sector, we have established a charter programme which allows employees to start their own haulage company and become subcontractors. Many of our employees come from areas with a high level of exclusion and through this programme, a ripple effect reduces the threshold for accessing the labour market. At the same time, we follow up our subcontractors very closely in terms of salaries, collective agreements and driving and rest times. During the year we also instigated a whistle-blower function which we see as an important part of the work we do with sustainability and also makes it easier for anyone and everyone to raise issues.

Growth

In recent years, we have experienced stable growth of around 12-15 percent, but this figure has now more than doubled. Several new assignments coupled with a sharp increase in volumes from many existing customers are responsible for these figures. An important success factor



for us has always been to start from a sustainable platform and ensure a broad customer portfolio with a good balance. Not only is it vital that we increase our profitability we also need to make proper use of our resources to the benefit of our existing structures.

Future

We see a very bright future, where we as a leading player in our segment continue to be at the forefront. Eighty percent of our business today is within the Greater Stockholm area and here we see good opportunities together with our new sister companies to grow and spread our business. At the same time, we see that competition is increasing and many of our competitors are imitating us. This means we must find synergy advantages in our customer meetings and continue to deliver high-quality service. The priority areas we have worked with previously will continue to be in focus in the future, such as reducing energy consumption, increasing electrification, reducing the number of transports, and increasing filling levels. We also see great potential in the development of our digital systems for increased customer value.



Johan Nyblom VD

Widriksson Logistik is one of the four companies acquired by the Tempcon Group in 2021. The company offers sustainable, customized and high quality logistics solutions for last mile distribution in major cities. By working closely with its customers using their own developed digital platforms the company offers a high level of service throughout the supply chain.

Widriksson Logistik has long had a distinguished environmental mindset in all its processes. One of the company's goals has been to be climate-positive throughout the entire operations by 2030 and in its work with sustainability, the company takes a holistic perspective where social issues and the economy are handled jointly with environmental issues. Some examples of Widrikssons work with sustainability are described individually in the report.



Solar cells on the terminal roof in Västberga reduce carbon dioxide emissions

As a step on the way to a climate-positive business, Widriksson has invested in a 2 000 sqm solar cell plant to its extension of the terminal in Västberga. The solar cell plant will reduce carbon dioxide emissions by 129 tonnes per year, which corresponds to emissions from approximately 64 500 km by car.

The solar cell plant will produce just over 215 000 kWh per year and cover about 50 percent of the company's annual electricity consumption. The current energy consumption is approximately 400 000 kWh per year, however with their newly established electrified vehicle fleet the energy use will increase in the future.

Widriksson's goal is to be climate positive by 2030 with an intermediate goal of becoming self-sufficient in electricity

through solar cells. The first step on the road to climate positive is to be climate neutral in 2022. This means that the company's direct carbon dioxide emissions must be reduced systematically to be as close to zero as possible.

- Increasing the number of electric vehicles is part of our work with sustainability, but that also presupposes that we do what we can to ensure that the electricity we use is sustainably produced. We also see that there is a great deal of uncertainty about the future price of electricity, so the more we can produce ourselves, the better. It will be more sustainable both from an economic as well as environmental perspective, says Johan Nyblom, CEO of Widriksson Logistik.

Widriksson's transports first in Sweden with Good Environmental Choice

Widriksson Logistik is the first haulier in Sweden to be awarded the label Good Environmental Choice, Bra miljöval, for its truck transports running on biogas. The Good Environmental Choice is the independent ecolabel awarded by the Swedish Society for Nature Conservation for transports that meet high demands on both emissions as well as other environmental activities.

The Good Environmental Choice is a unique Swedish eco-label and transports awarded this label are guaranteed to have been driven by a vehicle that uses at least 90 percent renewable fuels and meets high demands for environmental and health hazardous emissions. In addition, the vehicle has to have been cleaned in special wash halls with extra environmental demands which has the least possible impact on the environment.

- This is one of the toughest labels on the market and I am proud that we have now achieved the criteria and can label our biogas transports with Good Environmental Choice. Our transports already use only fossil-free fuels and meeting the criteria for Good Environmental Choice is an important part of our effort to become completely climate-positive by 2030, says Christel Grip, Sustainability Manager at Widriksson Logistik. We can now also put

the Good Environmental Choice label on our electric car transports. We have been driving completely fossil-free for a long time and using electricity for almost a year. Every action we take in this direction counts and the eco-label means that we are that bit better.

The criteria for the Good Environmental Choice on transport are based on Sweden's Environmental Quality. The purpose is to encourage limited impact on the climate, reduce use of resources, boost fresh air, encourage a non-toxic environment and support decent social conditions. Compliance with these criteria is checked annually.

Transports that run on biogas are estimated to give 94 percent lower carbon dioxide emissions compared to a truck that runs on diesel. Today, the proportion of vehicles at Widrikssons that run on biogas, which is locally produced and thus receives the Good Environmental Choice label, amounts to 24 percent. The remaining fleet is run on HVO 100, a fossil-free and renewable fuel. In 2020, Widriksson drove just over 700 000 eco-labelled kilometres fulfilling various assignments.



20 new entrepreneurs with Widriksson's new entrepreneur programme

An initiative from Widriksson Logistik has been instrumental in the establishment of 20 small new companies in the transport and logistics sector and all have been employed as subcontractors to Widrikssons. Several of the companies have employed their own staff as well as investing in more vehicles. This initiative is an attractive career opportunity for employees and at the same time a way to adapt the company to a market that places high demands on flexibility and accessibility.

Widriksson's new entrepreneur programme has been in existence since 2014 and since then, 20 new companies have been established comprising of a total of around 40 transport vehicles and over 50 employees. The main customer for the newly started companies is the previous employer, i.e. Widrikssons.

This opportunity allows an employee to go from being a support assistant, to a B-driver and then a C-driver to ultimately starting their own business and becoming a subcontractor and possibly being in the position to hire their own staff. At the same time, this system suits the haulage company's needs, of being flexible and having access to a resource-pool to cover periods with high demand.

- More and more people want to work flexibly, to start their own business and have influence on their own situation whilst at the same time needing security. We will be their first customer and offer good contracts with the best terms. We provide support and help when starting

the company and with the ongoing administration, which can be a challenge for those who are starting out on their own, says Johan Nyblom, CEO of Widriksson Logistik.

The start-up programme offers selected drivers the opportunity to start their own company as a further development in their chosen profession. It is also a way for Widrikssons to help people to gain access to a workplace.

- Whilst we are able to offer our employees a new opportunity, it also leads to jobs for people who are otherwise far from the labour market. Many of those who started their own have a foreign background and often employ neighbours, friends and acquaintances with similar pasts who have had difficulty entering the labour market, says Johan Nyblom, CEO of Widriksson Logistik.

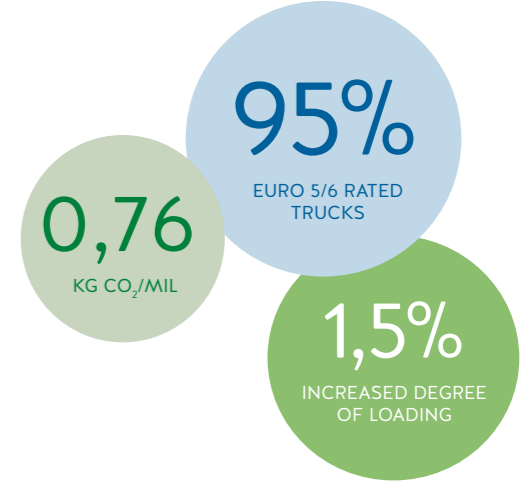
Widriksson's offers support both before and after starting the company and if and when the haulier wants to take the next step and hire his own staff, Widriksson can offer support in various areas, such as with job interviews, checking employment contracts, overseeing that salaries are in accordance with the contract and continuously checking that work-time and rest-time rules are followed.

So far, the new entrepreneurs in Widriksson's entrepreneurship have primarily established themselves in the Stockholm area. The idea is to further expand the programme to Gothenburg, where Widrikssons is also established and has plans for growth.





From a transformative year to an exciting future



The past year has been exciting, not least because we took the decision to become part of the Tempcon Group. 2021 marked seventy years since my grandfather started EA and I have been in the company since 2002, so the decision to sell was not only momentous but also very personal. At the same time, the pandemic continues to affect most of what we do. For example, many restaurant wholesalers are our customers and they have naturally been strongly affected by the situation and as a result, many chose to change their entire wholesale operations. For us, the affect has been that our business has moved on from being a pure long distance haulage company to moving more into the distribution sector. However, we are very pleased to be able to say that recently a number of major assignments have returned, and several new significant market players have joined us. This, in combination with the sharp increase we experienced during the summer has been the basis for a largely very positive year.

Working environment

The working environment is a very important issue and ensuring that no one is injured due to their work. We work actively and systematically with these areas and have a close and meaningful dialogue with our safety representatives. One example

of the work we do is that we always investigate incidents so we can minimize the risks. It is of the utmost importance that everyone who works with the working environment feels involved in the work.

Sustainability

We work with sustainability issues from several different perspectives. Financially, we always try to get assignments that provide good profitability which in turn allows us to grow and develop. We dedicate time and energy into retaining our employees and establishing a harmonious atmosphere in the company. When possible, we take into consideration the individuals' private situation when planning scheduling and such. As far as the environment is concerned, we have been fossil-free for many years and at present have several exciting projects underway. Becoming part of the Tempcon Group is for us also connected with the work we do in sustainability. Together with our sister companies, we can now take optimisation to another level and combine our professional resources to meet future challenges.

Growth

2021 has been an intermediate year where we lost some customers, acquired some new as well as attracting customers we worked with in the past. We have a number of

very exciting assignments underway for next year and have noted a sharp increase in the number of enquiries. Our expansion prospects are exciting, and we are looking forward to strong growth next year.

Future

The future is bright! We have a lot of new things going on and as part of the Tempcon family, we will in the future have good opportunities to accept assignments that we ourselves have not worked with before. This means we are better equipped to meet the changing needs of our customers. We see, for example, how many of our customers are centralising their warehouses while at the same time reducing their holding. Goods should either be on the shelves in the stores or on the road. We also note that transport needs are on the increase generally but so is, for example, holding delivery times. Today road haulage is the only alternative and together with our sister companies, we will continue to be an attractive partner on the market allowing us to continue on our journey of expansion with stable profitability.



Stefan Ohlmander CEO



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Together for a sustainable future

