



Sustainability report 2024

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Introduction

Tempcon Group AB specialises in temperature-controlled logistics. The Group consists of a number of strong local companies. Together, we add value for our customers through safe, climate-smart logistics solutions for a sustainable future.

Tempcon strives to contribute to sustainable development and a sustainable society. Sustainability informs the entire operation in various ways, and this is reflected in Tempcon's annually updated strategic plan. We manage sustainability based on the three dimensions of financial, environmental and social sustainability. Our focus and proactive efforts are directed at specific areas identified within these three dimensions.

Our business culture is based on collaboration, where we weave together the knowledge, experience and various assignments of our respective companies and employees into a single strong unit.

Vision

Together for a sustainable future.

Mission

Our mission is to move as much freight as possible with as few vehicles as possible. Maximising freight volumes while minimising our carbon footprint also creates profitability.

Thanks to the optimisation of our freight flows, we save on mileage while reducing our carbon footprint. This is the added value we contribute to society.

In addition to this, we always strive to use the most eco-friendly fuel with the aim of further reducing our climate impact. Together with our customers, we decide on which fuels to use at any given time.

Position

Our goal is to be the leading partner in temperature-controlled logistics in the Nordics and thus the go-to logistics partner for producers, wholesalers and the grocery trade. Our subsidiaries' excellent, long-term customer relations form the basis for our continued development and growth. We aim to grow both organically and through strategic acquisitions that complement and develop our existing customer offering.

About the Group

The Group currently comprises twelve entrepreneurial subsidiaries, all with a common goal – to create value for customers through sustainable logistics solutions.

Tempcon and its subsidiaries offer a full range of services that meet the needs of the entire supply chain. This provides customers with an optimally customised solution in temperature-controlled logistics with associated digital services, from producer to consumer. Tempcon operates in five main areas: national haulage with terminal networks, international haulage, warehousing, last-mile deliveries and digital services.

Tempcon is owned by the founders and management of its subsidiaries together with Accent Equity, which is the majority owner.

Market position

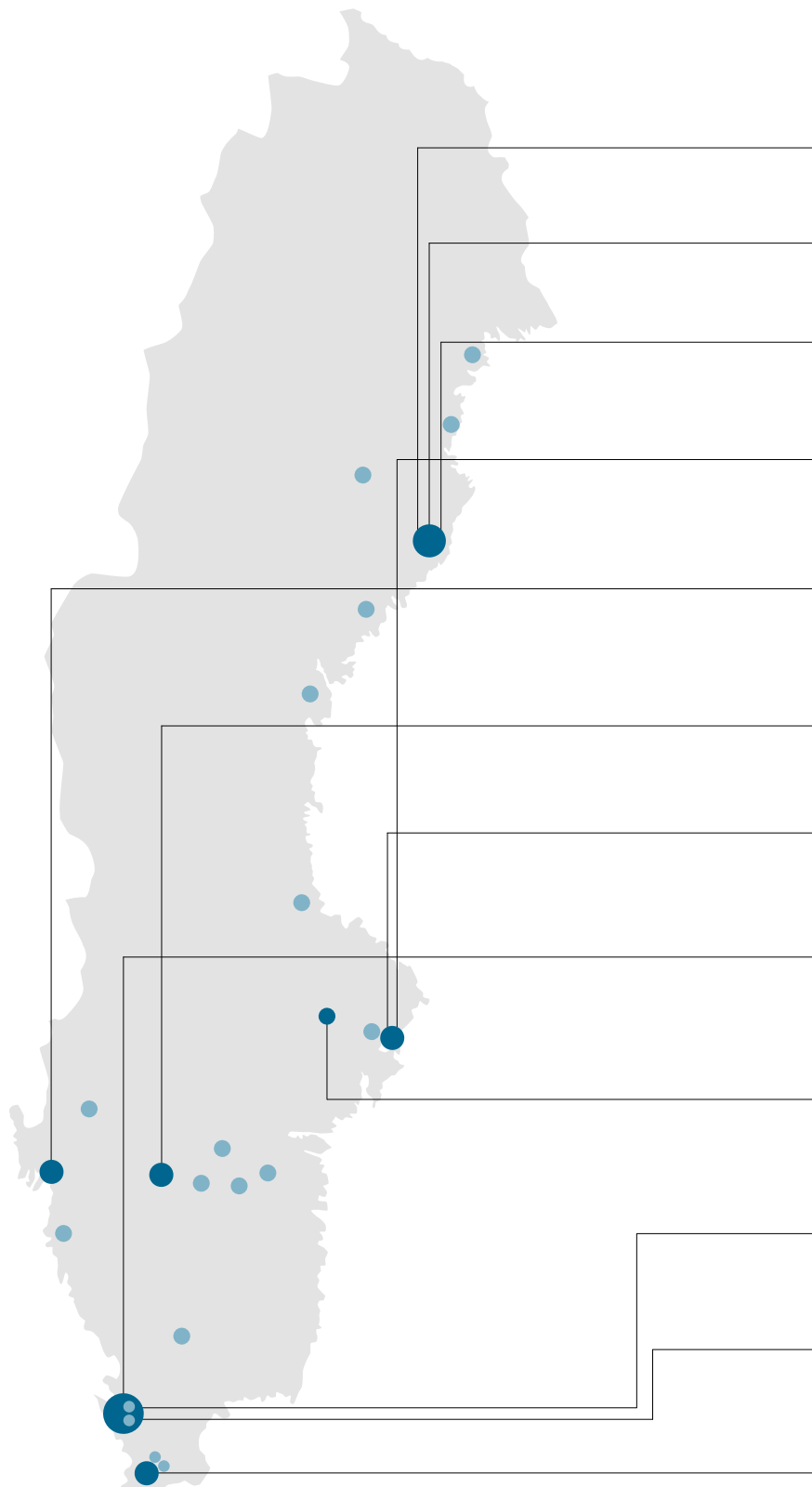
Tempcon is the Nordic region's largest operator in temperature-controlled haulage and logistics services. The Group covers all of Sweden through its own strong presence and strategic collaborations, while also reaching our Nordic neighbours, Benelux and other parts of Europe.

Customers today comprise a broad mix from the biggest operators in grocery stores, restaurants and food production to local entrepreneurs and industry in general. While the principal segment is food, we also haul flowers, dry goods and pharmaceuticals.

Group goals

Tempcon's goal is to be the first choice for producers, wholesalers and the grocery trade. We strive to be the best partner for our customers, the most attractive employer for our employees and the most sustainable alternative for the environment. Our growth will primarily be organic and driven by existing customer relationships, but also by selective strategic acquisitions that complement our offering, all with a focus on financial, social and environmentally sustainable development.





Tempcon in numbers

3,000

Sales of around SEK 3,000 million in 2024



21

terminals



1,200

committed employees

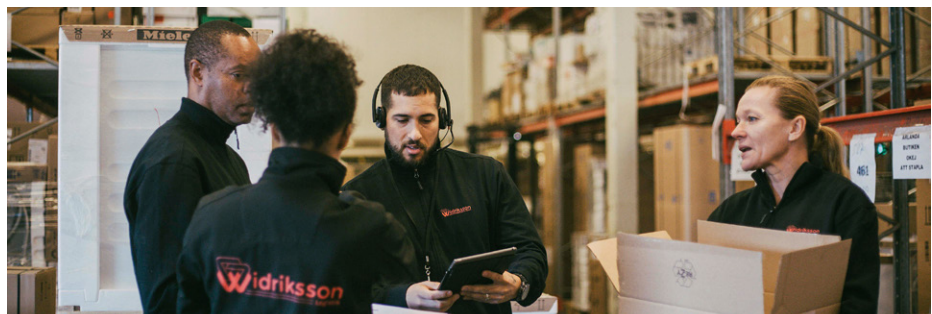


100,000

pallet positions for dry, chilled and frozen goods

300

trucks through contract hauliers





500
company-owned trucks



60,000
m² terminal storage space for dry, chilled and frozen goods



12
strong local subsidiaries



150
last mile vehicles

“
We will continue our growth journey together with our customers and be responsive to their wishes and needs.

– Christian Hallberg, Group CEO

Our values

Tempcon Group is values driven and everything we do is based on our three values, Commitment, Credibility and Together.

Commitment

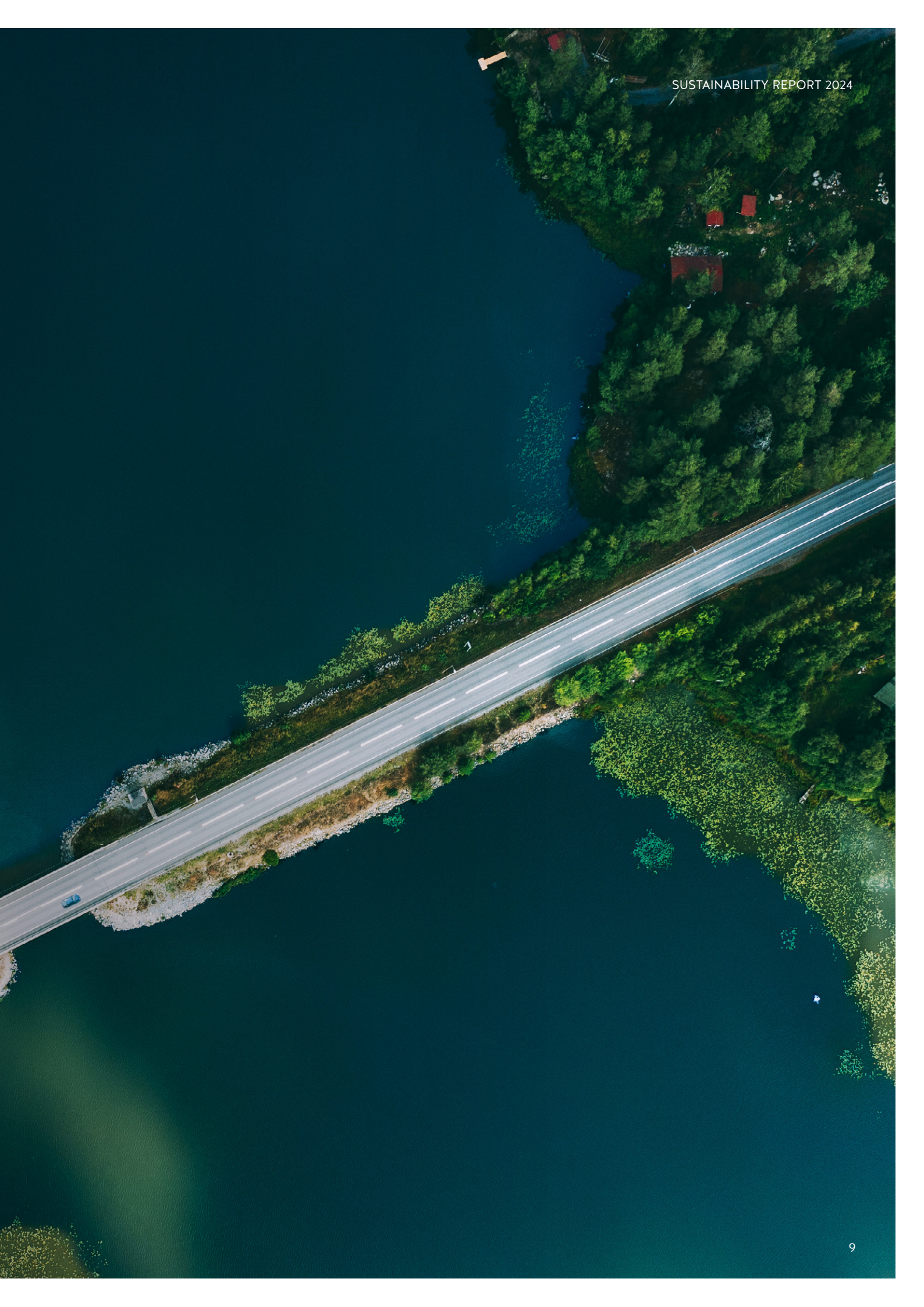
We will seek solutions and act on sound values. We will demonstrate our commitment in any situation that may occur and accept any consequences that may arise from our shortcomings. Because we know that everything can be improved and developed further when we work together, we involve each other in decisions and do our utmost to find solutions that lead to continuous improvement.

Credibility

We display correct and professional conduct in every situation, and have such good, reliable systems and procedures that our customers can always rely on us to keep our promises, no matter the cost. We make sure our personnel are skilled, well-trained and committed and we achieve this through constant personnel development. We know that the Group's success depends on the diversity and skills of our knowledgeable employees.

Together

Our business culture is based on collaboration, where we interweave the knowledge, experience and diverse assignments of each of our companies and employees into a single strong unit. We always strive to collaborate with our customers as well as internally in order to grow together and work for openness and transparency in our expectations of each other.



The CEO's summary of the year

A year of growth, sustainability and strategic initiatives

For Tempcon Group, 2024 was characterised by growth, sustainability initiatives and organisational development. We continued to strengthen our market position through strategic acquisitions, efficiency improvements and investments in sustainable logistics. At the same time, we negotiated a challenging recession where cost effectiveness and quality were crucial for our competitiveness.

During the year, we welcomed two new companies into the Tempcon family. Shyping – Widriksson Logistik's digital business area – became an independent company in January, and in May we acquired Cold Star Logistics in Västerås. Cold Star, which has an exciting growth journey behind it, strengthens our presence in central Sweden. The acquisitions, together with stable organic growth, helped us achieve our ambitious sales targets for the year.

We also carried out important efficiency improvements to ensure a flexible, competitive organisation. We have optimised both our resources and logistics solutions by coordinating operations and making use of our economies of scale. At the same time, we increased the number of contract hauliers in our operation, which has allowed us to meet customer requirements efficiently without compromising on our high standards of quality and sustainability.

Sustainability remains a central focus and we have made several advances in the transition to a more climate-smart haulage sector. During the year we invested in a number of electric and gas-powered vehicles and are also implementing one of the Group's biggest single investments in our warehouse operation – a new refrigeration plant for Syd Frys in Hyllinge. This investment involves a doubling of our warehouse capacity, which

will also be powered by one of the region's biggest solar cell installations. In this way, we reduce both our carbon footprint and our energy costs.

Customer satisfaction and close collaboration continued to form central aspects of our operation. We have strengthened our partnership with several of our biggest customers and have noted increased demand for sustainable haulage solutions. We have continued to deliver high quality and efficiency throughout the haulage chain by using digital tools, smart route planning and flexible logistics solutions.

We have succeeded in strengthening our position and continuing our growth journey despite a challenging market. We're looking forward to more exciting investments in 2025, especially the inauguration of Syd Frys' new facility and the delivery of Tommy Nordbergh Åkeri's HCT vehicles with 66 pallet positions.

We stand well-equipped to meet tomorrow's requirements and we continue to develop our operation with sustainability, innovation and customer focus at the forefront.

In closing, I would like to extend a big thank you to all of our employees, customers and partners. Together we have continued to develop Tempcon Group and show what we can achieve when we work according to our values – Commitment, Credibility and Together.



*Christian Hallberg,
Group CEO*



Basis for the preparation of the sustainability report

In 2024, we took our first steps toward adapting our sustainability report to comply with the EU's new Corporate Sustainability Reporting Directive (CSRD). As part of this exercise, we conducted an updated materiality analysis, which took account of both the operation's impact on the surrounding world and the surrounding world's impact on the operation, in line with the CSRD's double materiality requirement.

The sustainability report was drawn up in compliance with the Swedish Annual Accounts Act and covers Tempcon Group AB and all of the subsidiaries included in the Group. The report covers the 2024 calendar year, and unless otherwise indicated, comparison figures for 2023 are shown in parentheses.

Tempcon Group AB has established a group-wide process for collecting and compiling sustainability data. All subsidiaries have reported data for the 2024 financial year in our internal reporting system.

This provides us with an overall picture of the Group's performance in environmental, social and financial sustainability.

We will develop our sustainability reporting processes further in 2025 as part of our adaptation to CSRD. The focus will be on ensuring full compliance with the new reporting requirements and the explicit integration of sustainability reporting into our regular operational monitoring. We will also improve our work on strengthening data quality and increasing the extent of our reporting, especially in Scope 3 emissions.

The company's auditors have conducted a review of the sustainability report.



Governance of Tempcon's sustainability work

Management's role and responsibilities

Tempcon Group's management bears the overall responsibility for the Group's sustainability work. Sustainability informs the entire operation in various ways, and this is reflected in Tempcon's annually updated strategic plan. The management team makes sure the Group works proactively with the three dimensions of financial, environmental and social sustainability. The Group works proactively on specific focus areas that have been identified in these dimensions. Our business culture is based on collaboration, where we weave together the knowledge, experience and various assignments of our respective companies and employees into a single, strong unit.

Sustainability work in the Tempcon Group is integrated in the management system, where our ISO certifications make sure we systematically set targets, follow up results and constantly improve our work. We manage environmental protection under ISO 14001 with a focus on reducing our carbon footprint, streamlining our use of resources and making sure we comply with both legal requirements and customer expectations. ISO 9001 helps us maintain high quality in our processes and services where customer focus, risk management and constant improvements are crucial to the provision of a more sustainable and effective operation. The ISO 39001 Road Traffic Safety Standard provides us with a structured method for

preventing accidents and creating a safer work environment for our drivers, thereby also strengthening our role of promoting greater road safety. Internal and external auditors ensure compliance with the standards and identify areas for ongoing improvement.

Sustainability issues form part of Tempcon Group's governance and are reported to management, the Board and auditors. The management team regularly follows up sustainability targets and strategic decisions are made to ensure the work is in line with our business objectives. The Board receives regular reports about the progress of sustainability work and addresses issues linked to long-term investments and risk management. To guarantee transparency and reliability, the sustainability report is reviewed by an external auditor in order to verify that the reporting is accurate and our processes are of high quality. This structure enables the integration of sustainability issues into the company's business management and makes sure we take a strategic, long-term approach to sustainable development.



Due diligence

Due diligence in the field of sustainability is the process by which Tempcon Group identifies, prevents, limits and reports the actual and potential negative consequences the operation may have on the environment and people. The process includes the entire value chain from the producer to the consumer and is integrated into the Group's strategic decision-making, business model and day-to-day operations.

Tempcon's due diligence is based on a systematic approach in which we constantly work to identify and evaluate potential risks and negative consequences that may occur in our operation. This not only includes the direct effects of our own operation, but also indirect effects through our business relationship with customers, suppliers and contract hauliers. The central aspects of our work with due diligence are presented below:

Integration into the management, strategy and business model

Sustainability forms an integral part of Tempcon's strategy plan, which is updated annually. We manage sustainability based on three dimension: financial, environmental and social sustainability. This is reflected in our certifications (ISO 9001, 14001, 22000 and 39001), management systems and the policies that govern our business. Refer to the sections entitled 'Strategy' on page 17 and 'About the Group' on page 4.

Collaborations with stakeholders

Tempcon maintains ongoing discussions with customers, employees, contract hauliers, owners, suppliers and

authorities through regular meetings, surveys and follow-ups. The Group has established special forums such as a drivers' council and reference groups to ensure broad involvement. Refer to the 'Stakeholder analysis' section on page 23.

Identifying negative consequences

Tempcon identifies potential negative consequences through annual materiality analyses and systematic risk assessments. This is supplemented with supplier assessments, employee surveys and safety inspections. Special focus is directed at the environmental impact from haulage, health and safety risks and road safety. Refer to the sections entitled 'Double materiality analysis' on page 24 and 'Risk management' on page 15.

Measures and management

Tempcon applies concrete measures such as investments in non-fossil fuel vehicles, energy efficiency improvements and solar cell installations. In the case of the work environment, we conduct systematic health and safety work with a focus on preventive measures. Suppliers must comply with the Code of Conduct and undergo regular assessment. Refer to the sections entitled 'Environmental sustainability' on page 27 and 'Social sustainability' on page 30.

Follow-up and communication

Tempcon follows up its sustainability work through KPIs for emissions, energy consumption, industrial injuries and customer satisfaction. Outcomes are published in annual sustainability reports, through stakeholder dialogues and in the case of misconduct, via the whistle-blower system. Refer to the sections 'Tempcon in numbers' on page 6 and 'Customer satisfaction' on page 36.

Risk management

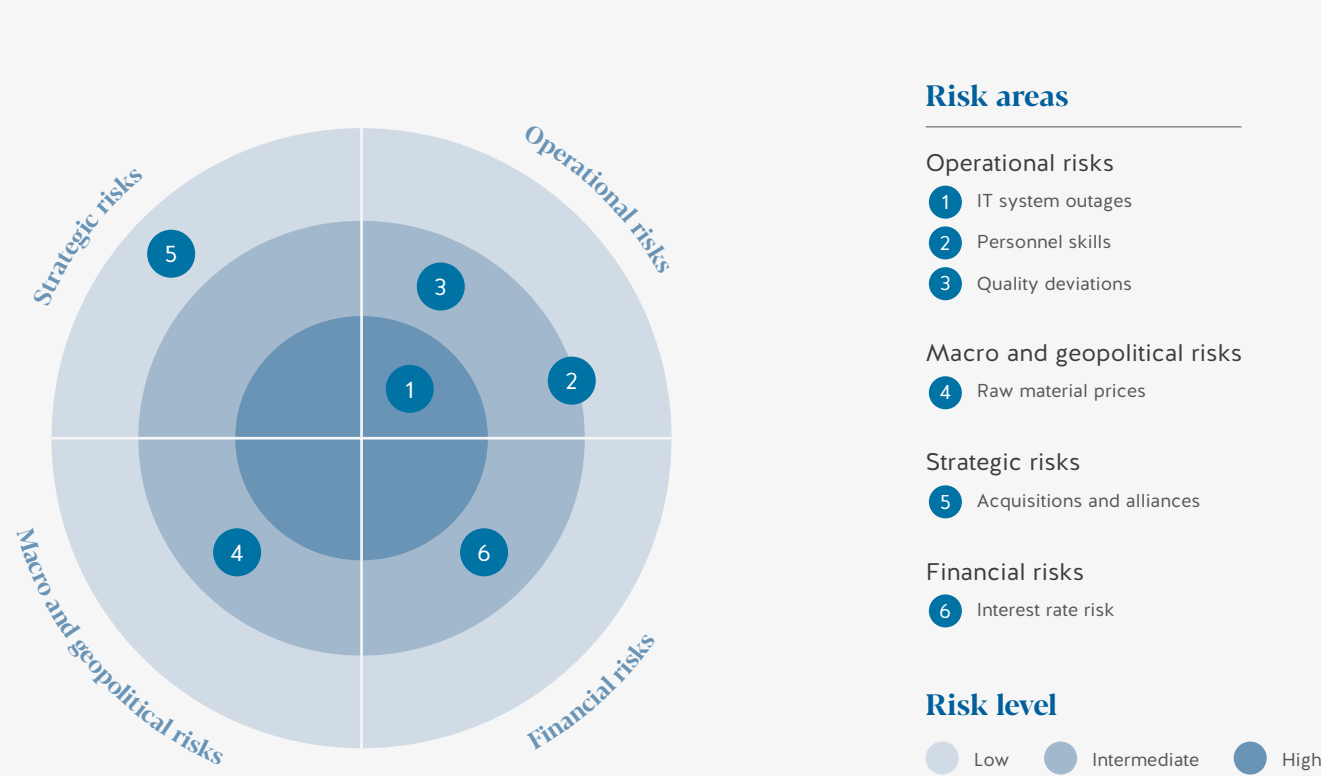
Risks may emerge if Tempcon fails to identify and manage vulnerabilities related to the environment and climate, social conditions and corporate governance in accordance with the policy documents, guidelines, commitments and ambitions that form the basis for the Group’s overall sustainability work.

Tempcon performs continual risk assessments in order to identify and manage potential risks in both the macro and micro environments. A major risk review is carried out every year based on probability and possible impact.

We work systematically to identify and manage risks in the following areas:

- Strategic risks
- Operational risks
- Financial risks
- Macro and geopolitical risks

As with the previous year, IT system outages such as cyber-attacks, server failures and power outages were identified as some of the greatest risks in 2024. To reduce these risks, we have continued our proactive work on IT security through regular IT security training and stronger technical protection measures. Risk analyses are conducted on an ongoing basis to identify new threats and adapt the measures that form part of our long-term efforts to strengthen the operation’s resistance to disruptions.



Strategy, business model and value chain

Our global responsibility

Tempcon Group strives to create a better future for both people and the planet. As a leading player in temperature-controlled logistics, we play an important part in the contribution to reduced emissions and a more sustainable haulage sector. Our sustainability work has clear links to the UN's global goals for sustainable development, where our focus is on the areas in which we have the greatest ability to make a difference.



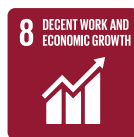
Increased urbanisation demands more climate-smart haulage. Tempcon reduces emissions and develops effective haulage solutions.



We have an imbalance in gender distribution among drivers, terminal staff and management groups. Additional initiatives are needed to improve gender equality.



Reducing environmental impact is the most important challenge of our times. Tempcon has ambitious goals for reducing its environmental impact in Scopes 1, 2 and 3.



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



Investments in solar cells are an important strategy that enables us to produce, use and provide renewable energy.



Tempcon ensures a responsible supply chain through close collaboration, frequent inspections and prompt follow-up.



Digital innovation is increasingly important for solving the sustainable distribution puzzle over the long-term. An extensive infrastructure expansion will be necessary for charging EVs and providing fossil-free fuels.



Tempcon is committed to social issues and works proactively to preclude bribery and corruption.



Tempcon's sustainability strategy

Tempcon strives to create a better future for people and the planet alike. The haulage industry has an important part to play in reducing emissions. Tempcon seeks to contribute to sustainable development and a sustainable society. Sustainability informs the entire operation in various ways.

Environmental sustainability

Tempcon reduces its environmental impact by developing, offering and conducting haulage with the least possible environmental impact. We measure and monitor our emissions in order to further reduce them. We work in energy-efficient terminals and invest in solar cells to provide and consume renewable energy.

Social sustainability

Tempcon is an attractive employer that cares about the health and safety of its employees. We work to achieve an equal-opportunities workplace and a sustainable supply chain.

Financial sustainability

Tempcon strives to achieve sound, long-term financial development by streamlining operations and offering high quality. We have zero tolerance for corruption and work actively to promote sound business ethics.

Business model and value-creation

Tempcon Group specialises in temperature-controlled logistics. The Group comprises a number of strong local companies who together add value for our customers through safe, climate-smart logistics solutions for a sustainable future. Our business culture is based on collaboration, where we weave together the knowledge, experience and various assignments of our respective companies and employees into a single, strong unit.

We create value for our owners, society and customers through long-term focus, by striving for decent working conditions and satisfied customers and recipients.

We exert a positive influence on society by developing sustainable haulage with our customers through the assignments we carry out. We can reduce the number of haulage trips in the community through smart planning, loading and co-distribution. This reduces congestion and contributes to a safer, more pleasant local environment.

Our goal is to move as much freight as possible with as few vehicles as possible. This allows us to reduce road traffic, our environmental impact and costs and also create profitability in the company for the benefit of our customers.







The value chain

Tempcon Group's value chain extends from raw materials production to final delivery, where every step has an impact on the environment and society. We seek to minimise our climate impact and create added value for customers and society through our proactive sustainability efforts throughout the value chain.

Upstream – suppliers and resources

Raw material production and suppliers – Scope 3

- Indirect emissions from production and transported goods.
- Energy use and chemicals in production.

Purchase of vehicles – Scope 3

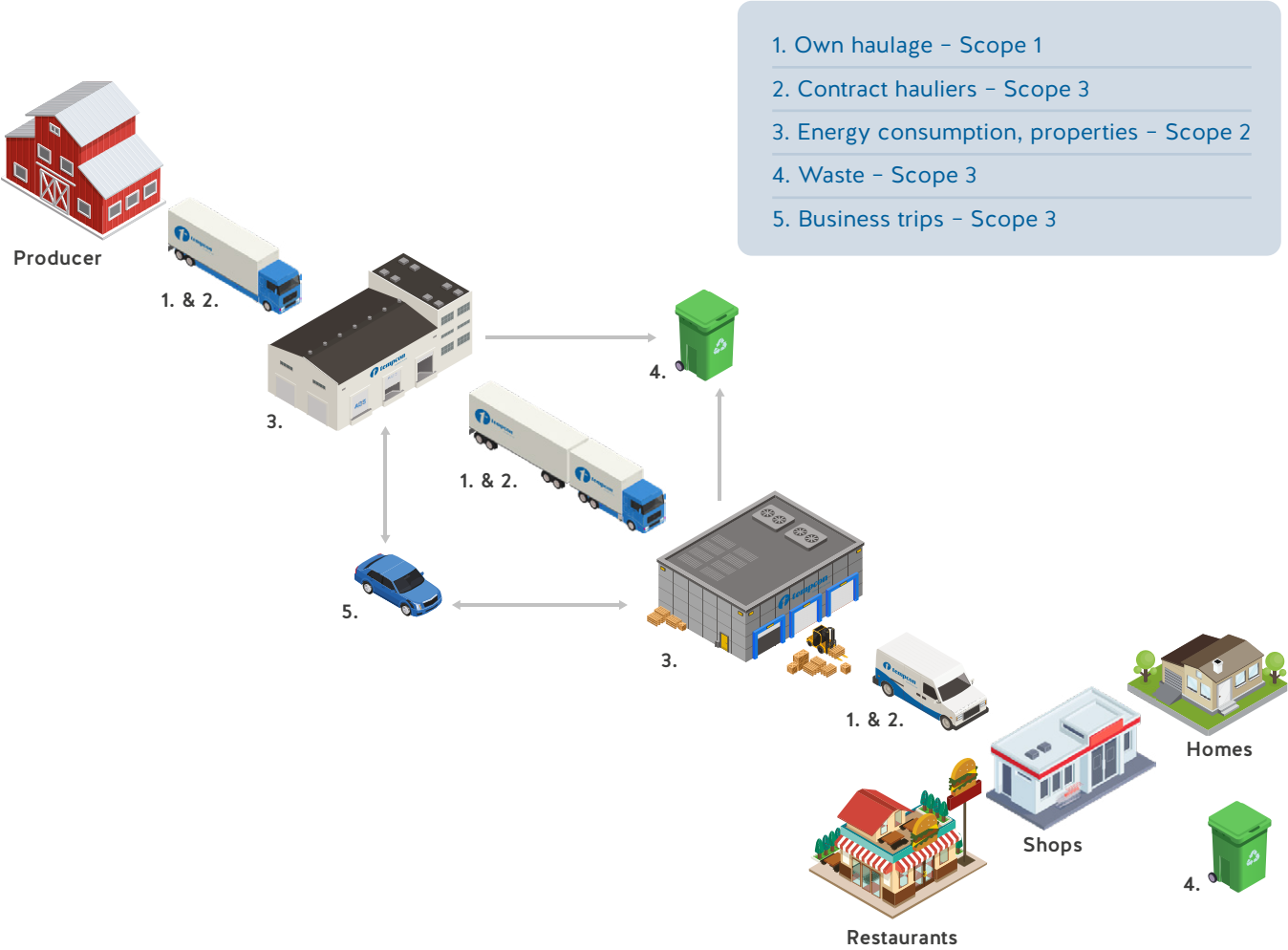
- Emissions from production and vehicle haulage.
- Prioritising suppliers with a focus on sustainability.

Purchase of fuels – Scope 3

- Emissions from fuel production.
- Mainly diesel, followed by HVO 100, biogas and battery.

Contract hauliers – Scope 3

- Growing proportion of production and emissions.
- Optimisations through route planning and supplier assessments.



Own operation – Haulage and logistics

Own haulage – Scope 1

- Biggest direct climate impact.
- Optimisations through route planning and alternative fuels.

Warehouses and terminals – Scope 2

- Energy consumption for chillers and refrigeration plants.
- Efficiency improvements through solar cells and energy conservation measures.

Waste management – Scope 3

- Managing business and customer waste.
- Focus on recycling and efficient waste management.

Business trips – Scope 3

- Prioritising digital meetings and rail travel.
- Investment in electric and hybrid vehicles.

Downstream – Delivery and end usage

Deliveries to stores and restaurants – Scopes 1 & 2

- Route optimisation and co-distribution.
- Emissions from our own haulage and contract hauliers.

Home deliveries to consumers – Scopes 1 & 3

- Focus on efficient last-mile deliveries.
- Coordination of deliveries and eco-friendly fuels.

Returns management and circular flows

- Efficient solutions for return-trip haulage.
- Reuse of materials.



Stakeholder analysis

We maintain constant stakeholder dialogues to make sure the Tempcon Group develops its sustainability efforts and continues to work for a sustainable future. This takes place in various contexts such as customer meetings, employee reviews, board meetings and supplier follow-ups. The dialogues help Tempcon better understand what the Group's stakeholders expect of us and how business should be conducted and developed.

Stakeholder	Type of dialogue	Important issues	Impact
Customers	<ul style="list-style-type: none"> Regular follow-up meetings Customer surveys 	<ul style="list-style-type: none"> Customer satisfaction Reduced environmental impact Employee health and safety 	Affected stakeholder
Owners	<ul style="list-style-type: none"> Owner directives 	<ul style="list-style-type: none"> Reduced environmental impact Equal opportunities and treatment Employee health and safety Business ethics and anti-corruption 	Users of sustainability information
Employees	<ul style="list-style-type: none"> Employee appraisals Personnel meetings Training Employee surveys 	<ul style="list-style-type: none"> Employee health and safety Road safety Equal opportunities Work environment and working conditions 	Affected stakeholder
Suppliers	<ul style="list-style-type: none"> Drafting contracts Continuous contact Supplier assessments 	<ul style="list-style-type: none"> Reliability Long-term agreements and partnerships Environmental and sustainability work 	Affected stakeholder
Contract hauliers	<ul style="list-style-type: none"> Drafting contracts Continuous contact Supplier assessments 	<ul style="list-style-type: none"> Load factor Fulfilling supplier agreements Living up to Tempcon Group's values 	Affected stakeholder
Authorities and society	<ul style="list-style-type: none"> Law monitoring Forums 	<ul style="list-style-type: none"> Reduced environmental impact Road safety Energy management 	Users of sustainability information

Double materiality assessment

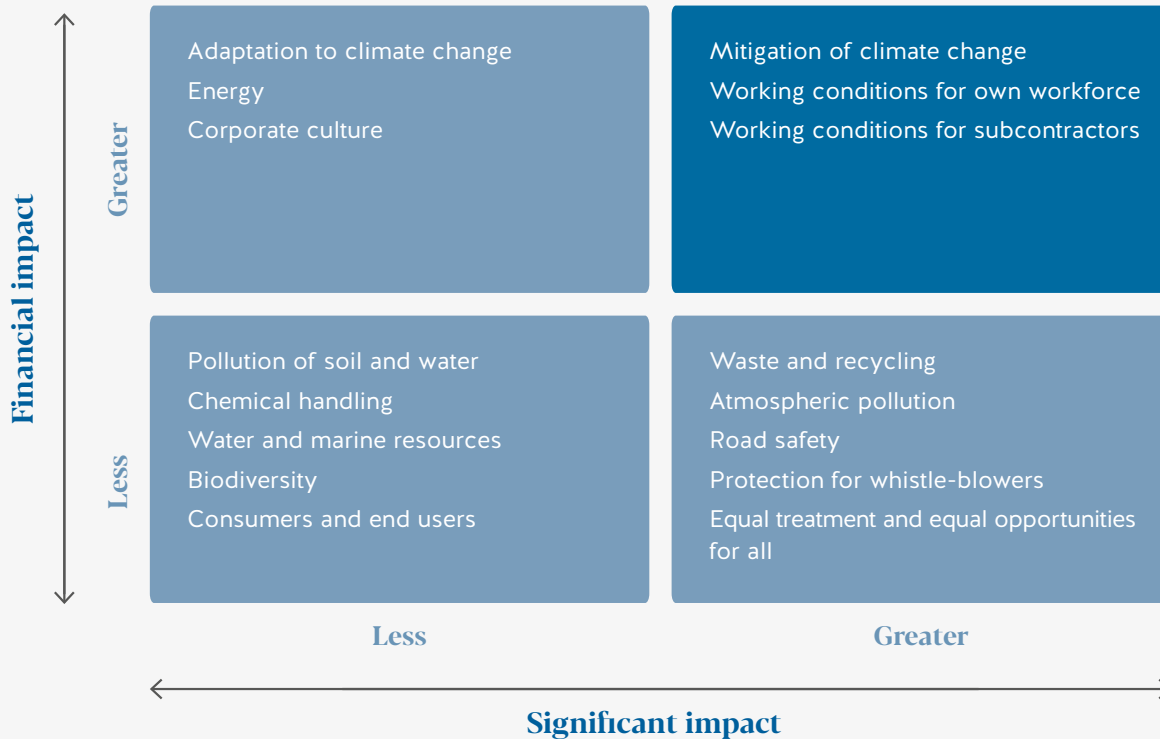
We took an important step forward in 2024 by developing our materiality analysis into a double materiality analysis in line with CSRD requirements. The analysis considers two perspectives:

Impact materiality

- Our positive impact through improvement measures.
- The negative impact of our business on people and the environment.

Financial Materiality

- Risks linked to rule changes, fuel costs and climate-related measures.
- Opportunities in green haulage and efficiency gains.





Category	Aspect	Description	Page ref.
Environmental aspects	Climate change and emissions (E1)	<ul style="list-style-type: none"> GHG emissions from our own and contract hauliers' vehicles. Investments in fossil-free vehicles/fuels. 	27
	Energy use (E1)	<ul style="list-style-type: none"> Energy consumption in terminals and buildings. Investments in renewable energy. 	28
	Atmospheric pollution (E2)	<ul style="list-style-type: none"> Emissions from transport. Measures to reduce environmental impact. 	29
	Waste management (E5)	<ul style="list-style-type: none"> Management of operational waste. Recycling and circular flows. 	29
Social aspects	Working conditions (S1)	<ul style="list-style-type: none"> Safe, healthy workplace. Minimising personal injury and incidents. 	30
	Equality and diversity (S1)	<ul style="list-style-type: none"> Equal opportunities workplace. Inclusive corporate culture. 	32
	Working conditions in the value chain (S2)	<ul style="list-style-type: none"> Special focus on contract hauliers' working conditions. Follow-up of suppliers. 	34
	Road safety (S3)	<ul style="list-style-type: none"> Safety procedures and training. Prevention work. 	30
Governance	Business culture and values (G1)	<ul style="list-style-type: none"> Ethical guidelines. Implementation of values. 	37
	Protection for whistle-blowers (G1)	<ul style="list-style-type: none"> Whistle-blowing system. Procedures for handling cases. 	37



Environmental sustainability

Environment

Policy

The Tempcon Group develops, offers and performs haulage with the least possible environmental impact. As far as is practicable and economically justifiable, we conduct the company’s operations to limit negative environmental impact, and make sure that good overall resource management, including recycling, is practised in the business. We meet or exceed legal requirements and those of others affected by the operation. We work proactively to increase the awareness of environmental issues among our employees. Our purchasing plan seeks to minimise the environmental impact of vehicles, engines, fuels and chemicals. We collaborate with suppliers and customers on environmental issues, as these are an important factor in procurements. We maintain an environmental management system that strives for efficiency and constant improvement from both environmental and business perspectives. All employees work preventively to minimise environmental impact. We schedule driving such that it allows an eco-friendly driving style. In the environmental field, we possess the expertise and act to ensure Tempcon Group remains at the forefront of our industry.

Carbon footprint and reduction of greenhouse gases

Tempcon’s long-term goal aligns with Sweden’s climate policy framework, which states that the climate impact from haulage must decrease by 70 per cent by 2030 compared to 2010. Tempcon’s biggest environmental impact is related to Scope 1 emissions from its own vehicles, and purchased haulage (contract hauliers) in Scope 3. The goal is to reduce CO2 emissions per driven kilometre by at least 15 per cent annually.

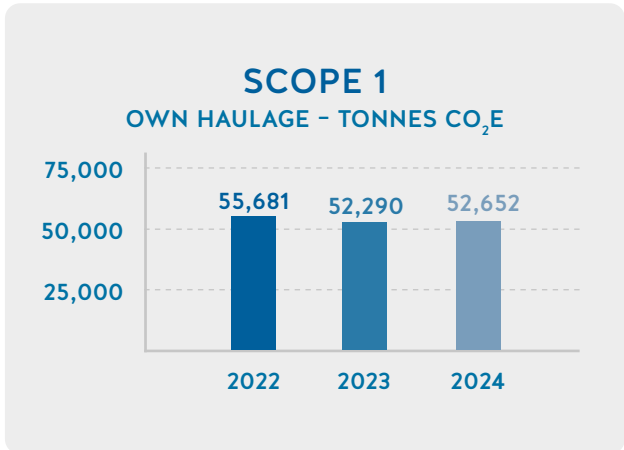
In 2024, and in close collaboration with our customers, we continued to pursue the transition toward a more sustainable haulage sector. Investments in electric and gas-fuelled vehicles, greater use of biofuels such as HVO and smart solutions like route optimisation, load consolidation and economical driving have allowed us

to reduce our climate impact and also streamline our haulage flows.

At the same time, the lower emissions reduction mandate already implemented on 1 January 2024 means that our total emissions from transport have increased compared to 2023. An increasing proportion of our haulage is carried out by contract hauliers, which also means that Scope 3 emissions increased from 2023 to 2024, while emissions from our own haulage remain at a stable level.

During the financial year, we improved the measurement of emissions from our contract hauliers in Scope 3. The quality of the measurements needs further improvement to reflect all fuel types and haulage by all contract hauliers and external suppliers. The comparison figure for 2023 in this report has changed compared to the previous year’s report to reflect the new calculation method for Scope 3.

Our ambition is clear – to be a pioneer in sustainable logistics. We create value for our customers and the environment alike by combining innovation and cost-effective solutions.





Energy

With its large warehouses and terminals with chiller and refrigeration plants, Tempcon consumes a lot of electricity and district heating. We work proactively to reduce our energy consumption. We reduce our energy consumption and thus our environmental impact by adapting the refrigerants in our warehouses and terminals. We optimise the use of our chillers and also review and replace our lighting with products that consume less energy, and we install motion detectors for the lighting.

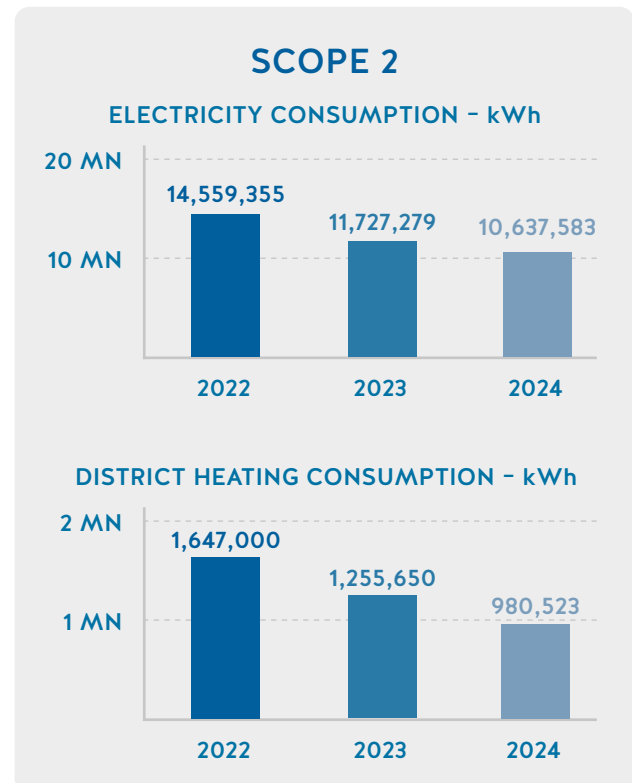
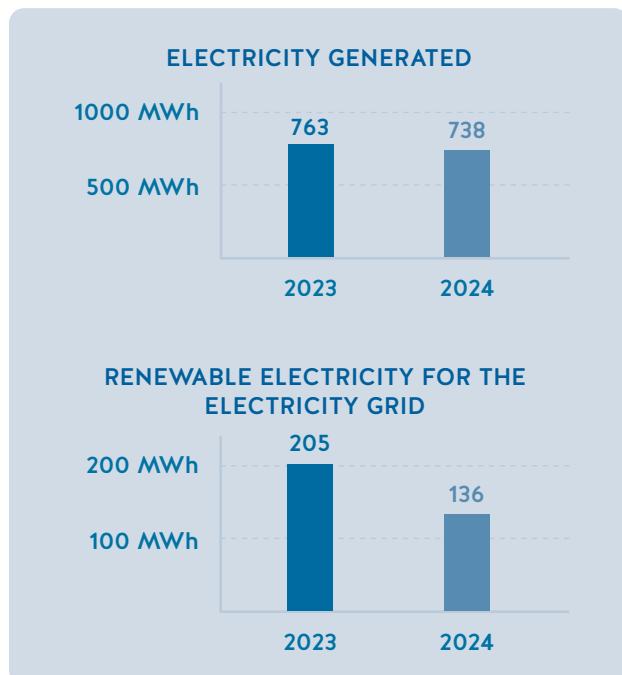
At the same time, we note an increasing demand for electricity due to the increase in EVs. So it's important that we continue to work on energy efficiency and the generation of our own electricity.

Thanks to their large roofs that are well suited for solar panels, several of Tempcon's subsidiaries have invested in solar panel installations, and we're proud of our ability to generate a large proportion of the electricity we consume.

During 2024, our solar cell installations continued to deliver renewable energy, and part of the surplus was passed on to the electricity grid, thereby also boosting the supply of green electricity outside of our own operation. Solar energy is an important part of our sustainability efforts and it helps us reduce our carbon footprint.

When Syd Frys is completed in Hyllinge during the spring of 2025, it will be equipped with solar cells to further increase our in-house production of renewable energy.

Meanwhile, we're busy streamlining our energy usage and making sure that the electricity we purchase is as sustainable as possible. Through these efforts, Tempcon Group is shouldering a clear responsibility in the transition to a more sustainable haulage sector.



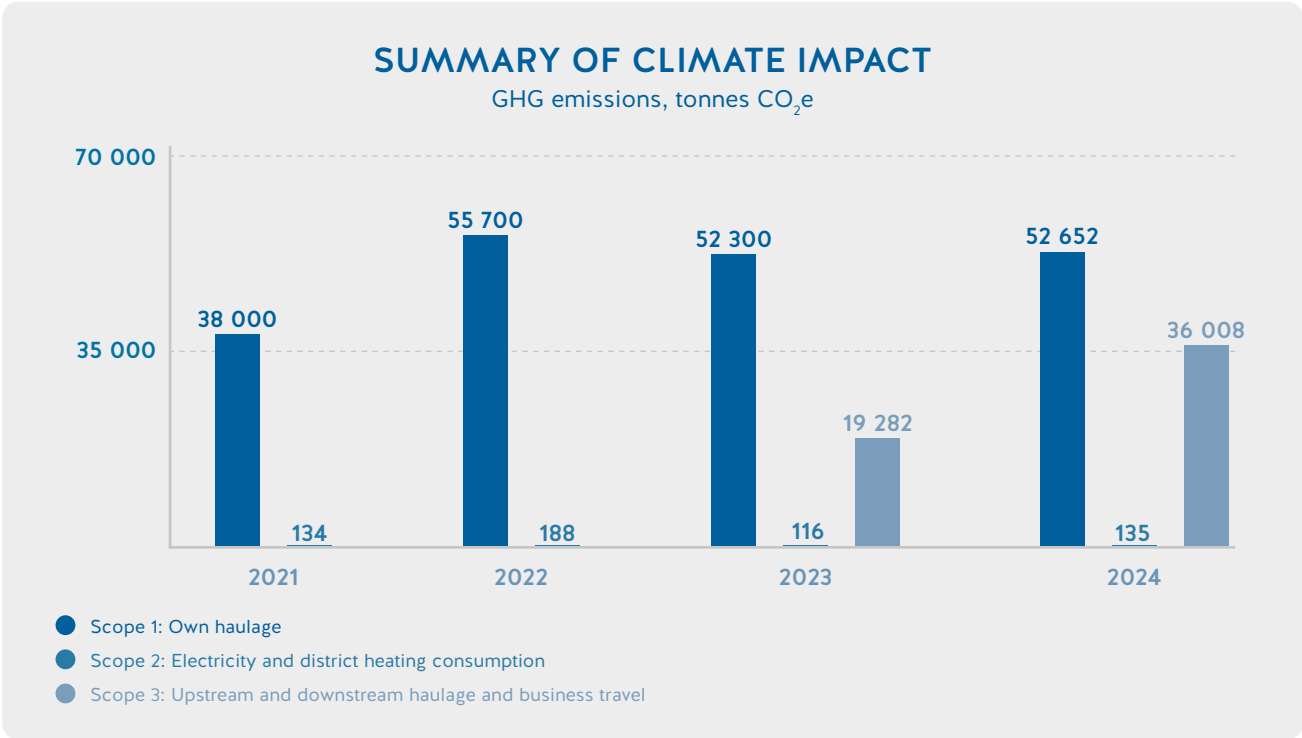
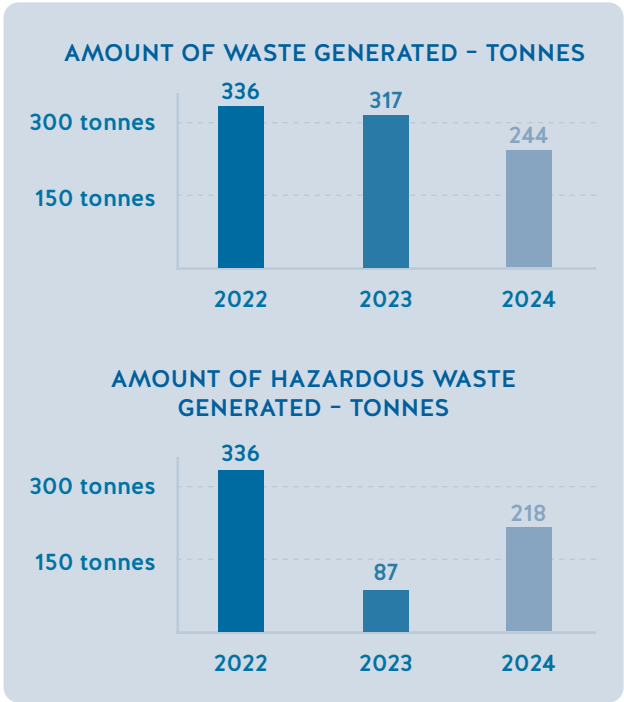
Atmospheric pollution

Tempcon Group companies handle temperature-sensitive goods in in-house chiller and freezer warehouses and vehicles with chiller and freezer capacity. While this infrastructure is crucial for ensuring unbroken refrigeration chains with high food safety, it also involves potential environmental challenges that we work proactively to minimise. Refrigerants are used to maintain the correct temperatures in warehouses and vehicles, but because leakages from certain common refrigerants have a high climate impact, we are gradually phasing out older refrigerants and replacing them with modern, more eco-friendly alternatives with less environmental impact. We also carry out regular inspections and preventive maintenance to minimise the risk of leaks.

Waste and circularity

First and foremost, Tempcon works to create as little waste as possible. This is the best way to reduce the consumption of Earth’s resources and the impact on the environment. We try to reuse existing waste internally within the Group as well as externally. When reuse is not possible, we recycle the material. Today, this includes fractions such as tyres, corrugated cardboard, plastics and scrap metal. The hazardous waste we generate is mainly sludge from truck wash bays and waste oil from

our workshops. The increase in hazardous waste generated during 2024 compared to 2023 is linked to the haulage of white goods from customers.





Social sustainability

Safe, healthy workplace

Policy

Our haulage must always take place safely and reliably, and our aim is to avoid any kind of accident. We work with preventive road safety to engender credibility and consensus among our employees, customers and the general public.

Guidelines

We work with guidelines and procedures that ensure road safety and we conduct self-monitoring for e.g:

- Speed
- Alcohol and drugs
- Driving and rest times
- Seatbelt use
- Use of hands-free phones

We also work with ongoing improvements, constant service and supervision of our vehicles. When acquiring new vehicles, we specify requirements based on road safety. Our employees must all set an example by adapting their speed to the prevailing road traffic situation and displaying the utmost consideration for other road users at all times.

Goals

Tempcon does its utmost to prevent injuries and work-related ill health. In line with the Swedish Transport Administration's Vision Zero, the goal is for no one (zero people) to suffer a fatality at work or permanent harm from work-related injuries. The goal is to reduce the number of occupational injuries and work-related ill health by 10 per cent compared to the previous year.



A safe, healthy work environment is an important strategic issue for the entire Group. We regard every case of work-related ill health, be it physical, mental or social, as a failure. The aim of our occupational health and safety work is to create a sound, stimulating workplace for every employee where the risk of occupational injury and work-related ill health is prevented instead of being managed.

According to statistics from 2023, haulage and warehousing are the sectors with the most reported occupational accidents with sick leave among women and the second most among men. Most injuries at Tempcon are strain injuries, injuries related to falls and pinch accidents, and injuries that occur in conjunction with loading, unloading and carrying goods.

We continued our systematic health and safety work in 2024 with a combination of training courses, safety inspections and employee dialogues. The work takes place mainly out among our subsidiaries where managers and employees work together to identify risks and improve

the work environment. We continued to carry out regular checks during the year to confirm the correct use of personal protective equipment by personnel and to train drivers and terminal workers in risky operations such as loading and unloading.

However, a safe work environment is not just about the physical aspects, but also about creating a workplace where our employees are happy and can develop. Accordingly, we have invested in additional employee surveys to capture their needs and wishes. We also carried out targeted initiatives to improve working conditions and make sure our employees have the appropriate means for performing their work safely and efficiently.

While these efforts have shown results, we see it as a work in progress where we are constantly striving to improve. We are convinced that a safe, engaging work environment is not just crucial for our employees' well-being, but also for our ability to continue delivering high-quality, sustainable logistics solutions.

HEALTH AND SAFETY

	2024	2023	2022	2021
Fatalities as a result of a work-related injuries	0	0	0	0
High-consequence work-related injuries	0	0	0	0
Recordable work-related injuries	57	70	61	20
Recordable work-related ill health	0	10	0	0
Fatalities as a result of a work-related injuries	0%	0%	0%	0%
High-consequence work-related injuries	0%	0%	0%	0%
Recordable work-related injuries	6%	6%	3.9%	1.3%

Percentages refer to work-related injuries based on 200,000 hours and show the number of work-related injuries per 100 full-time employees over one year.



Equality and diversity

Policy

Tempcon Group works proactively for equal opportunities, and this applies throughout the entire Group. Equal opportunities form a natural part of day-to-day work. Tempcon's equal-opportunities work makes sure men and women have the same opportunities, rights and obligations, and any differences that only apply to one or the other must be remedied.

We must strive for the equal treatment of men and women and for an equal distribution of men and women across all departments, functions and levels. We must also work for equal opportunities, rights and responsibilities regardless of ethnicity, religion or other belief system, disability, gender identity or expression, sexual orientation or age. Working conditions, workplaces and work organisation must be so arranged that they are suitable for all employees. In matters of equal opportunity, Tempcon must be seen as a role model and an inclusive workplace and business partner.

It's important that we create conditions where everyone, regardless of their role, sex or identity, enjoys equal pay for equal work and has the opportunity to combine work with parenthood. We must also make sure no employee is subjected to sexual harassment or is harassed because a case of sex discrimination has been reported.

It is the responsibility of company management to conduct inclusive, targeted equal-opportunities work within the Group, where the views, experiences and skills of men and women are valued equally. Everyone who works in the Tempcon Group must enjoy the same opportunities for employment, training and promotion. All managers are responsible for monitoring and making sure ongoing equal-opportunities work takes place on a day-to-day basis. Managers must also document any active measures carried out such as the annual pay survey to detect, correct and prevent non-objective differences between men and women in pay and other terms of employment. Everyone in the Tempcon Group shares the responsibility for creating an equal-opportunities workplace.

Equal-opportunities work within the Tempcon Group

Haulage has long been a male-dominated industry, and even though we note a positive change, creating an equal-opportunities workplace remains a challenge. Tempcon Group takes an active approach to attracting more women to choose work in logistics and haulage whether it be as drivers, office workers or in management positions. For us, equal opportunities is about creating an inclusive work environment where everyone feels welcome and has the same opportunities for development, regardless of gender.

We are convinced that an industry with more gender equality will lead to greater job satisfaction, better decision-making and a stronger employer profile. We intensified our equal-opportunities work in 2024 through concrete initiatives in several of our subsidiaries, where the focus was on recruitment, occupational health and safety and challenging conventional norms in the haulage and logistics sector.

A project group at Widriksson Logistik actively sought to improve equality of opportunity at the workplace. The Group collaborates with the Swedish Confederation of Transport Enterprises for the purposes of identifying and implementing measures that create a more inclusive work environment. A list was drawn up during the year covering initiatives in recruitment, language usage, leadership and well-being activities. The purpose is not only to attract more women to the haulage sector, but also make sure that all employees feel respected and included.

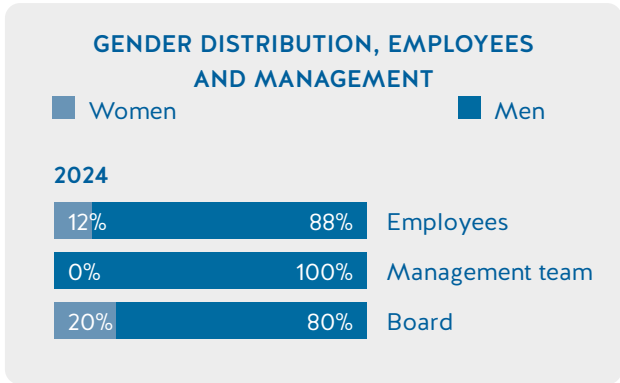
During the year, Tommy Nordbergh Åkeri launched a campaign to attract more women to the haulage industry. The company feels developments are moving too slowly and that more women should be made aware of the industry's opportunities. The campaign highlights the advantages of the occupation and challenges the conventional image of this line of work by showing how modern and varied the job is today.

In a tribute to the company's female employees, the specially designed truck that runs between Skåne and Stockholm is a clear example of this initiative and an

exhortation for more women to seek work in the industry. Information about the occupation's many advantages, especially its high level of job security where no less than 83 per cent of transport sector students get jobs immediately after qualifying.

At the Group level, we note increasing interest on the part of women to work in haulage and logistics – a positive development. In a clear signal that the industry is changing, the proportion of female applicants to the transport programme is at a record 34 per cent. We will continue this trend by working proactively to improve working conditions and make the haulage sector more attractive for everyone.

Tempcon Group regards its equal-opportunities efforts as a long-term initiative. We're creating a more inclusive work environment and a stronger organisation through a combination of training, revised recruiting strategies and internal initiatives.





Employees in the value chain and their relation to suppliers

Policy

Tempcon Group requires all of its suppliers, i.e. all companies that do business with any company within the Group, to adhere to the same ethical principles. To this end, Tempcon has drawn up a Code of Conduct for suppliers and subcontractors, setting out the minimum standards for doing business with any of the Group's companies.

Suppliers must comply with all laws applicable to their respective businesses. Suppliers must support the principles of the UN Global Compact and all of its underlying declarations and commissions, in compliance with national law and practice. Suppliers must in turn encourage their own suppliers to comply with the Supplier Code of Conduct as part of the fulfilment of their contractual obligations.

Tempcon's contract hauliers

Tempcon Group works with a broad network of suppliers and contract hauliers to ensure our ability to offer flexible, effective haulage solutions without compromising on quality, safety or sustainability. In 2024, we increased the number of contract hauliers working on our behalf. Making use of existing market capacity allows us to meet customer requirements cost effectively while maintaining our high level of service.

However, we demand the same high standards of our partners as we do for our own operations. All contract hauliers have to meet our stringent environmental and quality standards where the focus is on sustainable haulage solutions and a safe work environment. We conduct ongoing audits and checks of partner hauliers to make sure all collaborations take place under fair, transparent conditions. These regular reviews include matters pertaining to Swedish corporation tax, traffic permits, freight permits, employer's contributions and driving license classifications.

In addition to legal requirements and industry standards, we also encourage our suppliers to actively contribute to the transition to a more sustainable haulage sector. We encourage the use of renewable fuels and fossil-free alternatives wherever possible, and would be pleased to see our partners invest in more eco-friendly technology. Our ambition is to create a haulage chain in collaboration with our suppliers that is not only efficient and profitable, but also sustainable for both people and the environment.

Working with carefully selected, responsible suppliers forms a central part of our operation. By using clear requirements specifications in close collaborations, we make sure that all haulage that takes place in our name lives up to the high standards our customers and society expect of us.



Financial sustainability

The Good Company – governance and quality targets

Tempcon Group works constantly to be a well governed, sustainable and responsible company. In a process we refer to as ‘The Good Company’, we apply structured self-assessment to make sure we live up to our high standards of corporate governance, transparency and strategic development.

Our target for the year was to achieve index 90 in our self-assessment, which involves reviewing and evaluating our governance processes seen from a number of central areas. These include clear, well-established corporate governance, strategic planning that supports our long-term business objectives and robust risk management to ensure both financial and operational stability.

We work hard to ensure that our Board and management team have a clear structure, the relevant skills and well-defined areas of responsibility. This involves regular Board evaluation, a transparent, updated corporate governance and a strategic plan that includes both financial and sustainability-related initiatives.

To ensure high standards throughout the Group, we conduct ongoing risk analyses, monitor transactions and apply clear budget and forecasting processes. Financial reporting, internal controls and transaction monitoring take place regularly, and we make sure projects and decisions that involve major investments are based on sound, quantified business planning.

Our goal with ‘The Good Company’ is to create a Group with responsible, effective governance that strengthens both our competitiveness and value creation over the long term, and where business ability and sustainability go hand-in-hand.

Customer satisfaction

Quality policy

Tempcon has zero tolerance for corruption. To make certain of this, joint guidelines in the form of a Code of Conduct, business policies and a personnel manual have been implemented throughout the Group and are regularly updated.

Tempcon must haul goods carefully and in accordance with the requirements and instructions of our customers and in compliance with the regulations issued by the authorities. We must make every effort to provide services

that exceed customer expectations. In doing so, it’s crucial that we also maintain as high a level of service as possible. Our efforts must be guided by what is financially reasonable, adequately safe and technically feasible.

Our business should be of such quality that we are the go-to choice when shippers choose a carrier and logistics partner, and we should achieve this through committed, skilled and well-trained personnel and a modern vehicle fleet. It is the duty of every employee to work constantly to improve our quality control to safeguard Tempcon’s position as a leading business partner in temperature-controlled logistics. The Group and its subsidiaries are certified under management systems for quality (ISO 9001), the environment (ISO 14001), road 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).

Increased customer satisfaction

At Tempcon, we know that long-term collaborations are built on trust, quality and an understanding of our customers’ needs. For this reason, we strive constantly to improve our logistics solutions and adapt them to each customer’s unique requirements and conditions. We further strengthened our customer dialogues in 2024 through closer collaboration and broader digital support to provide even better transparency and delivery performance.

Not only do we retain our customers, we grow together with them – a clear testimony to the success of our efforts. During the year we consolidated collaborations with several major players in the food industry where we were able to offer more efficient, sustainable haulage solutions. We also won new contracts, proving that Tempcon is a player that both existing and new customers are willing to put their trust in.

However, our high level of service and strong customer focus would not have been possible without our committed employees. Through strategic recruitments and internal investments in skills development, we have continued to build an organisation that not only meets our customers’ expectations, but also exceeds them. Considering the commitment shown throughout the Tempcon family, we’re convinced that we will continue to maintain customer satisfaction at a high level during the years ahead.



NUMBER OF CASES REPORTED THROUGH THE WHISTLE-BLOWER SYSTEM

2024	18
2023	12

Protection for whistle-blowers

Tempcon strives to have an open corporate culture with high business ethics where the reporting of misconduct is encouraged and appreciated. Our employees, customers and suppliers are our most important sources of insight into any shortcomings that need to be corrected. To make it easier for our employees and relevant third parties to report serious incidents and irregularities, we have an external whistle-blower channel through which people can safely and confidentially report any such irregularities.

The majority of all reported cases were not deemed to be whistle-blower issues such as bribery, corruption, serious security shortcomings, abusive discrimination, harassment and so forth, but were mainly about traffic incidents and problems with goods reception. In such cases, we handle the matters as deviations in the companies concerned.

Anti-corruption and bribes

Policy – Code of Conduct & anti-corruption Tempcon has zero tolerance for corruption. To ensure this, joint guidelines in the form of a Code of Conduct, business policies and a personnel manual have been implemented throughout the Group and are regularly updated.

NUMBER OF CONFIRMED CASES OF CORRUPTION

2024	0
2023	0
2022	0
2021	0



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