



Sustainability Report 2025

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Introduction

Tempcon Group AB specialises in temperature-controlled logistics. The Group comprises 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: economic, environmental and social sustainability. Our focus and proactive efforts are directed at specific areas identified within 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.

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 climate impact also drives profitability. By optimising our freight flows, we reduce the kilometres driven and simultaneously reduce our climate impact. That is the added value we contribute to society.

We shall always strive to use the most environmentally friendly fuel available to further reduce our environmental impact. Together with our customers we decide which fuels are to be used at any given time.

Position

Our goal is to be the leading partner in temperature-controlled logistics in the Nordic region, and thus the natural first choice of logistics partner for producers, wholesalers and the grocery trade. The strong, long-standing customer relationships of our subsidiaries form the foundation 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 today consists of twelve entrepreneurially driven subsidiaries, all sharing the same goal: to create value for customers through sustainable logistics solutions.

Tempcon and its subsidiaries offer a complete range of services that meet the needs of the entire supply chain. Customers thereby receive an optimally customised solution in temperature-controlled logistics – from producer to consumer, including associated digital services. Tempcon operates across five main areas: national transport with a terminal network, international transport, warehousing, last-mile deliveries and digital services.

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

Market Position

Tempcon is the largest operator in the Nordic region within temperature-controlled transport and logistics services. The Group has national coverage across Sweden through its own strong presence and strategic partnerships, while also reaching our Nordic neighbours, the Benelux countries and parts of the rest of Europe.

Our customers consist of a broad mix, ranging from the largest players in the grocery trade, restaurant sector and food production to local entrepreneurs and industry at large. The primary segment is food, but we also transport flowers, dry goods and pharmaceuticals.

Group Ambition

Tempcon's ambition 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 option for the environment. Our growth will primarily be organic, driven by existing customer relationships, but also through selective strategic acquisitions that complement our offering – all with a focus on economically, socially and environmentally sustainable development.





Tempcon in Numbers

3 100

Sales of around SEK 3,100 million in 2025



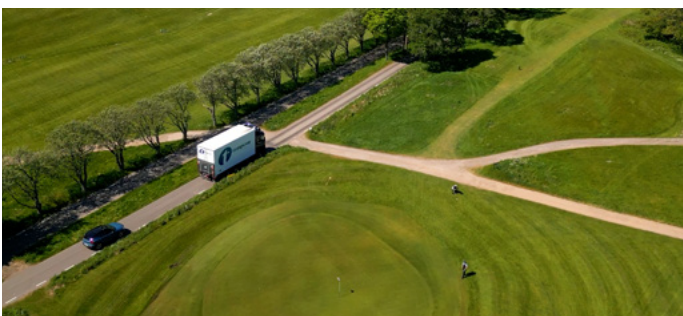
21

terminals



940

committed employees



115 000

pallet positions for dry, chilled and frozen goods

390

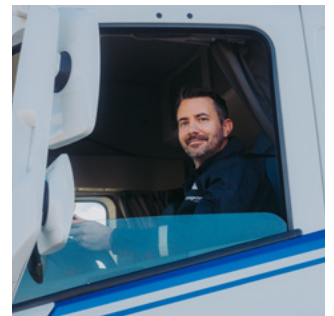
trucks through contract hauliers





352

company-owned trucks



63 000

m2 terminal storage space for dry, chilled and frozen goods



12

strong local subsidiaries



120

last mile vehicles

“

A safe working environment and fair conditions shall apply to all who work for us or on our behalf.

- Christian Hallberg, Group CEO

Our Values

Tempcon Group is a values-driven group. Everything we do is rooted in our three values: Commitment, Credibility and Together. In Swedish, the initials of these three values spell ETT – meaning 'one' – which is the essence of our tagline: Forward as One.

Commitment

We shall seek solutions and act on sound values. In every situation that arises we shall demonstrate our commitment and accept the consequences of any shortcomings. We know that everything can be improved and developed further when we work together. We therefore involve one another in decisions and do our utmost to find solutions that lead to continuous improvement.

Credibility

We shall conduct ourselves correctly and professionally in all situations, maintaining reliable systems and sound procedures so that our customers can always count on us to keep our promises. We shall ensure that we have competent, well-trained and committed employees, and we achieve this by continuously developing our people. Within the Group we know that our success depends on the diversity and competence of our skilled colleagues.

Together

Our business culture is built on collaboration, where we bring together the different knowledge, experience and responsibilities of our respective companies and employees to form a strong unit. We shall always strive to collaborate internally and with our customers so we can grow together and foster openness about our mutual expectations.



CEO Summary

Tempcon Accelerates the Transition — Together for a Sustainable Future

2025 has been the year in which we moved from plan to execution. When Tempcon carried out a bond issue in spring/winter 2025, we were met with very strong investor interest. This is testament to the fact that the market recognises the value of our mission – critical to society – and that we are a partner that both can and will take responsibility for the transition of Swedish food logistics. The proceeds give us the strategic capacity we need to continue investing in fossil-free transport, efficient terminal operations and digital customer solutions.

We are a company with deep roots in entrepreneurship. At the same time, we now have the size and structure needed to make a real difference – both in the Swedish food supply chain and in the transition of the transport industry. We often say that we are large enough to deliver, yet small enough to truly care. It is precisely in that combination that our competitive edge lies.

New Sustainability Strategy Launched

During 2025 we launched a new sustainability strategy with three long-term focus areas: Net-zero climate impact, Safe and fair working conditions, and Long-term profitability. This follows from our sustainability pledge to future-proof food logistics in Sweden.

We have registered with the Science Based Targets initiative (SBTi) and begun the process of setting scientifically grounded climate targets. This important step gives us 'committed' status and requires us to submit targets for validation within 24 months.

We have improved our methods for collecting and quality-assuring sustainability data, enabling reporting in accordance with the EU's Corporate Sustainability Reporting Directive (CSRD). As part of this work, we have calculated new baselines for climate emissions per tonne-kilometre and occupational health risks (LTIR),

against which we can measure our future improvements.

The Fleet of the Future

In parallel, an extensive investment programme is under way on the Fleet of the Future – a gradual transition in which we are increasing the proportion of electric and gas-powered vehicles as technology, infrastructure and economics improve. We have also developed our own TCO model (Total Cost of Ownership) that makes it possible to simulate costs and climate benefits over time for different fuels, providing direct decision support for both us and our customers.

Renewable Energy Generation

We are also taking important steps at our terminals. The expansion of Syd Frys outside Helsingborg doubles storage capacity and includes a new solar cell installation that enables the terminal to generate a large proportion of its own renewable electricity, thereby significantly reducing the climate impact of food storage – one of our largest emission sources in Scope 2.

Digitalisation

Our digitalisation continues apace. Next year we will launch a digital climate-tracking system that provides customers with real-time data on emissions per shipment. This makes climate impact visible across every supply chain – and therefore something that can be acted upon.

Zero Tolerance for Work-related Injuries

Tempcon is a workplace for many – both employees and contracted hauliers. We maintain our zero-vision for work-related ill health and workplace injuries. We are therefore introducing clear environmental and social requirements in our supplier monitoring, with support measures to help hauliers succeed in the transition. A safe working environment and fair conditions shall apply to all who work for us or on our behalf.



*Christian Hallberg
Group CEO*



Basis of Preparation of the Sustainability Report

The sustainability report forms part of Tempcon Group AB's statutory annual report in accordance with the Swedish Annual Accounts Act. The report covers Tempcon Group AB and all subsidiaries included in the Group's consolidation, which corresponds to the scope of Tempcon Group's financial reports for the financial year. The reporting covers the calendar year 2025, and unless otherwise stated, comparative figures for 2024 are shown in parentheses.

To meet future regulatory requirements and to ensure transparent and comparable sustainability reporting, Tempcon Group AB works continuously towards full implementation of reporting in accordance with the European Sustainability Reporting Standards (ESRS). The 2025 sustainability report takes the updated ESRS standards into account at a level that corresponds to our maturity and capabilities. Tempcon Group AB works systematically to reduce deviations from ESRS over time.

The sustainability report is based on the results of Tempcon Group's double materiality analysis, in which we have assessed which sustainability issues are most relevant to our operations from the perspective of both

our impact on the world around us and the world's impact on us. The analysis considers the entire value chain – our own operations, upstream suppliers and partners, as well as downstream contracted hauliers, customers and end use.

Tempcon Group AB has established a Group-wide process for the collection, validation and compilation of sustainability data. All subsidiaries report data for the financial year through our internal reporting system, providing us with a consolidated view of the Group's sustainability performance across environmental, social and economic sustainability. As part of developing our sustainability reporting, we work continuously to strengthen data quality, develop our measurement methods and extend the scope of our reporting. Further information on measurement methods, data quality and estimates (where applicable) is provided within the relevant sections of the sustainability report.

The auditor's statement in respect of the Group's sustainability report is attached.



HCT Vehicles for More Climate-efficient Logistics

When Tempcon Group introduced its first HCT vehicle (High Capacity Transport) in 2025, it was an important step in our ambition to reduce climate impact while simultaneously strengthening efficiency across the entire value chain. The investment is a natural part of the work we carry out every day – working together with our customers to shape a more sustainable and future-proof logistics system.

What is HCT and Why Does It Matter?

HCT stands for High Capacity Transport and refers to vehicles that are longer than today's standard solutions. The purpose is to increase capacity per transport and thereby reduce the number of journeys on the roads.

In Sweden, HCT vehicles are permitted on selected road sections within the framework of test programmes and regulated development. By using longer vehicles, more freight can be moved per route without increasing the environmental burden. On the contrary, significant climate benefits are created through:

- Fewer total transports
- Lower emissions per tonne transported
- More energy-efficient logistics flows
- Better utilisation of vehicle capacity and driver time

For an industry where every kilometre counts, HCT is an important piece of the puzzle in the transition towards fossil-free transport and a more sustainable logistics system.



HCT as Part of Our Climate Responsibility

Tempcon has long worked to reduce emissions from our transport through electrification, gas-powered vehicles, renewable energy and more efficient flows. Introducing HCT is a logical continuation of this work and is firmly in line with our sustainability strategy, where reducing CO₂ emissions and improving energy efficiency are central goals.

By being able to transport larger volumes in a consolidated flow, we strengthen reliability, reduce the climate impact per delivery and increase capacity across our established routes. With over 60,000 m² of terminal space, 352 company-owned vehicles and an unbroken

cold chain from producer to consumer, we can now do even more to optimise the logistics system.

HCT as Part of the Logistics System of the Future

Nationally, extensive work is under way to adapt infrastructure and regulations so that more road sections can be opened to HCT vehicles. This is a development we welcome and are actively preparing for. By integrating HCT into our existing structure – with one of the industry's strongest terminal networks and an unbroken cold chain from producer to consumer – we can create concrete climate benefits today.





Miljöbyggnad Silver as Freezer Capacity in Hyllinge is Doubled

As demand for cold storage increases, Tempcon Group is taking a clear step forward. On 23 October 2025, our new state-of-the-art storage facility in Hyllinge was inaugurated. The investment is one of the largest in Tempcon's warehousing operations and strengthens our ability to deliver climate-smart and reliable logistics solutions.

Energy Efficiency and Solar Power

The new facility is certified to the Miljöbyggnad Silver standard, clearly reflecting the Group's long-term commitment to environmental sustainability and energy efficiency. The roof is covered with solar panels, with an estimated output of 499 kW, which helps to reduce both operating costs and our carbon footprint. In addition, the building has been fitted with mobile pallet racking – a solution that maximises storage density and facilitates flexible handling of large volumes.

With energy-efficient refrigeration systems based on natural refrigerant (CO₂) and modern techniques for handling frozen and chilled goods, we ensure that our temperature-controlled logistics maintains high quality – while minimising environmental impact.

Capacity Boost and Efficient Consolidation

The new facility adds 6,378 square metres to the existing footprint and doubles freezer capacity from 16,000 pallet spaces to a total of 36,000. By consolidating three previous storage facilities into a modern central warehouse in Hyllinge, we create:

- More efficient workflows with centralised handling
- Greater flexibility for handling chilled and frozen goods
- Better logistics – fewer transshipments, simpler traceability, increased precision

This consolidation makes it easier to coordinate goods handling, distribute products and meet customers' needs with a high degree of agility and quality.

A Strategic Investment for the Future

The Hyllinge facility is an important part of Tempcon's long-term strategy. It meets the market's growing volume requirements and strengthens our role as a leading partner in temperature-controlled logistics.







Governance of Tempcon's Sustainability Work

Management Role and Responsibility

Sustainability is a central part of Tempcon Group's long-term value creation and is treated as a strategic area integrated into the Group's corporate governance. Sustainability informs the entire business in various ways and is reflected in Tempcon Group's strategic plan, which is updated annually. Responsibility for sustainability work is shared between Group management and the Board of Directors.

Group Management

The Group CEO and management team are strategically and operationally responsible for the Group's sustainability work. The management team ensures that the Group's business objectives are aligned with the three dimensions of economic, environmental and social sustainability. To identify material sustainability issues, Tempcon Group conducts a double materiality analysis, which is updated annually by Group management. Based on the outcome of the double materiality analysis, Group management sets targets and action plans for each material sustainability issue over the short and long term. Group management regularly monitors the Company's performance against sustainability targets, and outcomes are reported to the Board.

Group management comprises eight individuals, all of whom are men.

The Board of Directors

Tempcon Group's Board of Directors is responsible for establishing the strategic direction, deciding on long-term investments to support the strategy, monitoring

performance against targets, and overseeing the Group's risk management. This responsibility also includes overall accountability for the Group's work on material sustainability issues and sustainability-related risks, opportunities and impacts. The Board monitors sustainability work through regular reports from Group management on strategic choices, targets and performance against targets.

The Board is composed of members with extensive experience from the transport industry, logistics, finance and corporate governance, ensuring a broad base of competence for overseeing the Group's strategic development and sustainability work. Where additional expertise is required, external sustainability expertise is available from the majority shareholder Accent Equity and from consultants engaged by the Company.

Tempcon Group's Board consists of six members, one of whom is a woman. Three members are independent in relation to the Company and its owners. There are no employee representatives on the Board.

The Auditor

To ensure transparency and reliability, the auditor appointed by the Annual General Meeting carries out a limited review of the sustainability report. The review aims to verify the accuracy of the reporting and that the underlying processes for sustainability reporting are of high quality.

For the 2025 financial year, PwC has been appointed auditor by the Annual General Meeting, with Mikael Nilsson as the lead auditor.

Board of Directors

- Monitors strategy, target achievement, risk, the double materiality analysis and reporting.
- Decides on long-term investments.
- Ensures adequate internal control.
- Oversees and approves material policies.

Auditor

- Reviews the sustainability report and the underlying processes.

Group Management

- Conducts the double materiality analysis to identify priority sustainability issues.
- Integrates material sustainability issues into the Company’s strategic plan and policies.
- Monitors performance against targets and decides on measures to ensure target achievement.

In everyday operations, sustainability work within Tempcon Group is integrated into the Group's management system. Through our ISO certifications we ensure that we systematically set targets, monitor results and work with continuous improvements. Through internal and external quality audits we ensure compliance with the standards and identify deviations and areas for improvement.

Incentive Programmes Linked to Sustainability Issues

Tempcon Group does not have an incentive programme beyond the opportunity for key employees to acquire shares in the Company.

ISO Certification	Key Areas	Impact
ISO 9001	Quality Management	<ul style="list-style-type: none"> • Customer focus • Risk management • Continuous improvement
ISO 14001	Environmental Management and Climate	<ul style="list-style-type: none"> • Reduced climate impact • Efficient resource use • Compliance with environmental requirements
ISO 22000	Food Safety	<ul style="list-style-type: none"> • Unbroken cold chains • Compliance with customer and regulatory requirements
ISO 39001	Road Safety	<ul style="list-style-type: none"> • Accident prevention • Safer working environment





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 covers the entire value chain from producer to 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 continuously work to identify and assess potential risks and negative consequences that may arise in our operation. This covers both the direct effects of our own activities and the indirect effects arising through our business relationships with customers, suppliers and contract hauliers. The central aspects of our due diligence work are set out below.

Integration into Governance, Strategy and Business Model

Sustainability is an integral part of Tempcon's strategy plan, which is updated annually. We manage sustainability based on the three dimensions: economic, environmental and social sustainability. This is reflected in our certifications (ISO 9001, 14001, 22000, 39001), management systems and the policies that govern our business. See the sections 'Strategy' (p. 22) and 'About the Group' (p. 4).

Collaboration with Stakeholders

Tempcon maintains ongoing dialogues with customers, employees, contract hauliers, owners, suppliers and authorities through regular meetings, surveys and follow-ups. The Group has established dedicated forums such as a drivers' council and reference groups to ensure broad involvement. See the section 'Stakeholder Analysis' (p. 27).

Identifying Negative Consequences

Tempcon Group identifies actual and potential negative consequences through an annual update of the Company's double materiality analysis and through systematic risk assessments within the Group's management system. This is supplemented by supplier assessments, employee surveys and safety inspections. Employees and external parties who have identified irregularities can use the Group's whistle-blower tool to highlight negative consequences. See the sections 'Double Materiality Analysis' (p. 28), 'Risk Management' (p. 21) and 'Whistleblower Protection' (p. 39).

Measures and Management

Tempcon applies concrete measures such as investments in fossil-free vehicles, energy efficiency improvements and solar cell installations. In the case of the working 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. See the sections 'Environmental Sustainability' (p. 30) and 'Social Sustainability' (p. 34).

Follow-up and Communication

Tempcon follows up its sustainability work through key performance indicators for emissions, energy consumption, workplace injuries and customer satisfaction. Outcomes are communicated in the annual sustainability report, through stakeholder dialogues and, in cases of misconduct, via the whistle-blower system. See the sections 'Tempcon in Numbers' (p. 6) and 'Customer Satisfaction' (p. 39).

Risk Management and Internal Control

Tempcon Group works systematically to identify, assess and manage risks that may affect our operations. During 2025, the Group conducted a comprehensive risk assessment in which 294 identified risks were classified according to severity and likelihood.

Risk Portfolio and Management

Risk categories are identified across four areas: operational risks, financial risks, strategic risks and regulatory risks. The majority of identified risks (77 per cent) are classified as low risk, while 22 per cent are classified as medium risks. Only three risks are classified as high risks requiring focused management.

To assess how well risks are being managed, each risk is assigned a status based on the effectiveness of the measures in place. During the year, 82 per cent of risks had the status 'managed', meaning that implemented measures mitigate the risk to an acceptable level. Eighteen per cent were classified as 'monitored', either because the risk cannot be directly influenced by the

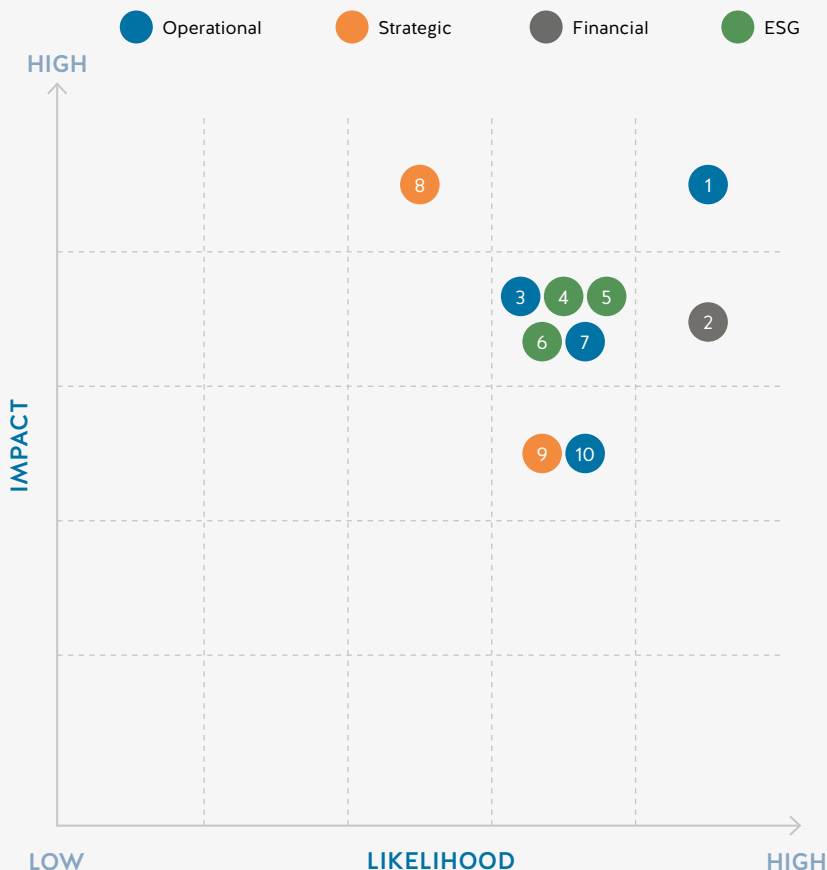
Company or because it is under ongoing observation. No risks were assessed as lacking appropriate action.

The Highest-rated Risks

The most important risk areas for the Group include IT security, geopolitical unrest, vehicles, decarbonisation, personnel and working environment, the relationship with contracted hauliers, and digitalisation. These risks are addressed through long-term strategic initiatives and operational monitoring, described in greater detail in later sections of this report.

Internal Control and Reporting

Risk analyses are carried out on an ongoing basis to identify new threats and update existing risk-mitigation measures. The results of the risk assessment are compiled by the management team and reported to the Board of Directors for strategic oversight. This structure ensures that risk management is integrated into the Group's business governance and enables a proactive approach to future challenges.



THE TEN HIGHEST-RANKED RISKS

- 1 IT systems – disruptions due to cyber-attacks, outages or similar
- 2 Geopolitical unrest – reduced demand or delivery disruptions
- 3 Fleet – increased repair and maintenance costs
- 4 Fleet – investment related to decarbonisation
- 5 Personnel – disruptions and cost increases due to sickness absence and workplace injuries
- 6 Contracted hauliers – delivery disruptions and price increases due to third-party factors
- 7 Personnel – difficulties in recruiting and retaining staff
- 8 Digitalisation – risk of lost competitiveness due to delays in critical projects
- 9 Market – loss of market share due to increased competition and pricing pressure
- 10 Quality deviations – reputational damage and claims costs

Strategy, Business Model and Value Chain

Business Model and Value Creation

Tempcon Group specialises in temperature-controlled logistics. The Group comprises a number of strong local companies that together create added value for customers through safe, cost-effective and sustainable logistics solutions. Our business culture is based on collaboration, where we bring together the different knowledge, experience and responsibilities of our respective companies and employees to form a strong unit.

We create value for shareholders, society and customers by taking a long-term view, working for fair conditions and satisfied customers and recipients alike. We exert a positive influence on society by developing sustainable transport together with our customers through the assignments we carry out. With smart planning, loading and co-distribution we can reduce the number of transports in the community, thereby improving traffic flow and contributing to a safer and more pleasant local environment.

Our objective is to move as much freight as possible with as few vehicles as possible. This reduces traffic on the roads and our environmental impact, while also reducing costs and creating profitability in the company to the benefit of our customers.

Tempcon's Sustainability Strategy

Every day Tempcon helps ensuring that millions of Swedes have food on the table. We are future-proofing this mission – critical to society – with a sustainability strategy in which we strive for:

Temperature-controlled logistics with minimal climate impact: we are driving the transition towards net-zero emissions across our entire value chain.

Safe and fair working conditions: for everyone who works in or for Tempcon.

High business ethics and long-term competitiveness: sound profitability gives Tempcon the financial strength needed to invest in the transition and in continued momentum.

Tempcon's sustainability work permeates the entire business and is integrated into our strategic plan, which is updated annually. We operate across the three dimensions – environmental, social and economic sustainability. Within each dimension we focus on the sustainability issues identified as material in our double materiality analysis.

Environmental Sustainability

We reduce environmental impact by developing, offering and executing transport with the smallest possible environmental footprint. Our long-term objective is to reach net-zero greenhouse gas emissions by 2045 at the latest across our entire value chain. At the end of 2025, Tempcon Group joined the Science Based Targets initiative (SBTi), committing to having our climate targets validated by a third party within two years. As our operational steering target, we work with an annual reduction in CO₂ emissions per tonne-kilometre of freight transported. We measure and monitor our emissions in order to reduce them further. We invest in fossil-free vehicles such as electric, biogas and HVO, and operate in energy-efficient terminals where we invest in solar panels to generate and use renewable energy. Tempcon Group actively works to achieve efficient resource use, circularity and reduced waste, both in terms of lower food waste and from our own operations.

Social Sustainability

Tempcon Group is an attractive employer that cares about the health, safety and wellbeing of its employees. We work systematically to create an equal workplace with a zero-vision for work-related ill health and workplace injuries. A safe and healthy working environment is an important strategic issue for the entire Group, and we actively work to build a sustainable supply chain through close collaboration, regular inspections and close monitoring of our contracted hauliers and other suppliers.

Economic Sustainability

Tempcon strives for sound and long-term financial development by improving the efficiency of operations and offering high quality. We have zero tolerance for corruption and actively promote sound business ethics. Long-term profitability and responsible corporate governance enable investment in the sustainable transition and provide us with the financial capacity for future growth.



Contribution to the Global Goals

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 role in contributing to a more sustainable transport sector. Our sustainability work has clear links to the UN's Global Goals for Sustainable Development, where we focus on the areas where we have the greatest opportunity to make a difference.

Specific Sectors

Tempcon Group operates within the transport and logistics sector, with a particular focus on temperature-controlled and refrigerated transport, terminal operations and logistics services linked to the food supply chain. The Group does not operate in any of the sectors that the EU classifies as particularly high risk with regard to sustainability (fossil energy, chemicals, controversial weapons or tobacco).



11 SUSTAINABLE CITIES AND COMMUNITIES
We enable sustainable urbanisation through efficient, climate-smart transport solutions. We ensure that food reaches millions of people daily, while reducing the negative environmental impact of traffic and creating safer, more pleasant local environments in growing cities.



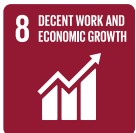
13 CLIMATE ACTION
We reduce environmental impact through ambitious climate targets for net-zero emissions by 2045 at the latest. Investing in fossil-free vehicles, energy efficiency and the development of climate-smart transport solutions is central to our work.



7 AFFORDABLE AND CLEAN ENERGY
We invest in solar panels and renewable energy to produce, use and provide clean energy. Expanding our own electricity generation is an important strategy for reducing both our climate impact and our energy costs.



12 RESPONSIBLE CONSUMPTION AND PRODUCTION
We ensure a responsible supply chain through close collaboration, regular checks and close monitoring. Through an efficient cold chain and optimised logistics, we minimise food waste and promote the circular handling of waste and returns.



8 DECENT WORK AND ECONOMIC GROWTH
We create a safe and healthy working environment with a zero-vision for work-related ill health and workplace injuries. Through systematic occupational health and safety work and risk prevention we ensure decent working conditions for all employees and suppliers.



5 GENDER EQUALITY
We actively work to increase gender equality in our workplace and amongst our management teams. Our target is to increase the proportion of women amongst drivers, terminal staff and in leadership positions.



16 PEACE, JUSTICE AND STRONG INSTITUTIONS
We have zero tolerance for corruption and actively work to promote sound business ethics. We engage on matters affecting society and work for transparency and integrity in all business relationships.



The Value Chain and Material Sustainability Issues

Tempcon Group's value chain extends from raw material production to final delivery, where each step has an impact on the environment, working environment and society. Through active sustainability work across the entire chain, we strive to minimise our climate impact, promote safe working conditions and create added value for customers and society. The value chain is organised around three main phases – upstream, own operations and downstream – and is linked to the material issues identified in our double materiality analysis.

Upstream – Raw Material Production and Procurement

- **Vehicle manufacturing**

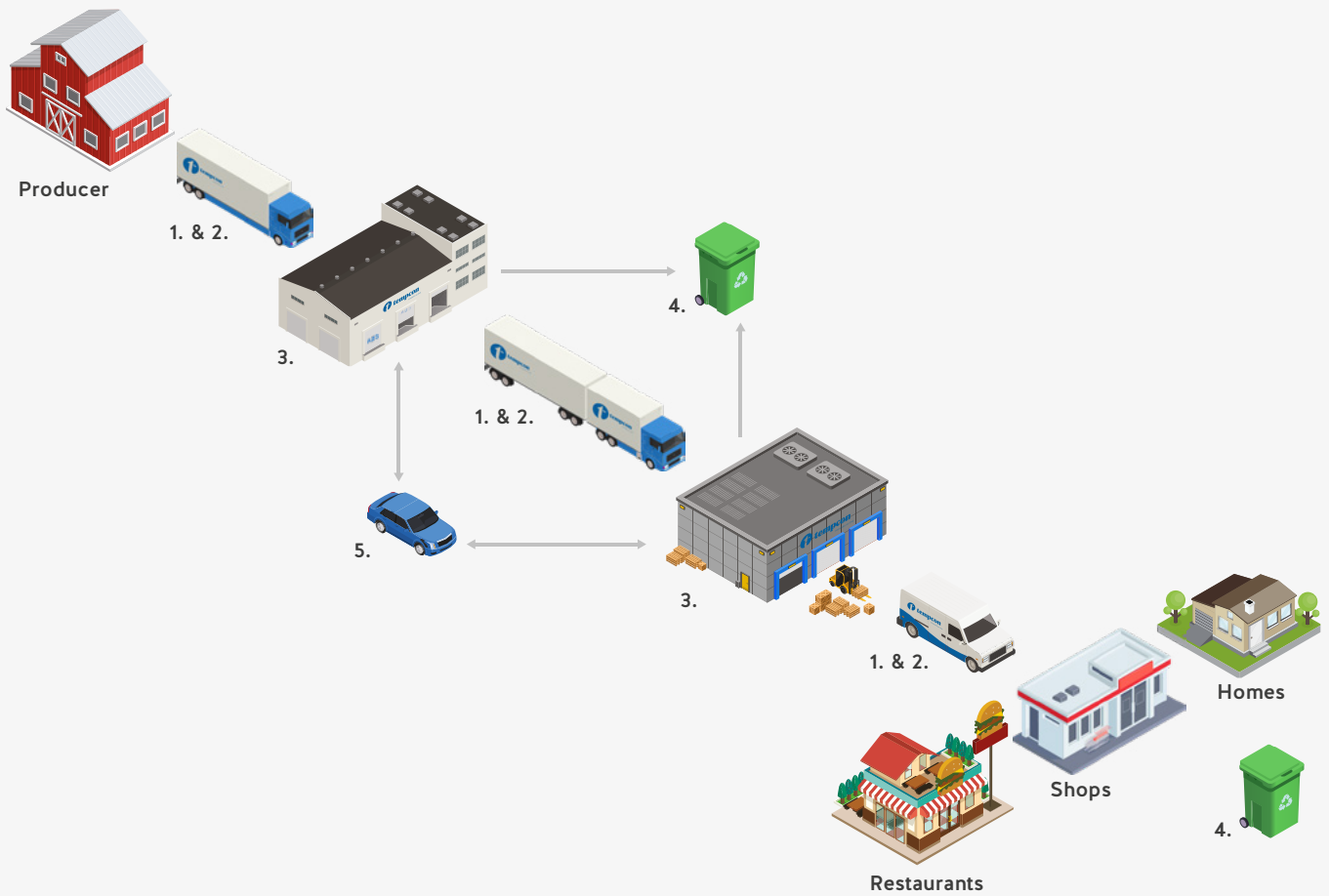
Material issues: Climate impact from vehicle manufacturing, working environment and working conditions at vehicle manufacturers and their suppliers.

- **Food production**

Material issues: Efficient resource use. Temperature-controlled logistics ensures an unbroken cold chain from the producer, reducing food waste at the producer level.

- **Fuel production**

Material issues: Climate impact from fossil and fossil-free fuels. We work to increase the proportion of fuels with low climate impact.



Own Operations – Transport and Logistics

- **Own transport**

Material issues: Direct climate emissions (Scope 1).

- **Contracted hauliers' transport**

Material issues: Indirect climate emissions from transport partners (Scope 3).

- **Warehouses and terminals**

Material issues: Energy consumption from refrigeration and freezer installations (Scope 2), working environment, road safety and gender equality.

Downstream – Delivery and Returns Handling

- **Returns handling and circular flows**

Material issues: Circularity, food waste and general waste.

1. Own haulage – Scope 1

2. Contract hauliers – Scope 3

3. Energy consumption, properties – Scope 2

4. Waste – Scope 3

5. Business trips – Scope 3



Impact, Risks and Opportunities

Stakeholder Analysis

To ensure that Tempcon Group develops the business as a whole and continues to deliver value to customers, employees, shareholders and society, we conduct continuous and structured stakeholder dialogues within the framework of our quality management system. These dialogues take place in various contexts, such as customer meetings, employee appraisals, supplier reviews, safety inspections, Board meetings and contacts with authorities and industry organisations. Through these interactions we receive ongoing insights into the requirements, needs and expectations that are central to our stakeholders and that influence how the business is conducted, developed and prioritised.

Tempcon Group conducts an annual formal update of the stakeholder analysis, in which we identify and document stakeholder requirements and assess each stakeholder group's degree of influence – that is, their ability to influence Tempcon's operations and direction of development. This analysis forms the basis for which groups constitute our key stakeholders and how we plan the frequency and format of dialogues with them.

The insights emerging from the stakeholder dialogues are used as input to several of our internal processes, including management's monitoring of business governance and the annual update of our double materiality analysis. The requirements and expectations of stakeholders are also an important part of how we design our service offering, our operational improvement work and our sustainability priorities.

The stakeholder requirements analysis for 2025 shows that Tempcon's current business model and overall strategic direction are broadly in line with the requirements and expectations expressed by our key stakeholders. Consequently, the dialogues have not led to any significant strategic adjustments for 2025, but they have contributed to deepened priorities in areas such as climate, quality and working environment.



Stakeholder	Dialogue Format	Key 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 Working environment and working conditions Business ethics and anti-corruption 	Affected stakeholder
Shareholders	<ul style="list-style-type: none"> Owner directives Board meetings 	<ul style="list-style-type: none"> Reduced environmental impact Working environment and working conditions Business ethics and anti-corruption Gender equality and equal treatment 	Users of sustainability information
Employees	<ul style="list-style-type: none"> Employee appraisals Drivers' council Training Employee surveys 	<ul style="list-style-type: none"> Working environment and working conditions Gender equality and equal treatment Road safety 	Affected stakeholder
Contracted hauliers and other suppliers	<ul style="list-style-type: none"> Contracting Ongoing contact Supplier assessments 	<ul style="list-style-type: none"> Workers in the value chain Relationship with sub-contractors Reduced environmental impact 	Affected stakeholder
Authorities and society	<ul style="list-style-type: none"> Regulatory monitoring Forums 	<ul style="list-style-type: none"> Reduced environmental impact Road safety Business ethics and anti-corruption 	Users of sustainability information

Double Materiality Analysis

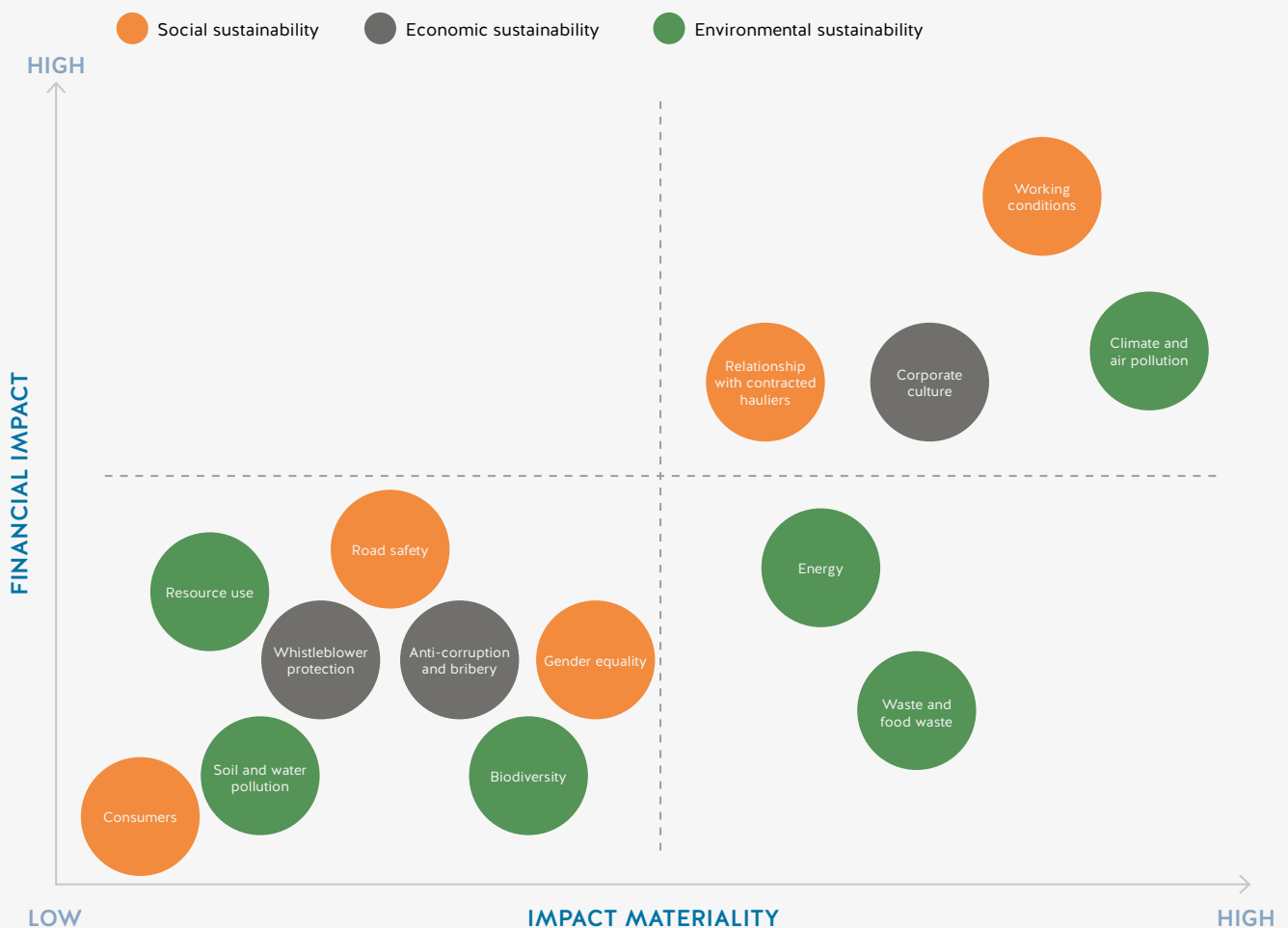
The basis for identifying material sustainability issues is a double materiality analysis in accordance with applicable CSRD requirements. The analysis is used as a living document in the ongoing sustainability work and considers two perspectives:

Impact perspective (Impact Materiality):

- Our positive impact through improvement initiatives, and our operations' negative consequences for people and the environment.

Financial perspective (Financial Materiality)

- Financial risks linked to material sustainability issues such as transition costs, regulatory compliance and investment requirements, and financial opportunities linked to material sustainability issues such as increased revenues, lower costs or strengthened cash flows.





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. 	30
	Energy use (E1)	<ul style="list-style-type: none"> Energy consumption in terminals and buildings. Investments in renewable energy. 	33
	Atmospheric pollution (E2)	<ul style="list-style-type: none"> Emissions from transport. Measures to reduce environmental impact. 	33
	Waste management (E5)	<ul style="list-style-type: none"> Management of operational waste. Recycling and circular flows. 	33
Social aspects	Working conditions (S1)	<ul style="list-style-type: none"> Safe, healthy workplace. Minimising personal injury and incidents. 	35
	Equality and diversity (S1)	<ul style="list-style-type: none"> Equal opportunities workplace. Inclusive corporate culture. 	36
	Working conditions in the value chain (S2)	<ul style="list-style-type: none"> Special focus on contract hauliers' working conditions. Follow-up of suppliers. 	37
	Road safety (S3)	<ul style="list-style-type: none"> Safety procedures and training. Prevention work. 	35
Governance	Business culture and values (G1)	<ul style="list-style-type: none"> Ethical guidelines. Implementation of values. 	39
	Protection for whistle-blowers (G1)	<ul style="list-style-type: none"> Whistle-blowing system. Procedures for handling cases. 	39



Environmental Sustainability

Environmental Policy

Tempcon Group AB shall develop, offer and execute our temperature-controlled logistics services with the smallest possible environmental impact. We shall conduct the company's business in such a way that negative environmental impact is limited to the extent that is practically and economically justifiable, and that sound overall resource management – including circular thinking – is observed across the business. We shall meet or exceed statutory requirements and the requirements of others applicable to the business. We shall actively work to increase environmental awareness among our employees. We shall apply a procurement plan that strives for minimal environmental impact with regard to vehicles, engines, fuels and chemicals. We shall collaborate with suppliers and customers on environmental issues, which form an important factor in procurement. We shall maintain an ISO 14001-certified environmental management system that ensures efficiency and continuous improvements from both an environmental and a business economics perspective. All employees shall work preventively to minimise environmental impact. Our transport planning shall be carried out in a way that allows for an environmentally friendly driving style. We shall have sufficient competence regarding environmental sustainability for Tempcon Group to remain at the forefront of the transport industry.

Climate Change and Reduction of Greenhouse Gases

Tempcon's greatest negative environmental impact comes from greenhouse gas emissions from our own vehicles (Scope 1) and transport carried out by contracted

hauliers (Scope 3). Several of our largest customers have identified emissions from purchased transport as a significant source of emissions in their value chain, which places an expectation on us as a supplier to reduce our emissions.

To reduce greenhouse gases, Tempcon will need to make investments in both the fleet and our terminals. Apart from reducing negative environmental impact, these investments are also expected to strengthen the Company's competitiveness as demand for environmentally friendly solutions in temperature-controlled logistics grows. Climate change has therefore been identified as a material sustainability topic in the Company's double materiality analysis, from both an impact perspective and a financial perspective.

Climate Targets

During 2025, Tempcon's Board adopted a long-term objective for the Group to reach net-zero greenhouse gas emissions by 2045 at the latest, in line with both the climate targets of our largest customers and Sweden's national climate goals. In the short term, the Group's target is to achieve a continuous reduction in CO₂ emissions per tonne-kilometre of freight forwarded. To ensure transparency and quality in the Company's climate work, Tempcon joined the Science Based Targets initiative during the year, committing to having our climate targets validated by a third party within two years to ensure they are scientifically grounded in line with the Paris Agreement and that we will take the necessary measures to keep temperature rises to 1.5°C.

Transition Plan, Scenario Analysis and Resilience

To achieve the set climate target, Tempcon has drawn up a transition plan focusing on:

- The Fleet of the Future
- Access to charging infrastructure and fossil-free fuels
- Transition to renewable energy
- Energy efficiency in warehouses and terminals

Tempcon's greatest climate risk is failing to manage the transition to net-zero emissions at the pace required by customers, and the transition plan therefore aims to proactively reduce emissions to maintain competitiveness and meet our customers' expectations of emission-free transport.

In the transition, Tempcon is dependent on vehicle manufacturers being able to supply electric and gas-powered vehicles, on access to electricity and fossil-free fuels being secured, and on customers being willing to pay a premium for emission-free services where this entails an increased cost.

Tempcon has used WWF's Risk Filter tool to analyse physical climate risks under three different scenarios. The analysis identified no material physical climate risks to be considered in the transition plan at any of our sites under any scenario. Our principal activities take place on the roads. Our vehicles are dispersed and mobile, which means that climate events such as extreme weather have limited impact on our operations, as our ability to protect and redirect our assets is strong.

Our transition plan, together with the measures we have already implemented, strengthens our long-term resilience. By reducing our emissions and gradually switching to emission-free transport, we reduce our exposure to transition risks.

Tempcon's ability to adapt our strategy and business model is strong. We have sufficient financial strength to implement our transition plan. We continuously monitor developments in vehicle technology and the market.

Measures to Reduce Climate Emissions

During 2025, and in close collaboration with our customers, we continued to drive the transition towards a more sustainable transport sector. Through investments in electric and gas-powered vehicles, increased use of biofuels such as HVO and smart solutions such as route optimisation, consolidated loading and fuel-efficient driving, we have reduced our climate impact while improving the efficiency of our transport flows.

Greenhouse Gas Emissions Reporting

Tempcon reports greenhouse gas emissions in accordance with the Greenhouse Gas Protocol (GHG Protocol). During the year we worked to improve our calculations of greenhouse gas emissions, and 2025 has therefore been established as the new base year for future reporting. The reporting of emissions from the company's own vehicle fleet is based primarily on data from our fuel suppliers. Calculations using primary data cover 89% of our emissions from company-owned vehicles. For the 11% where data from fuel suppliers is unavailable, an emission factor from DEFRA (2024) has been used. As we lack reliable activity-based data on emissions from transport carried out by our contracted hauliers, these emissions have been derived from a spend-based analysis using an emission factor from Exiobase 3.9 (2019). All vehicle emissions refer to the full fuel lifecycle from well to wheel (WTW). In addition to transport emissions, Tempcon's emissions arise primarily from purchased energy in the form of electricity and district heating (Scope 2), as well as emissions from business travel (Scope 3).

<i>Greenhouse Gas Emissions from Transport Operations</i>	CO ₂ e (tonnes)
Emissions	
Combustion of fuel in vehicles (Tank to Wheel – Scope 1)	32 716
Emissions generated in the value chain (Well to Tank – Scope 3:3)	16 261
<i>Total emissions from own vehicle fleet</i>	<i>48 977</i>
Emissions from transport carried out by contracted hauliers (Well to Wheel – Scope 3:9)	44 103
<i>Total emissions from transport operations (Well to Wheel)</i>	<i>93 080</i>

Greenhouse Gas Emissions by Scope

Tonnes CO ₂ e	2025 (Base year)
Scope 1	
Gross Scope 1 greenhouse gas emissions	32 716
Scope 2	
Gross Scope 2 greenhouse gas emissions (location-based)	102
Gross Scope 2 greenhouse gas emissions (market-based)	737
Scope 3	
Fuel- and energy-related activities not included in Scope 1 & 2 (Category 3)	16 409
Business travel (Category 6)	93
Transport carried out by contracted hauliers (Category 9)	44 103
<i>Total indirect emissions in significant Scope 3 categories</i>	<i>60 605</i>
Total greenhouse gas emissions (location-based)	93 423
Total greenhouse gas emissions (market-based)	94 058

Energy

With large warehouses and terminals housing refrigeration and freezer installations, Tempcon has significant consumption of electricity and district heating. The Company's energy use has therefore been identified as a material topic in the double materiality analysis.

Measures to Reduce Energy Consumption

Tempcon works actively to reduce our energy consumption. Thanks to large roofs well suited to solar panels, several of Tempcon's subsidiaries have invested in solar cell installations, resulting in 10.6% of the Group's electricity consumption coming from self-generated solar power.

During 2025, the Group's subsidiary Syd Frys inaugurated its new frozen storage facility in Hyllinge (see p. 14), which further contributes to energy efficiency and self-generated electricity. The electricity purchased externally must be renewable.

In addition to ensuring that the energy purchased is renewable, Tempcon works continuously on energy efficiency across our operations. By adapting the refrigerants in our warehouses and terminals we reduce our energy consumption and thereby our environmental impact. We also review and replace our lighting with products that consume less energy, install motion sensors for lighting and optimise the use of our refrigeration units.

Air Pollution

Tempcon emits exhaust gases due to the combustion of fossil fuels, as described above. Beyond the negative climate impact, these emissions also contribute to air pollution that has a negative effect on people and the environment.

Tempcon continuously invests in modernising our vehicle fleet. At the end of 2025, 97% of the Group's combustion engine vehicles were classified as EURO 6 environmental

Energy Consumption (kWh)

	2025	2024	2023
Electricity consumption	10 290 232	10 637 583	11 727 279
District heating consumption	725 785	980 523	1 255 650
Self-generated electricity	1 086 318	738 000	763 000

"Tempcon has been a strong partner to us from the very beginning of our journey. With their expertise in food handling and logistics, they have provided valuable insights and guidance that have helped us continue to develop our marketplace for surplus goods. They have been a highly valued sounding board, with solid industry knowledge, and are always there when we need support." Jacob Peterson, Foodtel



Through its collaboration with Foodtel, Tempcon contributed during 2025 to saving **46 tonnes of food** in its supply chain from claims. Instead of being discarded, these goods were able to find a new recipient in the chain, representing a concrete contribution to reduced food waste and a **saving of approximately 115 tonnes CO₂e** in avoided emissions.

To visualise the climate benefit in transport terms, 115 tonnes of CO₂e corresponds to approximately the emissions from **190 lorry journeys between Helsingborg and Stockholm** (approximately 555 km one way). This estimate is based on a typical emission factor for road freight transport, ranging between 0.1-0.25 kg CO₂ per tonne-kilometre (kg CO₂/tonne-km), in line with industry standards for road transport emissions.

class, meaning that our lorries have high environmental performance with relatively low air pollution. In addition to air pollution from vehicle fuels, refrigerants are used to maintain the correct temperature in both warehouses and vehicles. Certain traditional refrigerants have a negative impact if they were to leak. We therefore work gradually to phase out older refrigerants and replace them with modern, more environmentally friendly alternatives. We also carry out regular checks and preventive maintenance to minimise the risk of leakage.

Resource Use and Circularity

Entrusting the transport of high-value and temperature-sensitive goods to an external party is not without risk. For our customers, goods such as meat, dairy products, pharmaceuticals, fruit and vegetables are valuable assets. We therefore treat every order with the respect it deserves. With digital monitoring and purpose-built vehicles, warehouses and terminals, we guarantee that the goods we handle maintain their quality all the way to the final destination.

Despite our high ambitions, occasionally the products we handle arrive at the customer with a temperature deviation, leading to claims and disposal of the products. To preserve food with minor temperature deviations,

Tempcon's subsidiary Klimat-Transport has entered a partnership with Foodtel, a company that uses smart technology to help minimise food waste without compromising food safety.

Together with Foodtel, Tempcon contributed to saving 46 tonnes of food in its supply chain from claims during 2025. Instead of being disposed of, these goods were able to find a new recipient in the chain, representing a concrete contribution to reduced food waste and a saving of approximately 115 tonnes CO₂e in avoided emissions. To put the climate benefit in transport terms, 115 tonnes CO₂e is equivalent to approximately the emissions from 190 lorry journeys between Helsingborg and Stockholm (approximately 555 km one way).

When it comes to waste, Tempcon follows a waste hierarchy that primarily involves generating as little waste as possible. This is the best way to spare the earth's resources and minimize the impact on the environment. We aim to reuse the waste we generate, both internally within the Group and externally. Where reuse is not possible, we recycle the material. The fractions generated are tyres (rubber), cardboard, plastic, scrap metal, wood and organic waste. Hazardous waste is managed in accordance with standard procedures in collaboration with our recycling partners.

Waste Generated in 2025		
	Tonnes	Share
Total waste generated	442	
- of which hazardous waste	11	2,5%



Social Sustainability

Our Own Workforce

Tempcon's operations are built on our employees. Drivers, terminal workers and office staff are essential to our ability to deliver safe, reliable and sustainable logistics solutions to our customers. Without a safe, healthy and committed workforce we can neither maintain the quality of our services nor achieve our business objectives.

In recent years the industry has faced challenges related to understaffing and increasing overtime, particularly among drivers. This affects the working environment for employees. Trucking is historically a male-dominated industry where there are structural challenges in attracting and retaining female employees. These factors directly affect our ability to recruit, retain and develop talent, which in turn risks affecting our ability to create long-term value. The workforce has therefore been identified as a material sustainability topic both from an impact perspective and from a financial perspective.

Policies Linked to the Workforce

Tempcon Group has established a comprehensive framework of policies to ensure a responsibly managed and well-functioning workplace. These policies are integrated into our operational policy, employee handbook and management system, and are applied consistently across the Group.

Health and Safety

Our working environment policy states that the working environment must be safe, secure and healthy. A safe and healthy working environment is an important strategic topic for the entire Group. The objective is to create a physically, mentally and socially sound and developing workplace for all employees, where the risks of workplace injuries and work-related ill health are prevented. If a workplace injury or work-related ill health occurs, we shall fulfil our responsibility to rehabilitate and ensure that the employee's health is safeguarded.

Our road safety policy stipulates that all transport must be carried out in a safe and reliable manner. We strive for 100% accident prevention. We work with preventive road safety measures through guidelines and routines for speeds, alcohol and drug control, driving and rest times, use of seatbelt and hands-free requirements.

Gender Equality, Diversity and Equal Treatment

Our policy for diversity and gender equality is central to our corporate culture. Gender equality shall form a natural part of day-to-day work. We strive for women and men to have the same opportunities, rights and responsibilities, and any differences that can only be explained by gender shall be addressed.



We also work for equal opportunities regardless of ethnic background, religion, disability, gender identity or expression, sexual orientation or age.

We ensure that:

- Working conditions, workplaces and work organisation are arranged to suit all employees
- Both women and men can combine work with parenthood
- Equal pay is given for equivalent work
- No employee is subjected to bullying, victimisation, discrimination or harassment

Ethics and Compliance

Our code of conduct establishes respect for human rights, freedom of association and collective bargaining. We do not accept discrimination and act decisively against any violations. A workplace characterised by respect and attentiveness is fundamental – each employee shows respect in their conduct and treats others as they themselves would wish to be treated.

Alcohol and Drugs

Our alcohol and drug policy establishes that Tempcon shall be a drug-free workplace. We work preventively to counteract alcohol and drug problems among employees and ensure an alcohol- and drug-free working

environment. We focus on the fact that it is the misuse - not the employee - that must be addressed, and we offer support and rehabilitation to employees who need it.

Measures to Promote a Positive Working Environment

During 2025, we continued our systematic working environment work through a combination of measures aimed at identifying risks, preventing injuries and creating a more inclusive working environment. The systematic work resulted in visible improvements. The number of workplace injuries fell to 32 (57) during the year, meaning that our LTIR (Lost Time Injury Rate) improved by 27% to 3.22 (4.40).

Targets Linked to Health and Safety

Tempcon Group works with time-bound targets to continuously improve the working environment for our employees.

We have a zero-vision for accidents and work-related ill health, with the following objectives:

- No one shall die at work or suffer permanent harm from work-related injuries
- Through systematic working environment efforts, to continue improving LTIR with the aim to be lower than 1.5 before 2030
- To reduce the number of road accidents over time

Key Workforce Data

Employee Representation

All Tempcon employees are covered by collective agreements under either the Transport Workers' Union (blue collars) or Unionen (white collars). There are no local union clubs; trade union members are represented, where necessary, by representatives from the local branch of their respective union.

Pay and Remuneration

Tempcon has begun work on conducting a pay survey to identify, address and prevent unjustified differences in pay and other terms of employment between women and men. The results of the pay survey will be reported in the 2026 sustainability report.

Own Workforce Composition

	Number	Share
Number of employees as of 31 December 2025	940	
- permanently employed	808	86%
- temporarily employed	132	14%
- full-time employees	827	88%
- part-time employees	113	12%
Staff turnover	9,6%	

Gender Equality, Diversity and Equal Treatment

	Men		Women		Total		Share of women	
	2025	2024	2025	2024	2025	2024	2025	2024
Employees	818	1077	122	148	940	1225	13%	12%
Management team	8	8	0	0	8	8	0%	0%
Board of Directors	5	4	1	1	6	5	17%	20%

Health and Safety

	2025	2024
Workplace accidents	32	57
Workplace accidents per 200,000 hours worked (LTIR)*	3,22	4,40
Fatalities	0	0
Reported cases of work-related ill health	0	0

*Indicates the number of work-related injuries per 100 full-time employees during one year.

Training and Skills Development

	2025
Average training hours per employee	1,6
Investment in training (KSEK)	1 897



Workers in the Value Chain and Relations with Sub-contractors

Policy

Tempcon Group requires all our suppliers – that is, all companies that do business with a 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 sub-contractors, 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 its underlying declarations and commissions in accordance with national legislation and practice. Suppliers must in turn encourage their own suppliers to comply with this code of conduct as part of fulfilling their contractual obligations.

Contracted Hauliers at Tempcon

Tempcon Group works with a broad network of suppliers and contracted hauliers to ensure that we can offer flexible and efficient transport solutions without compromising on quality, safety or sustainability. During 2025, we increased the number of contracted hauliers carrying out transport on our behalf. By utilising existing capacity on the market, we can meet customers' needs cost effectively while maintaining our high service levels.

We hold our partners to the same high standards as ourselves. All contracted hauliers must meet our stringent environmental and quality requirements, where sustainable transport solutions and a safe working environment are central. We carry out regular audits and inspections of contracted hauliers to ensure that all partnerships are conducted on fair and transparent terms. These regular reviews include matters pertaining to Swedish corporation tax, traffic licences, goods permits, employer contributions and driving licence entitlements.

Beyond statutory requirements and industry standards, we also request our suppliers to actively contribute to the transition towards a more sustainable transport sector. We encourage the use of renewable fuels and fossil-free alternatives wherever possible, and welcome our partners investing in more environmentally friendly technology. Our ambition is to create a transport chain together with our suppliers that is not only efficient and profitable, but also sustainable for both people and the environment in the long term.

Working with carefully selected and responsible suppliers is a central part of our operations. Through close partnerships and clear requirements specifications, we ensure that all transport carried out in our name lives up to the high standards our customers and society expect of us.



driksson
Logistik

Economic Sustainability

Tempcon works continuously to be a well-governed, sustainable and responsible company that meets high standards of transparency, business ethics and strategic development. We are a values-driven group with a strong corporate culture (see p. 8) that we believe has a direct correlation with strengthening our economic position. At the same time, we have an actual positive impact on the industry and its players by going beyond basic regulatory compliance – through the implementation of Fair Transport certification and clear ethical guidelines in our own operations – which contributes to raising standards across the entire transport industry and promotes healthy competition. Responsible business conduct has therefore been identified as a sustainability topic with double materiality in the Company's materiality analysis.

Customer Satisfaction and Quality Policy

Tempcon shall transport goods with care in accordance with the requirements and instructions from our customers and in accordance with the regulations issued by authorities. We shall make every effort to provide services that exceed the customer's expectations. To do this, it is essential that we maintain as high a service level as possible. Our efforts shall be guided by what is economically reasonable, safe and technically feasible.

Our operations shall be of such quality that we are the obvious choice when freight buyers select a carrier and logistics partner. We achieve this through our committed, competent and well-trained staff in combination with a modern fleet. It is the duty of every employee to work continuously on constant improvements in our quality work to secure Tempcon's position as a leading business partner in temperature-controlled logistics. Both the Group and the subsidiaries are certified against management systems for quality (ISO 9001), environment (ISO 14001), road safety (ISO 39001) and food safety (ISO 22000).

We also operate in accordance with the principles of ISO 26000 (social responsibility) and ISO 27001 (information security).

Anti-corruption and Bribery

Tempcon has zero tolerance for corruption and bribery. To ensure compliance, joint guidelines are in place in the form of a code of conduct, operational policies and an employee handbook implemented across the entire Group and regularly updated. During 2025, one case of cronyism was identified in one of our subsidiaries. Even though the financial damage to the Company was limited, the employees involved were dismissed from their positions in accordance with our zero-tolerance policy.

Whistleblower Protection

Tempcon strives to maintain an open corporate culture with high business ethics, where the reporting of irregularities is encouraged and valued. Our employees, customers and suppliers are our most important sources of insight into any shortcomings that need to be addressed. To make it easier for our employees and relevant third parties to report serious incidents and irregularities, we use the external whistleblowing channel Whistlelink, where people can safely and confidentially report any irregularities.

During 2025, one matter of suspected misconduct was reported via Whistlelink. This matter has been handled in accordance with standard whistleblowing procedures. Other matters reported through Whistlelink were not assessed as being of a serious nature such as bribery, corruption, serious safety deficiencies, victimisation or harassment. Instead, these primarily concerned road traffic incidents. It is valuable for Tempcon to be made aware of such deficiencies, which is why these matters are recorded as deviations in our quality management system, for follow-up and corrective action in the relevant subsidiary.

	2025	2024	2023
Whistleblower Protection			
Cases received and reported in Whistlelink	12	18	12
- of which cases assessed as being of a serious nature	1	0	0
Anti-corruption and bribery			
Confirmed or suspected cases of bribery or other forms of corruption	1	0	0



Auditor's report on the statutory sustainability report

To the general meeting of the shareholders in Tempcon Holding AB, corporate identity number 559062-0935

Engagement and responsibility

It is the board of directors who is responsible for the statutory sustainability report for the year 2025 and that it has been prepared in accordance with the Annual Accounts Act according to the prior wording that was in effect before 1 July 2024.

The scope of the audit

Our examination has been conducted in accordance with FAR's standard RevR 12 *The auditor's opinion regarding the statutory sustainability report*. This means that our examination of the statutory sustainability report is substantially different and less in scope than an audit conducted in accordance with International Standards on Auditing and generally accepted auditing standards in Sweden. We believe that the examination has provided us with sufficient basis for our opinion.

Opinion

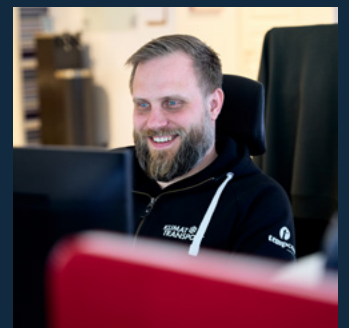
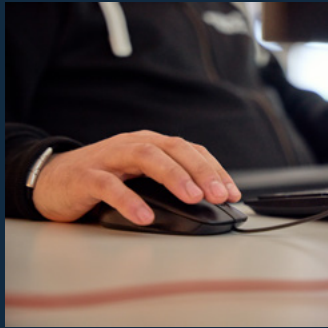
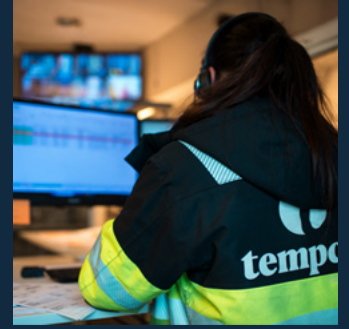
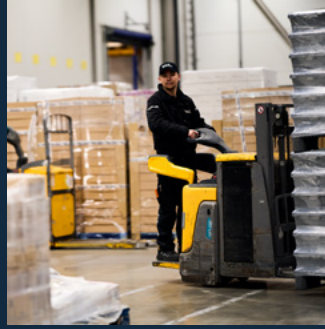
A statutory sustainability report has been prepared.

Malmö, the date indicated by our electronic signature

Öhrlings PricewaterhouseCoopers AB

Mikael Nilsson
Authorized Public Accountant

This is a translation of the Swedish language original. In the event of any differences between this translation and the Swedish language original, the latter shall prevail.



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Together for a sustainable future

