

# 2024 SUSTAINABILITY REPORT.



**SPEED**  
GROUP





#### ABOUT THE REPORT

The sustainability report covers Speed Group and its subsidiaries and is prepared with reference to the GRI (Global Reporting Initiative) Standards. The report applies the ten reporting principles concerning both content and quality. The content is based on the three dimensions of sustainable development: economic, environmental, and social sustainability. It has been defined based on impact and materiality, grounded in stakeholder dialogue and analysis. The GRI framework has also influenced the report's content. The goal of this sustainability report is to present Speed's impact on the economy, environment, and society in a consistent, transparent, comparable, responsible, and clear manner. The report outlines Speed's identified material areas, results, as well as the risks and opportunities associated with these areas, along with explanations of how the company manages them. Speed's Sustainability Report is an annual publication, and the reporting period for this edition is January 1 to December 31, 2024. The publication date is April 1, 2025.

Contact person for the report: Hans Sahlin, CEO Speed, +46 (0)766 07 30 87  
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## CONTENT.

	Introduction
02	About the Report
04	CEO's Statement
06	The Year in Review
08	We are Speed
10	Our Offering
12	How We Create Value
	Approach
14	Our Approach to Sustainability
16	Stakeholders
17	Material Topics
19	Focus Areas
	Sustainability Topics
20	Responsible Business
	Environment and Climate
22	Artikel: Article: Sustainable Construction is Possible.
32	Employees and Society
40	Article: Interns – An Investment in Future Employees.
	Index
42	GRI-index





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**WE MUST CONSTANTLY  
IMPROVE AND CHALLENGE  
OURSELVES AND OTHERS.**

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Hans Sahlin, CEO Speed

## CEO'S STATEMENT

# WE TAKE CARE OF IT – FOR A SUSTAINABLE FUTURE.

When I previously followed Speed's sustainability work from the outside, I was impressed by how far ahead the company is. Sustainability permeates the entire business, from ambitious climate goals to tangible results. As the newly appointed CEO, I feel both proud and inspired to build on this work together with our dedicated team and continue driving a leading sustainable transformation.

2024 has been a year of both challenges and progress. We have continued to take responsibility – for our employees, customers, and the world we operate in. Our goal is not only to meet today's needs but also to contribute to a sustainable tomorrow.

For us, sustainability is about the bigger picture. We are proud to be climate neutral but remain humble in the face of the challenges that come with growth. Through significant investments and innovative solutions, we have reduced our climate footprint, both in our facilities and in our logistics and transport operations. By working closely with customers and partners, we constantly find new ways to make a difference.

But sustainability is also about people. Our employees' dedication and expertise are our greatest strengths. That's


why we invest in training, development, and an inclusive work environment. We exceed the industry average in employee satisfaction and actively work to improve even further. We also create pathways into the workforce through internships and collaborations with educational institutions – an important part of our responsibility for the workforce of the future.

Sustainability is a shared journey. Together with our employees, customers, and partners, we take step by step toward a better future. I am proud of what we have achieved in 2024, but there is still more to do. We must continue to drive these issues with the same commitment – because we must never lose momentum.

Wishing you a sustainable 2025!

Hans, CEO Speed





THE YEAR IN REVIEW

# AN EVENTFUL YEAR.

## ● RENEWED CONTRACT WITH ERICSSON.

After a thorough procurement process, Ericsson, a customer since 2004, chose to renew their trust in Speed to manage and develop their logistics hub in Borås. According to Ericsson, the decision was made because we are the hub that delivers the highest quality and delivery precision among all their hubs worldwide. The contract runs for eight years and is worth at least 2.5 billion SEK.

## ● ACQUISITION FOR A STRONGER TRANSPORT OFFERING.

In November, we acquired Nord Logistics to further strengthen our Transport Management offering. With this acquisition, we can provide customers with comprehensive transport services, including sea and air freight, making us a full-service global partner. The team from Nord Logistics will join our Transport Management team based in Mölndal..

## ● LAUNCH OF CONSTRUCTION LOGISTICS – FOR REAL.

In August, we launched a new company, Speed Construction Logistics, enabling us to offer logistics analysis, logistics coordination during construction projects, terminalization, and kitting. Today, as little as 17.5% of a construction worker's time is value-creating, and a significant portion of construction materials on-site is wasted or damaged. Our solution optimizes resource utilization and reduces waste.

## ● AWARD FOR INTERNAL BRAND BUILDING.

Throughout the year, we have continued the internal branding journey we started in 2023. A range of activities, including the recurring Speedbingo, have engaged our employees in a fun and interactive way, helping them get to know both Speed and their colleagues better. At the Swedish Content Awards 2024, Speed was named the winner in the Internal Communication category.

## ● A YEAR OF CELEBRATION.

Speed was founded in 2004, making the past year a true anniversary year. Our 20th anniversary was marked with a series of films featuring the company's founders, Jarl Ternander and Daniel Johansson, who shared stories and anecdotes from Speed's journey. In September, we celebrated in style with a fantastic double party—one in Borås and one in Stockholm—for all our employees.

## ● STILL CLIMATE NEUTRAL.

Our goal to become climate neutral by 2025 was already achieved in 2023. This year, we remain climate neutral. As always, we have taken both large and small measures to reduce our environmental impact—from energy audits to recycling paper towels. We firmly believe in the "many small streams make a mighty river" principle, and our success lies in doing this together with our customers and suppliers.

## ● INCREASED ENPS AND NPS.

Our employees and customers are our most valuable assets. That's why it's especially rewarding that both eNPS and NPS have risen this year. We measure employee satisfaction weekly using Winningtemp, and our customers receive a digital survey once a quarter. Based on the feedback from these channels, we take measures to strengthen our position as both an employer and a service provider.

## ● A STABLE YEAR LAYING THE FOUNDATION FOR THE FUTURE.

2024 was characterized by cautious volumes among our customers, although there has been some recovery compared to last year. The market has been hesitant about new investments, yet we have still won new customer contracts without losing any existing ones. During this stable in-between year, we have continued to generate profit and positioned ourselves for the exciting opportunities ahead.



WE ARE SPEED

# WE TAKE CARE OF LOGISTICS AND STAFFING CHALLENGES.

Speed is a Swedish service provider within logistics, transport, and personnel solutions, focusing on creating customer value and contributing to sustainable business. Founded in Borås in 2004, the company has experienced impressive growth driven by a unique and integrated business model.

From the outset, we recognized the industry’s increasing need for flexibility and shorter lead times. The solution was to combine in-house staffing with our logistics operations, using them as a training center for staffing personnel. In recent years, we’ve added transport management to our services to offer an even more comprehensive solution. This concept has attracted many customers and secured a strong market position.

Over the years, our business model has inspired both staffing companies and players in the logistics and production sectors, yet as pioneers we have maintained our lead. Because we never limited ourselves to being solely a staffing or logistics company, we’ve been able to grow by offering our customers an all-in-one solution. In practice, our customers’ needs are rarely confined to just staffing, logistics, or transport—they often go hand in hand. Our solutions are therefore optimally tailored to create synergies. Staffing assignments frequently involve logistics ele-

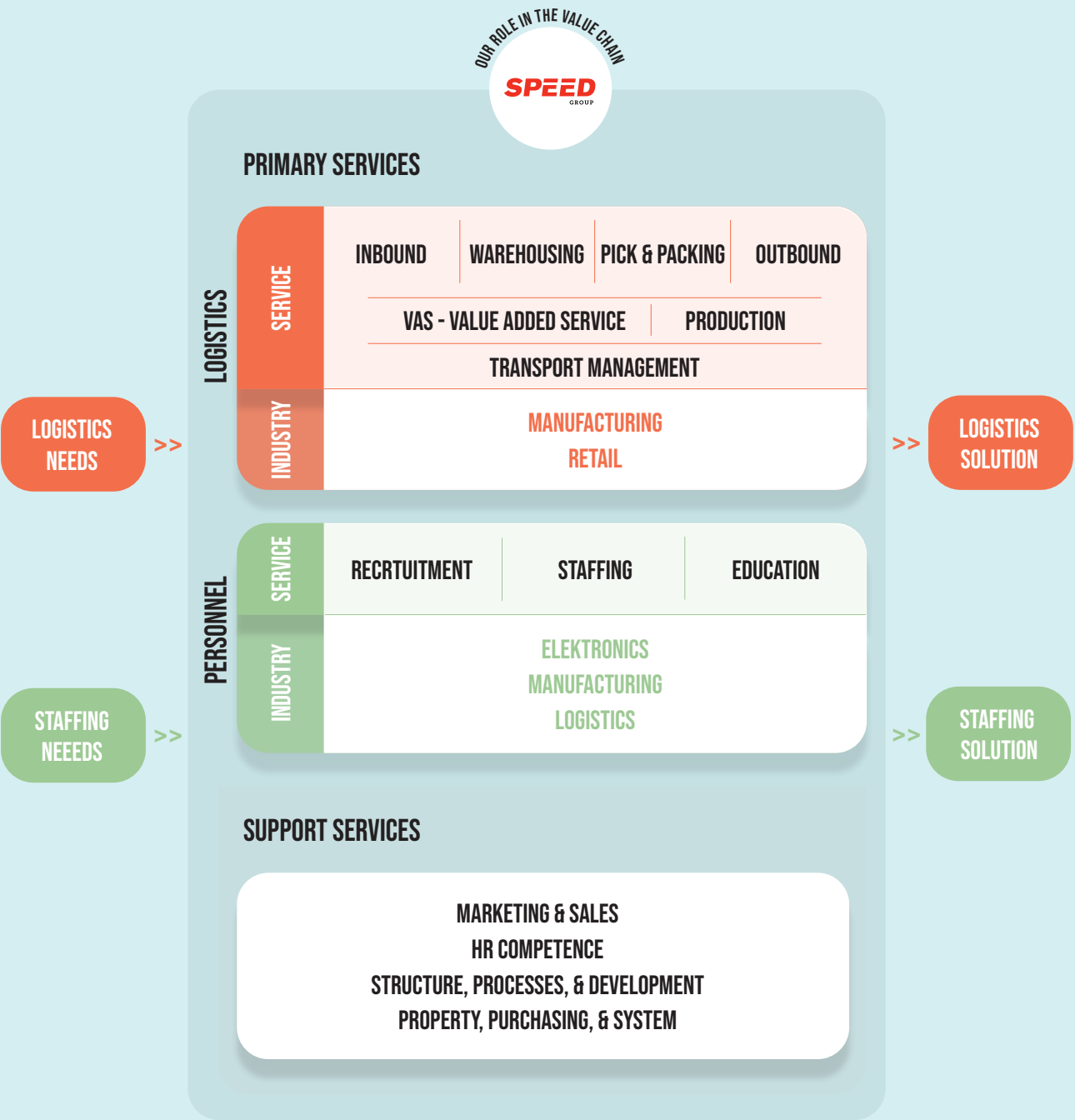
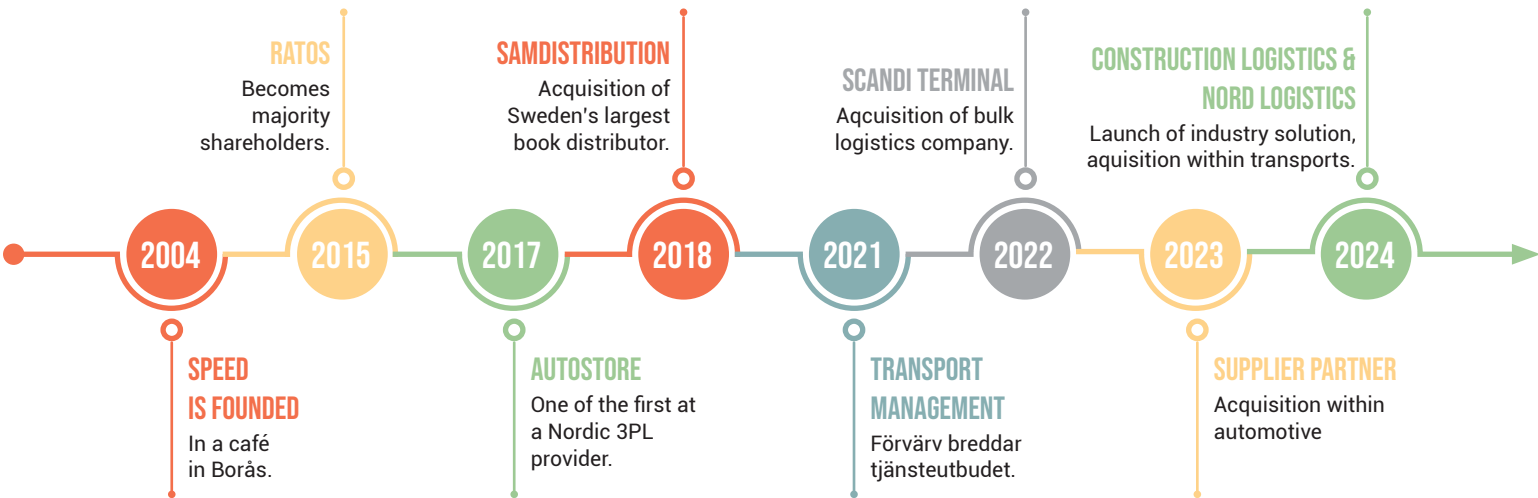
ments, and a logistics customer often requires transport services, and vice versa.

An important factor for our customers is the ability to have the same personnel return for new assignments. Thanks to our integrated approach, we can employ our staff in both our own logistics operations and in our customers’ businesses. This flexibility is difficult for a pure staffing company to provide.

As a logistics operator, we are particularly competitive when personnel needs fluctuate over time. Our staffing company enables smooth, cost-effective management, which adds value for our customers. During customer meetings, representatives from different areas of our business can present solutions that the customer may not have previously considered.

Our training programs are also a vital part of our business model. They enable skills development for both our own staff and our customers’ employees. Through hands-on, business-critical training, we ensure that the right competencies are always in place.

By combining logistics, staffing, and training in a unique way, we create solutions that not only address today’s challenges but also build sustainable, future-proof businesses.





OUR OFFERING

## WE ALWAYS FIND...

We take care of complex logistics and personnel challenges. Speed isn't a traditional logistics or staffing company. Instead, we offer an integrated, comprehensive solution that combines both. For us, it's about planning, managing, and implementing flows—quickly, efficiently, and sustainably. Whether it's warehousing, logistics, transport, staffing, recruitment, or training. Speed. Plain and simple.

## ...A WAY TO REACH THE GOAL.



LOGISTICS SOLUTIONS

## MODERN LOGISTICS WITH A HIGH DEGREE OF AUTOMATION.

Speed is one of the Nordic region's leading independent third-party logistics providers, operating over 220,000 m<sup>2</sup> of modern warehouse space in Borås, Gothenburg, Stenungsund, and Stockholm. Through high flexibility, advanced automation solutions, and integrated IT systems, we offer world-class logistics. Thanks to our in-house staffing company, we can handle fluctuations in resource needs more smoothly than any other player on the market. Naturally, our logistics facilities are quality- and environmentally certified, providing climate-smart operations powered by our own solar energy. Our expertise spans multiple segments, where we specialize in industry, retail, e-commerce, bulk and construction logistics, as well as the automotive sector.

TRANSPORT MANAGEMENT SOLUTIONS

## REDUCED LABOR INPUT, LOWER FREIGHT COSTS.

With Speed's Transport Management, we take responsibility for the entire transport flow—from door to door. Our goal is always to find and provide the best freight solutions on the market, ensuring our customers save time and money while gaining increased control and transparency.

STAFFING SOLUTIONS

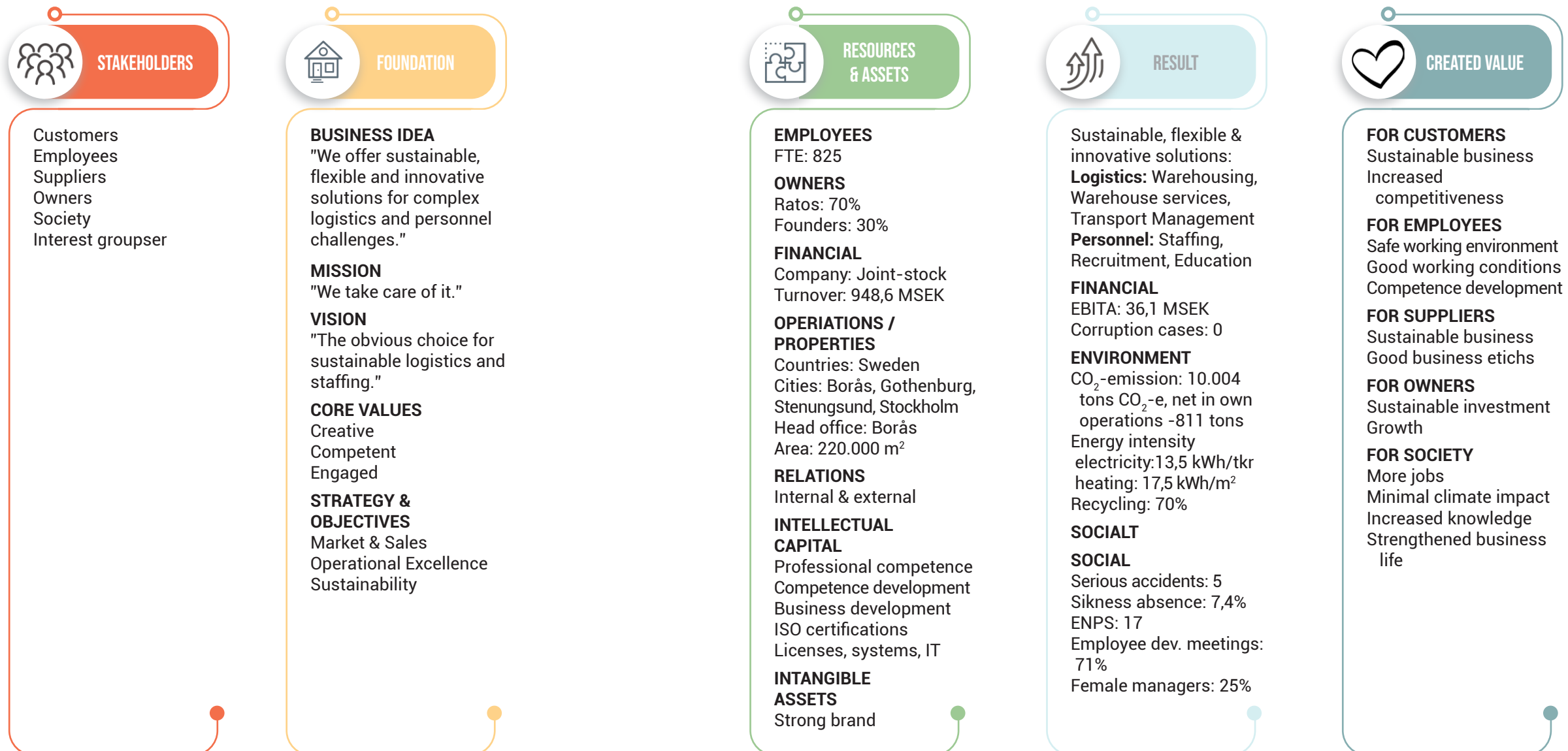
## THE RIGHT RESOURCES, RIGHT EXPERTISE. ALWAYS.

Speed handles our customers' staffing challenges—whether it's temporary staffing, recruitment, training, or a combination. We ensure the right person is in the right place, with the right conditions, at all times. With experienced recruiters and a vast candidate network, we make recruitment processes seamless and precise. As an authorized staffing and recruitment company with quality and environmental certifications, we guarantee reliability. Our extensive training programs offer tailored skill development, conducted either at our facilities or on-site with the customer. We meet a wide range of needs and specialize in industry, electronics, and logistics.



SPEED

# THIS IS HOW WE CREATE VALUE.





# SUSTAINABILITY IN EVERYTHING WE DO.

Part of Something Bigger

At Speed, sustainability is about responsibility, relevance, and long-term resilience—it permeates everything we do. We build robust business models that withstand change, whether driven by customer demands, new regulations, or climate change. Our sustainability efforts are carried out in close collaboration with customers, suppliers, and partners—because we know that shared solutions have a greater impact and create positive effects beyond our own organization.

Our greatest asset is our employees. Successful sustainability work requires knowledge, commitment, and opportunities for both professional and personal development. That’s why we invest in leadership, diversity, and education. In 2024, we launched our digital sustainability training for all employees, aiming to strengthen understanding and engagement in sustainability.

Our work is based on the three dimensions of sustainability—Environmental, Social, and Economic—as well as the UN’s 17 Global Goals. We see our efforts as part of a larger whole, where every contribution is essential to changing structures and creating a more sustainable future.

Major Initiatives and Continuous Improvements

At Speed, we believe in combining visionary innovations with a continuous focus on improvements to drive successful sustainability work. By working smarter and more efficiently, we can develop new solutions while making better use of resources and meeting people’s needs. Lean principles and continuous improvements are central tools in this work, where digitalization and new technology enable us to take bigger steps forward.

The majority of our companies are certified according to ISO 14001 and ISO 9001, and in 2025, we will begin a certification project for ISO 27001. Our sustainability work has received multiple awards, including the Major Sustainability Award 2023 and the Ratos Sustainability Award 2024, along with a nomination for the Symbiosis Award.

Over the past year, we have strengthened our sustainability efforts with several initiatives:

- An IA system from AFA Insurance to improve workplace risk management.

- Procurement of solar panels for our Stockholm facility and optimization of our electricity and district heating consumption to reduce climate impact.
- A new climate calculation tool and a supplier code of conduct to tighten sustainability requirements.
- Launch of construction logistics services that reduce environmental impact in customers’ building projects.
- Circular IT solutions to reduce waste and increase reuse.

We see a combination of major initiatives and small changes as the key to success. That’s why, for example, we have also built bee hotels from recycled pallets in Borås and Stockholm to support biodiversity and provide habitats for pollinating insects. This combination is the path to a more sustainable future.

Organization and Governance

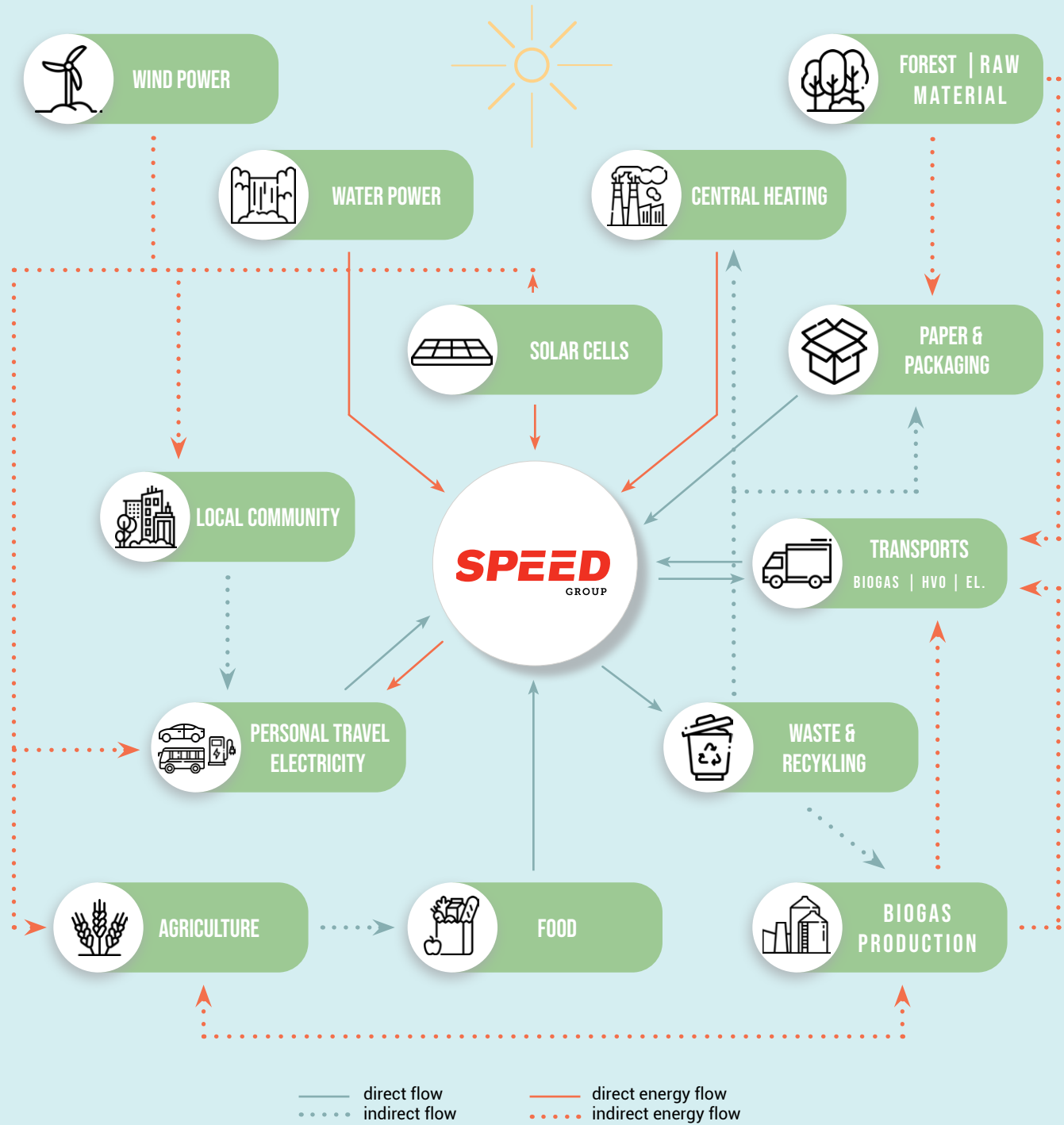
Speed’s board of directors holds the ultimate responsibility for compliance with laws, guidelines, and policies and also reviews the content of this report. The executive management team and CEO are operationally responsible for sustainability efforts, supported by a sustainability group that coordinates activities and proposes initiatives and measurements. This group, led by Speed’s CFO, includes representatives from various parts of the organization.

The board has mandated that executive management must:

- Have a process for risk identification and management.
- Implement a code of conduct.
- Identify key environmental impacts and implement an environmental policy/plan.
- Measure and report CO<sub>2</sub> emissions.
- Establish and continuously monitor sustainability goals.
- Ensure an anonymous whistleblowing system.
- Prepare a sustainability report in reference to GRI standards.

All sustainability requirements set by the board were fulfilled in 2024. Sustainability has long been an integrated part of our strategic work. One of our long-term goals—CO<sub>2</sub> neutrality—was already achieved in 2023 and maintained in 2024. A strong focus on energy efficiency and circularity continues to strengthen our environmental efforts, and through clear routines and processes, we ensure a safe and inclusive workplace with fair conditions.

SPEED’S PART  
IN A CIRCULAR SOCIETY.

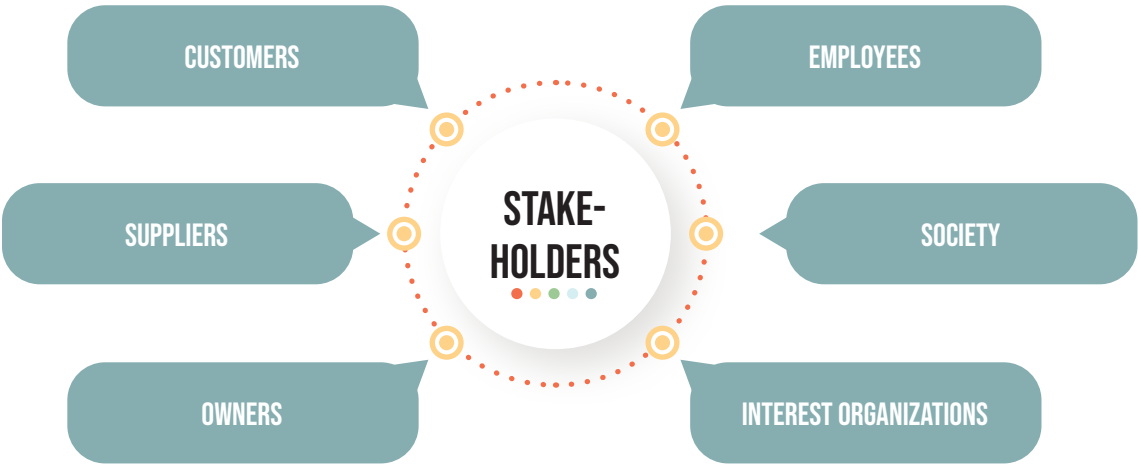




# STAKEHOLDERS.

At Speed, our sustainability efforts are built on close collaboration with our stakeholders. Together, we strive to promote sustainable development. Stakeholder input is crucial for ensuring that we focus on the right issues and prioritize our work effectively. Their expectations, combined with the internal knowledge within our organization, form the foundation for our priorities. Each year, we review which stakeholders we need to gather information from and categorize them into the following groups: employees, customers, suppliers, owners, interest organizations, and relevant societal actors.

Information from stakeholders is collected continuously throughout the year in various forms. We use systematic data collection alongside spontaneous input that reaches Speed. In 2024, we have continued to develop our quarterly customer survey across the entire Speed Group to measure customer satisfaction and include questions related to our sustainability work. Employee input on social sustainability is gathered weekly through Winningtemp. Together with certain customers, we continuously review KPIs related to sustainability, such as energy usage, climate impact, and transportation. Other important dialogues for information gathering include supplier reviews, discussion forums with owners and sister companies, business dialogues with potential customers, and collaborations with universities and other societal actors. Reports and information from authorities also provide us with valuable insights into regulatory requirements and market developments. Remaining attentive and responsive to signals from our stakeholders is of the utmost importance to ensure the most relevant and impactful sustainability work possible.



# MATERIAL TOPICS.

To ensure the relevance of our sustainability efforts, we identify the most material issues and prioritize areas with the greatest impact on the environment, society, and the economy. In 2024, we conducted a Double Materiality Assessment (DMA) in accordance with CSRD, together with our majority owner, Ratos. This analysis, a CSRD requirement for our majority owner Ratos, evaluates both our impact on the world and how sustainability issues affect us financially. Factors have been weighted based on scale, scope, degree of impact, and likelihood. The results identified the following material issues for Speed:

MATERIALITY	STANDARD	TOPIC	SUB-TOPIC	SHORT DESCRIPTION
Consequential + Financial	ERS E1	Climate changes	Energy Mitigation of climate change	Scope 3 emissions related to transports High energy consumption in warehouse and transport operations New technology
Consequential	ERS S1	The own workforce	Working conditions (health & safety)	Topics regarding work environment: Work load Injury risk
Consequential	ERS S4	Consumers & end users	Information-related consequences for consumers and/or end users (personal integrity)	Information security

Speed’s previous materiality assessment according to GRI from 2022 resulted in ten material topics. A consolidated analysis in accordance with CSRD and GRI, conducted in November 2024, has identified eleven material topics, with information security being added. This issue will be incorporated into our sustainability efforts going forward. Work has begun to certify our information security management system according to ISO 27001. The eleven topics have been grouped into three overarching focus areas and include several factors that are managed and monitored in daily operations. Many of these topics have KPIs that are continuously tracked and reviewed by the group’s management team.





SUSTAINABILITY IN FOCUS

# MATERIAL TOPICS.

20-21

GOOD BUSINESS ETICHS

20-21

COMPLIANCE WITH POLISIES

22-25

REDUCE CLIMATE IMPACT

24-27

USE OF RESOURCES  
& WASTE MANAGEMENT

26-28

ENERGY EFFICIENCY

28

SUPPLIER REQUIREMENTS

32-35

SAFE WORKING ENVIRONMENT

36-37

DIVERSITY & EQUALITY

39

LEADERSHIP &  
COMPETENCE DEVELOPMENT

39

INTEGRATION & EDUCATION



SUSTAINABILITY IN FOCUS

# FOKUS AREAS.

Speed works with sustainability based on three focus areas: “Responsible Business,” “Environment and Climate,” and “Employees and Society.” Each focus area is directly linked to the three dimensions of sustainable development: economic, environmental, and social sustainability. By structuring our sustainability efforts around these focus areas, we can address specific details that are important in our context while also integrating different perspectives into our strategy and ongoing sustainability work. This enables us to take a comprehensive approach to sustainability. We see a clear connection between economic, social, and environmental sustainability, both from an internal perspective and in relation to society as a whole. Additionally, through our focus areas, we recognize that we both influence and are influenced by several of the UN’s 17 Global Sustainable Development Goals.





# RESPONSIBLY RUN BUSINESS.



2024 continued to be marked by global uncertainty, although high inflation returned to normal levels by the end of the year and interest rates stabilized. The global situation has had a significant impact on Speed, as we serve customers operating in international markets. Compared to the previous three years, demand in 2024 was significantly lower, leading to a 4% decrease in revenue. We have observed a cautious approach from our customers as they await market stabilization. However, through productivity improvements across our operations, we increased efficiency and improved our results by 2 percentage points, which unfortunately led to workforce reductions. Balancing responsible business practices, economic profitability, and social responsibility remains a challenge. Nevertheless, we are confident that we have managed this difficult situation responsibly and are well-positioned for when the market rebounds.

Speed is preparing for the new EU Corporate Sustainability Reporting Directive (CSRD), which replaces the Non-Financial Reporting Directive (NFRD) and introduces higher sustainability reporting requirements according to ESRS standards. Since we can refer to our owner, Ratos, we are not required to produce a separate CSRD report. As part of our preparations, we have implemented a new tool for data collection.

Speed’s goal is to operate a financially profitable business that ensures economic development without negative consequences for social or environmental sustainability, with structure and transparency as key priorities. At Speed, we view responsible business as an integral part of our entire organization:

- Our business ethics and conduct are embedded in our Code of Conduct.
- Our purchasing policy supports sustainability discussions with our suppliers and promotes a holistic approach across the entire supply chain.
- Our stakeholders emphasize good business ethics and policy compliance as critical factors in our sustainability efforts.
- The precautionary principle guides us in continuously analyzing and evaluating our decisions from a sustainability perspective.

### Code of Conduct

Speed is committed to the UN Global Compact, and our Code of Conduct is based on its ten principles, which in turn are derived from: The UN Declaration of Human Rights, The ILO’s fundamental conventions on labor rights, The Rio

Declaration, and The UN Convention against Corruption. Our Code of Conduct outlines the ethical guidelines, values, and standards that all employees are expected to follow. The CEO and company management are responsible for maintaining and enforcing this document. To facilitate understanding and compliance, a digital training module is available.

### Anti-Corruption

Our anti-corruption efforts are a fundamental part of our business ethics. Each year, the company’s executive management conducts an internal risk analysis to proactively prevent competition risks and corruption across all business areas within the group. The risk analysis is presented to the Board and owners annually, and necessary measures are taken if significant risks are identified. In an increasingly complex business environment, with growing external threats, raising employee awareness of these risks is essential.

No corruption cases were reported in 2024. Despite this, we remain vigilant and continue strengthening our anti-corruption efforts, including further investments in IT and cybersecurity—a priority following the IT attack in 2022.

### External Whistleblower System

One of the most important tools for preventing corruption and ensuring transparency is our whistleblower system. This system allows employees to anonymously report misconduct and irregularities within the company. Speed’s whistleblower system complies with GDPR regulations and guarantees anonymity. In 2024, four anonymous reports were submitted, all of which were HR-related and should have been handled by the immediate supervisor or HR department instead.

### Speed's Suppliers

Speed works with over 500 suppliers, with a total procurement value of 430 million SEK in 2024. Our suppliers mainly operate in real estate, property management, forklifts, and IT, with most being national and serving the entire Swedish market.

With a clear purchasing policy and supplier code, we ensure cost efficiency, risk mitigation, and sustainable solutions, supporting our goal of CO2 neutrality. In 2024, we developed a Supplier Code of Conduct to clarify the requirements for doing business with us. In 2025, we plan to update our purchasing policy and take the next step by selecting key suppliers for ongoing audits.



## TARGETS & MEASUREMENTS.

Material topic

### GOOD BUSINESS ETHICS.

Speed will remain a responsible company focused on transparency, ethics, and governance.

Measurement.	Number of corruption cases
Type of Target.	Risk-reducing
<b>TARGET.</b>	<b>0 CORRUPTION CASES</b>
<b>RESULT 2024.</b>	<b>0 CORRUPTION CASES</b>

Material topic

### COMPLIANCE WITH POLICIES.

Speed should ensure that our policies are known and easily accessible to our employees and that our customers and suppliers are aware of what we stand for. Our quality philosophy is reflected in our policies, certifications, and authorizations, which form a framework for responsible business conduct.

SELECTION OF POLICIES	SELECTION OF OTHER FRAMEWORK
Alcohol- and Drug policy	Authorized Staffing Company
Work Environment policy	Authorized Recruitment Company
Purchasing policy	External Whistleblower System
Privacy policy	ISO 9001:2015
Equality policy	ISO 14001:2015
Quality policy	Lean & 5S
Environmental policy	Supplier Code of Conduct
Diversity policy	Code of Conduct
Company Car policy	





# ENVIRONMENT AND CLIMATE.



Integrating environmental and climate considerations into our business model is essential to staying relevant to our customers and meeting society’s increasing demands on companies. We see growing customer interest in resource-efficient and climate-smart solutions, where we are expected to lead in implementation while acting as their eyes and ears in identifying environmental sustainability risks. Our suppliers, in turn, are key partners, helping us combine our knowledge of customer needs with tailored solutions and products.

Our environmental efforts focus on climate impact, energy efficiency, resource use, waste management, and supplier dialogue—all contributing to reduced climate impact and resource consumption. By addressing these issues from multiple angles, we can influence both our operations and our entire value chain. We see the greatest potential in collaboration between us, our customers, and our suppliers. While we have already taken important steps to tackle these challenges together, there is still significant room for improvement.

As part of this work, Speed’s Supplier Code of Conduct was updated in 2024 to set higher sustainability standards. Additionally, we implemented the new climate calculation platform, Position Green, as a tool to further strengthen our sustainability efforts.

### Climate Impact

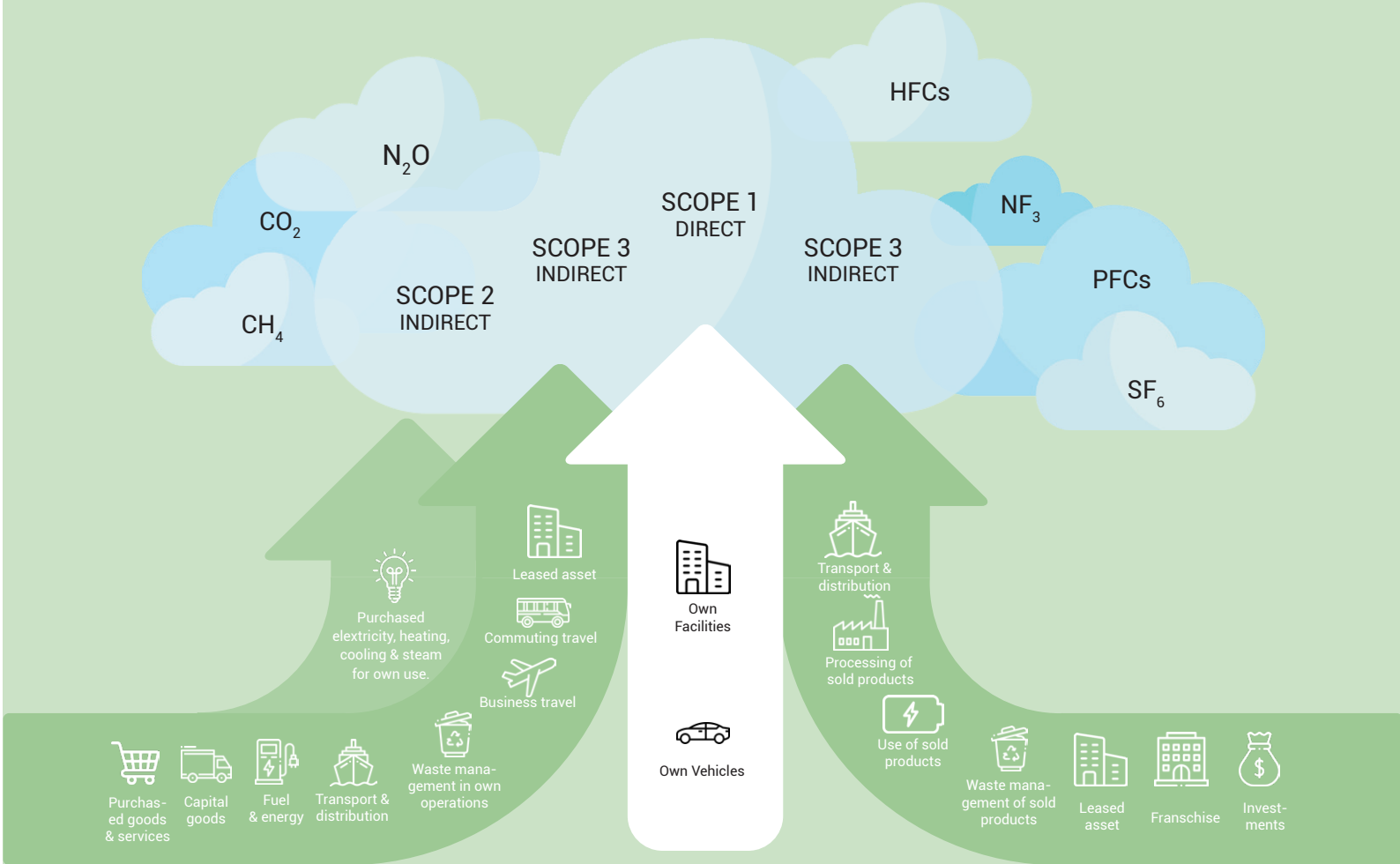
The climate issue is a key focus for both our internal and external stakeholders. As a service company, Speed has intensified its strategic efforts to reduce climate impact and achieve climate neutrality in our own operations, excluding sold transport services. This goal, originally set for 2025, was already achieved in 2023 and maintained throughout 2024. By producing climate-neutral electricity through our rooftop solar installations, we have actively contributed to

the green transition and reduced our carbon footprint.

We are also working intensively to minimize the impact of our value chain, both upstream and downstream, aiming for long-term emission reductions in line with the Paris Agreement’s 1.5°C target. This means halving our greenhouse gas emissions every ten years, based on 2020 levels. The global average temperature surpassed 1.5°C in 2024, further highlighting the urgency of continued and intensified climate action.

Despite already being climate neutral, we continuously strive to lower our emissions and align them with the Paris Agreement’s guidelines. Our carbon footprint is monitored quarterly in accordance with the GHG Protocol Corporate Standard, categorizing emissions into three scopes:

- **Scope 1:** Covers direct emissions from fuel consumption in vehicles and equipment we own or control. In 2024, we introduced an electric minibus to reduce transport-related emissions. Previously, only electric vehicles were permitted as company and pool cars. Our total Scope 1 emissions amounted to 249.8 tons of CO<sub>2</sub> equivalents, a 35% increase from the previous year. This rise was mainly due to refrigerant refills in cooling systems, while fuel combustion in our own vehicles reduced emissions by 11%.
- **Scope 2:** Includes emissions from electricity and district heating. With large heated spaces and energy needs for forklift charging and automation, we rely on energy-efficient solutions. The total calculated carbon footprint for Scope 2 in 2024 was 142.2 tons of CO<sub>2</sub> equivalents, a 22% increase from the previous year. Despite reduced district heating consumption, increased emission factors resulted in higher calculated emissions. We purchase



CLIMATE INVENTORY FACTS  
Base year: 2020  
Consolidation method: Operational control  
Included greenhouse gases: CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub>, NF<sub>3</sub>  
Global warming potential: IPCC – Fifth Assessment Report  
Recalculation threshold: 5%

This year, we recalculated our historical emissions in accordance with the GHG Protocol. The adjustment was made to include the acquired business, Nord Logistics, in our reporting. However, 2020 remains unaffected, as the company began operations in 2021.



100% renewable electricity and produce our own energy through one of Sweden’s largest rooftop solar parks, with a 5 MW capacity. Surplus energy is fed back into the grid, replacing non-renewable electricity. Additionally, our Battery Energy Storage System (BESS) stores excess energy for later use, ensuring uninterrupted power supply.

- **Scope 3:** Represents our largest emissions, covering activities within other organizations that are crucial to delivering value to our customers. Like most companies, over 95% of our total emissions fall within Scope 3. This includes procurement of IT equipment, workwear, packaging materials, warehouse furnishings, sold transport services, upstream emissions from electricity, district heating, and fuel, as well as business travel and operational waste.

The largest emissions in Scope 3 are directly linked to the services we provide to our customers. Throughout the year, we have collaborated with suppliers and customers to reduce emissions, implementing measures such as a new supplier code, more circular IT, increased material recycling, paper towel recycling, and the use of recycled bags.

The total carbon footprint for Scope 3 in 2024 was 9,612.1 tons of CO<sub>2</sub> equivalents, a 42% increase from the previous year, primarily due to a rise in sold transport services. Collaboration with customers and suppliers is key to reducing emissions while continuing to grow. We are actively working on climate-efficient transport solutions, despite challenges related to cost and capacity. For long-distance road transport, biofuels and rail are alternatives, but availability

and pricing remain obstacles.

We offer sustainable transport options whenever possible and have helped several customers reduce their climate impact by transitioning to greener transport solutions. The transport sector is evolving rapidly, and we look forward to enhancing our offerings as new innovations emerge.

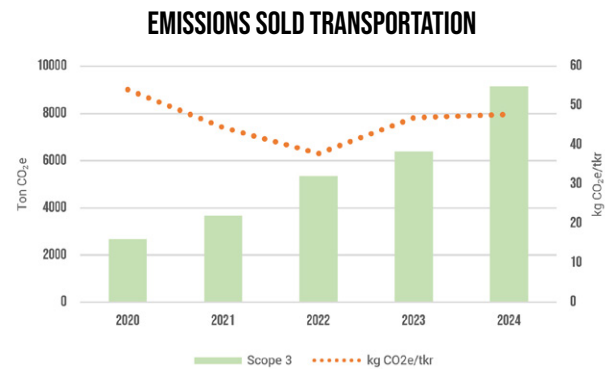
In 2024, we launched a feasibility study to install a public charging station for heavy vehicles at our largest facility in Borås. The goal is to support the transition to more sustainable freight transport by improving accessibility to charging infrastructure for electric trucks.

WASTE

Efficient and sustainable waste management is a central part of our operations. We view waste as a resource and continuously work to minimize waste generation while optimizing reuse and recycling. Each warehouse operation is responsible for managing waste streams as resource-efficiently as possible. Using the waste hierarchy as a foundation, our primary focus is to prevent waste generation—for example, by advising customers if excessive export packaging is used by subcontractors or by optimizing packing with minimal filler material. This also has a positive effect by reducing the volume of air transported. Reducing the amount of plastic that accompanies goods to their final destination is especially important, as many countries lack the advanced waste management systems we take for granted in the Nordics.

Our largest waste fraction is wood, accounting for 36% of our total waste. In 2024, we increased reuse of pallets and pallet lids, and more frequently repaired pallets, both in our in-house carpentry and through resale for restoration by external partners. Despite this, large volumes of wood waste are generated, which currently go to energy recovery. At our facility in Borås, we compress wood waste to reduce transport needs. Together with Stena Recycling and a third partner, we are planning to recycle parts of our wood waste into new materials. Although the solution was scheduled to be implemented in 2024, it has been postponed to 2025 due to reasons beyond our control.

In 2024, we launched several initiatives to improve waste handling. In Stenungsund, we increased the number of



Emissions from sold transports increase annually due to higher volumes. Previously, emissions per revenue unit had decreased. Considering the acquired company Nord Logistics, which mainly operates with sea and air freight that are more climate-impacting, emissions per revenue unit increase slightly.



TARGETS & MEASUREMENTS.

Material Topic

REDUCE CLIMATE IMPACT.

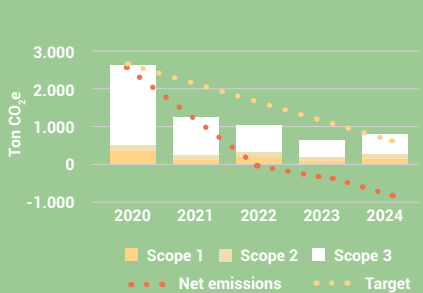
Speed must not contribute to global warming exceeding 1.5 degrees, which means an actual reduction of emissions by 50% by 2030 compared to the base year 2020. Our climate inventory helps us prioritize our efforts effectively. In addition to reducing emissions, we aim to be climate neutral in our own operations by 2025, through actual emission reductions and solar energy production.

Measurement. CO<sub>2</sub> emissions  
Type of Target. Risk-reducing

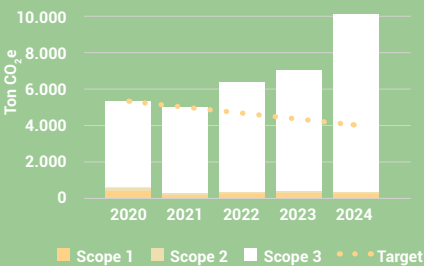
TARGET. CO<sub>2</sub>-NEUTRAL IN OWN OPERATION  
RESULT 2024. -811 TONS CO<sub>2</sub>-E

TARGET. EMISSIONS > 4.041 TONS CO<sub>2</sub>  
RESULT 2024. 10.004 TONS CO<sub>2</sub>

CO<sub>2</sub> EMISSIONS IN OWN OPERATION



TOTAL EMISSIONS SCOPE 1-2-3



Comment. Historical data has been updated to include the integrated acquired operations. Our inability to meet the Paris Agreement targets can be attributed to sold transports within Transport Management, a business where we face challenges in guiding customers towards climate-smart choices due to the cost structure..





## TARGETS & MEASUREMENTS.

Material Topic

### RESOURCE USE & WASTE.

Speed aims to contribute to the circular use of resources by minimizing waste sent to incineration and landfill, and increasing the proportion that is recycled. Furthermore, activities will be undertaken to promote reuse and waste reduction in order to decrease the total volume of waste.

Measurement. Waste proportion by category  
Type of target. Risk-reducing

**TARGET 2024. 76% MATERIAL RECYCLING | MAX 1% LANDFILL**

**RESULT 2024. 70% MATERIAL RECYCLING | 0% LANDFILL**

Comment: We increase material recycling compared to 2023 but do not reach the target. Continued initiatives for circular flows are planned for 2025 to improve the chances of meeting the goal.

Material Topic

### ENERGY EFFICIENCY.

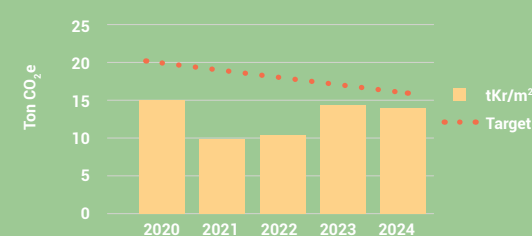
Speed aims to reduce its energy dependency by transitioning to more energy-efficient equipment within its operations - for example, through automation, more efficient battery-powered trucks, or lower energy consumption for lighting. In addition, facilities should demonstrate high energy performance to minimize the need for external energy for heating.

Measurement. Electricity use / revenue and district heating / square meter  
Type of target. Risk-reducing

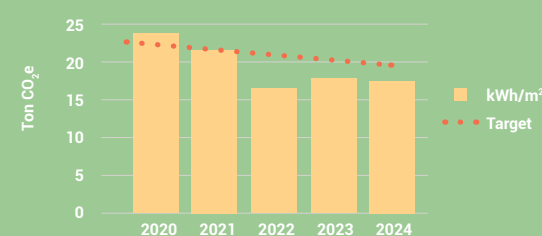
**TARGET 2024. 15,5 KWH/TKR FOR ELECTRICITY, 19,6 KWH/M<sup>2</sup> FOR HEATING**

**UTFALL 2024. 13,5 KWH/TKR FOR ELECTRICITY, 17,5 KWH/M<sup>2</sup> FOR HEATING**

ELECTRICITY INTENSITY



ENERGY USE DISTRICT HEATING



waste fractions, thereby boosting material recycling. In Borås, we trained waste ambassadors who in turn train colleagues and ensure proper sorting, which has significantly improved plastic recycling. In Stockholm - where we annually distribute over 20 million books - we found a way to recycle paper waste in the form of inserts and corner protectors, which were previously incinerated as combustible waste.

We've also made digital strides in waste management. In 2024, together with Tele2, we implemented circular IT. The initiative aims to reduce waste and maximize the reuse of our IT equipment. By sending all IT-related equipment - including cables, monitors, computers, handheld devices, scanners, and printers - to Tele2's recycling program, we are taking an important step toward a more sustainable future. Circular IT not only means recycling electronics but also ensuring that some of the equipment is reused and given a new life. By participating in this program, we help reduce our environmental impact and support a circular economy.

We are the first company in Borås to implement Tork PaperCircle® in collaboration with Essity, a program that recycles used paper hand towels and turns them into new tissue products. This reduces waste and carbon emissions by up to 40% compared to traditional waste disposal methods. If the recycling initiative in Borås proves successful, we plan to expand it to our other sites.

In 2024, we also began using waste bags made from recycled materials, reducing plastic usage by 28% compared to traditional bags while supporting a circular economy.

We reuse materials such as pallets, cable drums, and filler materials—either internally or through redistribution to external partners. We also reuse workwear by repairing and laundering garments for extended use.

To reach our goals, we will continue in 2025 to steer waste streams toward more circular flows.

#### Energy Efficiency

Using renewable energy while conserving it is essential for the transition to a more sustainable and climate-adapted society. At Speed, we take it one step further – not only do we reduce our energy consumption, but we also contribu-

te to the production of renewable energy through our solar power installations.

With large warehouse facilities in our logistics operations, it is important to continuously optimize our electricity and district heating usage. We monitor both actual and relative energy consumption in all our properties on a monthly basis. This regular follow-up allows us to quickly identify deviations, discover improvement opportunities, and ensure that we use energy as efficiently as possible – even when the scale of operations varies.

Our long-term goal is to reduce our relative electricity consumption by 5% and our district heating consumption by 3% annually through efficiency measures. In 2024, we achieved our targets, although we noted an increase in district heating use at Prognosgatan at the beginning of the year compared to 2023. After analysis, we implemented actions that once again led to reduced consumption.

Together with We Are SI, certified energy auditors, we carried out energy optimizations at our facilities in Borås and Stockholm. In 2025, we will map our logistics facility in Gothenburg. These assessments have already led to concrete improvements. During the year, we continued efforts to optimize lighting, transition to more energy-efficient forklifts, and improve the control of district heating usage.

Since 2021, we have operated one of the largest rooftop solar installations in the Nordics at our Borås site. In 2024, we procured solar panels for our Stockholm facility, with commissioning planned for March 2025. These will reduce our external energy consumption and increase our production of renewable electricity. We are also exploring the possibility of installing solar panels in Gothenburg in collaboration with property owners and suppliers.

To maximize the use of our self-produced electricity, we have implemented a Battery Energy Storage System (BESS) in Borås with a capacity of 750 kW and 1440 kWh. This makes us less vulnerable to power outages and enables more flexible electricity management. Additionally, we can contribute to the stability of the electricity grid through frequency regulation in collaboration with Svenska Kraftnät.



## ENVIRONMENTAL SUSTAINABILITY

### Supplier Dialogue

To meet the expectations of our stakeholders, we require our suppliers to take sustainability challenges as seriously as we do. Our strategy for supplier dialogue varies depending on the relationship and the type of goods or services being procured. In some cases, it is about choosing products and services that meet our sustainability criteria, where alternatives are readily available. One example is our choice of electricity provider, where we have selected a company that offers 100% renewable electricity – fully aligned with our ambition to minimize climate impact.

In other cases, it's about understanding long-term development and future potential. One example is our discussions with suppliers of pallet racking systems. We prioritize second-hand purchases where possible and, alternatively, products made with the highest possible share of recycled steel. We are also evaluating fossil-free steel solutions.

When procuring transport services as part of our Transport Management operations, we engage in dialogues about carriers' own sustainability efforts. We also need to understand our suppliers' capabilities to be able to set clear requirements on both environmental and social aspects.

When purchasing workwear, we explore various market alternatives to understand differences in material choices and manufacturing methods. We rely on open and honest dialogue with both current and potential suppliers, as we are not experts in every area ourselves. Most of our suppliers are forward-thinking and appreciate a demanding customer. Going forward, we need to further clarify our requirements to ensure the services we deliver meet both our and our stakeholders' expectations. Several discussions have been held during the year with workwear suppliers, where we also involved the Nordic Textile Academy to help define what constitutes a sustainable garment – a highly complex issue that requires further investigation.

In 2024, we held dialogues with several key suppliers to reduce our environmental impact, resulting in several implemented initiatives. We also updated our Supplier Code of Conduct and improved the process for setting requirements and reviewing compliance.

### External Engagements

Our commitment to environmental issues extends beyond our own operations. With a board member in the Viared Business Association — the area where we have two facilities in Borås — we actively contribute to shaping the local environment in several ways. The association works on matters such as safety, infrastructure, and transportation, and also develops recreational areas and activity zones to create a more enjoyable working environment. We are engaged in improving sustainability and well-being in the area, which includes promoting green spaces, improving public transport connections, and supporting initiatives to increase commuter ride-sharing. Through our involvement in the association, we help create a more sustainable and attractive environment for both our employees and other companies in the area.

This year, Speed has also joined forces with the City of Borås and other stakeholders in the development of future energy communities within the GRITH framework – Green Renewable Industrial Transition. Industrial zones hold great potential to drive the energy transition forward, especially when companies like ours are able to share excess solar energy capacity with neighbors in Viared. By developing energy communities, industrial areas can play a key role in the shift from fossil fuels to renewable energy by producing, distributing, and storing green electricity and heat in an efficient and sustainable way. GRITH tackles these challenges by developing new business models and innovative solutions to address rising energy costs and increasing environmental demands, while also exploring opportunities for public support. Through our participation in this initiative, we at Speed aim to be part of the solution and contribute to a more sustainable energy supply – both for ourselves and for the local business community.

We are also proud supporters of Vi-Skogen (Vi Agroforestry), an organization that not only plants trees but also spreads knowledge to people in Eastern Africa about how to farm in the most sustainable way. By planting trees alongside crops in agriculture, they promote sustainable development through both poverty reduction and climate action. We plant trees that not only capture carbon dioxide but also help people build better lives.







FEATURE:  
IT IS POSSIBLE  
TO BUILD  
SUSTAINABLY.

The construction and real estate sector is one of Sweden’s most vital industries and plays a crucial role in shaping our society. At the same time, these sectors face major challenges in sustainability and efficiency. Studies show low productivity and value creation—just 17.5% in large-scale construction projects. Waste of materials and unnecessary heavy transports are two major sustainability culprits. With better planning and material management, waste and environmental impact can be reduced. Over the past year, Speed has expanded its service offering to support the construction industry in its transition to more sustainable building practices.

**Efficient handling of materials**  
Building materials often represent the largest cost item in a construction project. Yet, they are frequently handled inefficiently. Only 60% of material purchases are planned and made via quotes, while the remaining 40% are bought on an ad hoc basis—leading to both higher costs and lower sustainability. Often, standard solutions are paid for and then modified, resulting in waste. Furthermore, much material is stored outdoors, unprotected from weather, which often leads to damage and spoilage.

**Time is money - and sustainability**  
When much of the workday is spent waiting for materials or fixing earlier mistakes, projects become more expensive and take longer than necessary. The construction sector already

accounts for a significant portion of Sweden’s climate impact, and inefficient material flows contribute greatly to this.

**Solutions for a sustainable future**  
The key to solving the challenges in the construction and real estate industries lies in creating a flawless material flow. This starts with a thorough logistics analysis before construction begins, and continues with logistics coordination throughout the building phase. Specialized construction terminals enable early bulk ordering, safe storage, and kitted deliveries—materials

packed efficiently, in the right quantity, at the right time, and to the exact location. The result: reduced waste and loss, improved efficiency, cost savings, and lower environmental impact.

**A more climate-smart way to build**  
Speed has gathered all the necessary expertise in project management, construction, logistics, and terminal operations under one roof. With our support during the planning phase and hands-on guidance during construction, we help our clients lower costs, reduce CO2 emissions, and minimize risks. We support property developers

and contractors in the planning of construction projects, offering consultation and project management in construction logistics during the design phase. This leads to clearer procurement terms, accelerating the shift toward sustainability.

We are convinced that building in a more sustainable and efficient way is not only possible—it’s necessary. Together with our customers in the construction industry, we are now laying the foundation for both profitability and sustainability..

” 17,5% of a construction worker's time is value-creating. More than four-fifths is wasted!





# EMPLOYEES & SOCIETY.



Social sustainability – a heartfelt commitment at the core of our operations.

At Speed, social sustainability is a deeply rooted priority that runs through every part of our business. Guided by our mission, “We take care of it”, we strive to create a safe, inclusive, and growth-oriented environment for our employees and to be a positive force in society. By combining long-term initiatives with everyday responsibility, we contribute to sustainable societal development and strengthen the ties between people and organizations.

We believe that when our people thrive, our customers thrive – and this is the heart of everything we do. Employees who feel secure and valued bring greater engagement, innovation, and quality to their work, which directly enhances our ability to meet and exceed customer expectations. By taking care of our people and our customers’ challenges, and acting according to our core values – with creativity, competence, and commitment – we create long-term value for both customers and society.

Diversity and inclusion are key to our success. We foster a workplace culture where everyone feels welcome and respected, regardless of background or experience. We know the fastest way forward is together, and through collaboration and inclusive leadership, we build a stronger, more sustainable organization.

As one of the largest employers in our region, we take our responsibility seriously when it comes to education and developing the workforce of tomorrow. Our involvement in Destination Gymnasiet is one example of how we help young people complete their education and take their first step toward an independent future. In addition, we

offer internships and collaborate with various organizations to support the transition from school to working life. Through these efforts, we not only empower individuals but also strengthen society at large – and we are proud to be an employer that sets people in motion, both within and beyond our own organization.

## We take care of our work environment

At Speed, our employees and their work environment are among our top priorities. We strive to create a physically, organizationally, and digitally healthy and supportive workplace for everyone. Through preventive and systematic efforts, we minimize risks, promote well-being, and ensure that our employees have the best conditions to succeed.

In 2024, we placed special focus on our digital work environment – an often-overlooked yet crucial area, as many of our employees use digital tools daily. We conducted safety inspections, risk assessments, and created action plans to integrate digital well-being into our occupational health and safety system. We’ve ensured that our IT environment supports optimal work performance while reducing the risk of cognitive strain and exhaustion. A well-functioning digital environment isn’t just about technology – it’s about providing the right tools for employees to work efficiently and healthily, tailored to their specific needs.

Preventing accidents and ensuring a safe workplace is central to our safety efforts. In 2024, five serious accidents were reported, highlighting the need for continued focus. A recurring challenge early in the year was knife-related injuries, prompting us to launch targeted training for employees handling knives. The result was a significant reduction in such incidents.





To further strengthen our work environment, we have implemented IA (Information System on Work Environment), a system that helps us register and follow up on incidents, accidents, and risk observations. In 2024, we began using IA for safety inspections as well, making it easier to assign and track actions. This structured approach allows us to act proactively, identify risks in time, and ensure continuous improvement of the work environment. We know that a safe workplace lays a solid foundation for our employees' well-being and engagement.

The forklift environment is one of the most critical areas in our workplace, and we continuously work to improve safety. All forklift drivers must have valid certifications, complete regular refresher training, and receive current driving permits before operating a forklift.

Our training facility, called the Training Dojo, continues to play an important role in our safety efforts. The dojo combines theory with practical examples to build a deeper understanding of safety requirements. In Borås, the dojo was updated with new content and expanded to include additional tasks and hands-on stations, based on feedback from employees and supervisors. A new dojo was also built and put into use in Stockholm, and in 2025, our Gothenburg facility will receive its own dojo as well.

Throughout the year, several of our safety representatives completed BAM (Better Work Environment) training, strengthening our ability to identify and address risks. We also implemented a shared chemical register to ensure safe handling of chemicals. To support this, relevant employees completed training on our new chemical management system, which has contributed to greater knowledge and safety awareness.

All employees have been offered the opportunity to complete a safety course through the Speed Online Academy. This initiative has raised awareness of safety issues and strengthened our shared efforts to maintain a secure workplace. Through regular meetings of our work environment committees – where company representatives and union organizations collaborate – we continue to develop and improve our occupational health and safety efforts.

At Speed, safety has always been a top priority. This year, we took our commitment even further by co-founding a safety network together with other companies in Borås. The network offers space to openly discuss safety issues, share experiences, and learn from each other. For us, it's both valuable and inspiring to contribute our expertise while also gaining new insights. In this network, it's not just about improving our own workplaces – it's about looking out for each other. We're convinced that everyone thrives and works more safely when safety is high on the agenda, no matter where they work. By prioritizing safety together, we create safer work environments and show that real change is possible through collaboration.

We take care of our employees

At Speed, employee well-being and engagement are among our top priorities. By continuously tracking the employee experience, we create the conditions for engaged and high-performing teams. For us, it's essential that our leaders can quickly respond to trends, foster inclusion, and strengthen both the physical and organizational work environment.

Since 2018, we have used the digital platform Winningtemp to measure employee experience in real-time. This tool enables dynamic and ongoing follow-up on the workplace climate. During the year, employees have had the opportunity to participate in training sessions to better understand the platform and how their input can influence both company decisions and their own work environment. Managers with personnel responsibilities have completed training to improve their ability to analyze and act on feedback, helping us build a workplace where everyone can thrive and grow. Currently, two of our subsidiaries are not yet included in the measurement, but we plan to include them in 2025. Expanding the scope will ensure an even more complete picture of the employee experience across our entire organization.

A target for 2024 was to achieve an eNPS (Employee Net Promoter Score) of 20. We began the year at 13 and ended at 17, showing that our efforts are making an impact. For extended periods during the year, we met and even exceeded our goal of 20. Increased response rates have been a key success factor, with several parts of the organization now reaching 100% participation.



TARGETS & MEASUREMENTS.

Material topic

SAFE & HEALTHY WORK ENVIRONMENT.

Speed aims to ensure a safe and healthy workplace and provide a positive psychosocial work environment with a high attendance rate for all employees.

Measurement. Employer Net Promoter Score (eNPS)  
Type of target. Risk-reducing

TARGET 2024. ENPS 20  
RESULT 2024. ENPS 17

Comment. The year-end value does not indicate that the goal was achieved. However, we have improved the score compared to the previous year and have, on several occasions during the year, reached eNPS values above 20, with a peak score of 24.

Measurement. Sick leave  
Type of target. Risk-reducing

TARGET 2024. MAX 6% SICK LEAVE  
RESULT 2024. 7,4% SICK LEAVE

Comment. We have reduced sick leave compared to the previous year, but not in line with our target. We will continue working with initiatives to further lower the level.

Measurement. Number of serious accidents  
Type of target. Risk-reducing

TARGET 2024. 0 SERIOUS ACCIDENTS PER YEAR  
RESULT 2024. 5 SERIOUS ACCIDENTS

Comment. A number of cutting injuries, a fall accident, and incidents at customer sites have meant we did not meet our target. We have implemented training and taken measures to prevent similar accidents from occurring again.



# TARGETS & MEASUREMENTS.

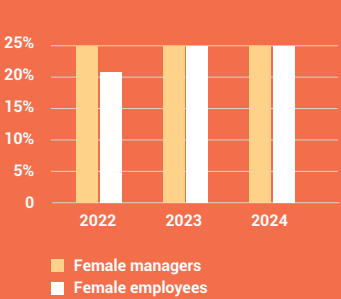
Material topic

## DIVERSITY & EQUALITY.

Speed shall promote an inclusive work environment and actively work to advance diversity, gender equality, and equal treatment throughout the organization.

Measurement. Proportion of female managers  
Type of target. Risk-reducing | Positive Impact

**TARGET 2024.** PROPORTION OF FEMALE MANAGERS CORRESPONDS TO PROPORTION OF FEMALE EMPLOYEES  
**RESULT 2024.** 25% FEMALE MANAGERS, 25% FEMALE EMPLOYEES



	FTE	% FEMALE   MEN	AGE <30   30-50   >50
BOARD			
2024	5	0 / 100	0 / 20 / 80
2023	4	0 / 100	0 / 25 / 75
2022	4	0 / 100	0 / 25 / 75
MANAGEMENT			
2024	11	18 / 82	0 / 27 / 73
2023	10	20 / 80	0 / 40 / 60
2022	10	20 / 80	0 / 70 / 30
EMPLOYEES			
2024	825	25 / 75	36 / 43 / 21
2023	846	25 / 75	38 / 41 / 21
2022	1 018	25 / 75	48 / 39 / 13

Material topic

## LEADERSHIP & COMPETENCE DEVELOPMENT.

To remain competitive and retain talent within the company, Speed must continuously motivate and develop our employees to meet the demands and expectations of tomorrow.

Measurement. Percentage of Completed Employee Appraisals  
Type of target. Positive Impact

**TARGET 2024.** 100% COMPLETED EMPLOYEE APPRAISALS  
**RESULT 2024.** 71% COMPLETED EMPLOYEE APPRAISALS

Comment: We have not yet succeeded in implementing employee appraisals in previously acquired companies. A plan is in place with the goal of reaching full target achievement in 2025.

In 2024, we continued to build on the results of our attendance health project, focusing on creating a work environment where people feel good and enjoy coming to work. Well-being groups were established in several departments, bringing together managers, employees, safety representatives, and union members to plan activities that strengthen team spirit. Events like BBQ lunches, holiday celebrations, and visits from an ice cream truck were well received. Our goal is to expand this initiative across more of the organization to further foster well-being and connection.

The sick leave process introduced in 2023 continued to show positive results. Improved follow-up and analysis of absence data have provided managers with better tools to act preventively. The 2024 result was 7.4% sick leave, a clear improvement from 8.2% in 2023, reflecting our efforts to create a healthier and more sustainable workplace. We did not reach our goal of 6%, so additional initiatives will continue in 2025.

We strongly believe that a workplace rooted in diversity, gender equality, and openness is key to achieving our goals and attracting and retaining skilled employees. Our diversity and gender equality policies serve as important guidelines in building an inclusive organization. Today, we have employees from all corners of the world, from a wide variety of cultures and backgrounds, of all ages and genders. This diversity enriches both our company culture and our success.

In 2024, we once again met our goal of having the proportion of women in leadership match the overall proportion of female employees — both currently stand at 25%. This is an important step in our efforts to promote gender equality and build a workplace where everyone feels welcome, valued, and respected. We remain committed to increasing female representation in leadership roles and ensuring an inclusive environment for all.

### We take care of leadership and development

To meet the high demands placed on our business — both internally and within the industries we operate — our employees and leaders must continuously develop. To stay efficient, relevant, and proactive, we provide ongoing training and education for our teams across various tasks and areas of expertise. By working together in groups and teams, we

can meet our customers' needs in an effective, sustainable, and sometimes unique way. At Speed, we believe that a strong corporate culture, built on our core values, is the foundation for successful leadership and development.

In 2024, we continued to invest in solid competence-enhancing initiatives. This year's training plan included brand education, Winningtemp training, IA-system training, our Code of Conduct, sustainability education, and much more. Through our Speed Online Academy platform, employees have had access to a wide range of courses and the opportunity to complete training based on their needs and interests. The platform has also enabled us to quickly respond to the need for customized training as our operations evolve or new requirements emerge.

A special focus this year was the Lean Game, which many of our employees participated in. The game provides valuable insight into the importance of continuously developing both oneself and the business, helping to strengthen our shared ability to meet future challenges.

One of our goals for 2024 was to conduct performance and development reviews with 100% of our employees. Unfortunately, we did not fully reach this target, with only 71% of conversations completed. A major reason for not meeting the goal is that we have not yet implemented these conversations within the business we acquired in 2023. We are currently working on how to implement this there as well.

### We Contribute to Society

As a major employer, Speed is committed to making a positive contribution to the communities where we operate. We strive to be a safe, stable, and long-term employer offering good working conditions in accordance with collective agreements and labor laws. Beyond this, we engage in initiatives that strengthen social sustainability, focusing on employee health, sports, and supporting the workforce of tomorrow.

By leveraging our position as a strong player in the labor market, we work to facilitate the transition from school to working life for young people. We also support individuals who are further from the labor market, giving them the opportunity to take their first step into employment and achieve a stable livelihood. At Speed, we recognize every





individual's potential and willingness to contribute, regardless of the challenges they face. That's why we regularly welcome interns from schools and labor market programs whenever possible.

Throughout the year, Speed has held lectures to help individuals strengthen their position in the job market. In collaboration with the City of Borås, we have offered training for those far from employment on how to write a strong CV and present themselves to potential employers.

As one of the largest employers in our region, we actively support the education and development of future talent. One example is our longstanding commitment to Destination Gymnasiet, an initiative aimed at 9th-grade students at risk of failing mathematics. Through personalized coaching, a large majority of participants improve from failing to passing grades, giving them better opportunities for high school and beyond. The program is funded by supporting companies, and Speed has been involved since the beginning. Over the years, more than 500 students have had the opportunity to pursue further education instead of facing social exclusion.

At Speed, the health and well-being of our employees is a priority. We aim to create conditions for a healthy lifestyle while contributing to society in a meaningful way. One important initiative is encouraging our employees to become blood donors. In Sweden, relatively few people give blood, meaning blood banks risk shortages during major accidents or crises. To make it easier for our employees to make a life-saving contribution, we allow them to donate blood during working hours. In this way, we as a company help secure the blood supply and save lives.

Additionally, we offer wellness allowances that employees can use to support their health. We also sponsor sports clubs that provide our employees with opportunities for physical activity and exercise, which strengthens both individual well-being and team spirit.



FEATURE:

# INTERNS: AN INVESTMENT IN FUTURE EMPLOYEES.

Welcoming interns is an investment in the future – both for the individual and for us as a company. Internships provide young people with valuable work experience, while giving us at Speed the opportunity to support skills development and the workforce of tomorrow. For us, it's part of our sustainability efforts, where we not only address today's needs but also build relationships and opportunities for future employees.



“The internship complemented my education and gave me a greater understanding of the profession and the beginning of a professional network.”



## Internship – a Win-Win

Hosting interns is an important part of Speed's commitment to supporting and developing tomorrow's workforce. Interns get the chance to grow into their professional roles and bring fresh perspectives, while we as a company gain valuable insights and extra resources.

This year, we had the pleasure of welcoming interns from upper secondary schools, vocational colleges, and other educational institutions. Most students pursued logistics or HR-related programs. In total, six interns gained valuable experience across our operations, with internship periods ranging from a few weeks to entire terms.

“Our ambition is to host at least one LIA intern per semester in our logistics operations. As much as possible, we try to connect the internship to a specific project that the intern and their supervisor design and carry out during the period,” says Stefan Hansen, Head of Project Management and Strategic Logistics Development, who is responsible for coordinating and receiving interns. “As supervisors, we share our knowledge and experience and give our view on the work. Often, interns ask questions we've never

thought of before – making it a great opportunity for mutual learning.”

## Successful Projects

Helen Håkansson, Head of Production at one of Speed's logistics units, has also seen real impact from interns. “Three students from the University of Borås spent ten weeks evaluating how we could better compress and utilize our warehouse space. Their work helped us rethink things, and when we rebuilt, we ended up saving 1,200 square meters! They brought fresh eyes and a new perspective that led us to a solution we might not have come up with ourselves. Interns really do contribute in a tangible way.”

## Social Sustainability in Practice

We see internships as a vital part of our social sustainability strategy. By combining young talent with experienced employees, we create a platform for learning, networking, and inclusion. It's about giving people a chance – regardless of their background – and building an inclusive workplace.

“The best part about my internship was the experience and knowledge I gained,” says Lina Amen, who started as an intern and is now a Consultant Manager at Speed. “My internship at

Speed complemented my education in a great way and gave me a broader understanding of the profession, along with the opportunity to start building a network within the industry. My supervisors were incredibly helpful and supportive throughout.”

## Speed's Commitment to the Future

Speed is also a partner company for the Entrepreneurial Program at Sven Erikson High School in Borås, where we support students from their first to final year. This gives us the chance to help the next generation take their first steps into working life and contribute to their development. “Watching the students grow is amazing,” says Stefan Hansen. “We give them more than just contacts – we give them insights they can use in their projects and future careers.”

At Speed, we see internships as an investment – in future talent and in ourselves. Interns gain invaluable experience, we gain new ideas and perspectives, and together we build a more sustainable future. We're proud to be part of their journey – and we look forward to welcoming more interns as part of our team.



# GRI-INDEX

DESCRIPTION	INFORMATION / COMMENT						PAGE	
GRI 1_ : Foundation 2021		Speed Group AB och its daughter companies have reported with reference to GRI Standard for the period 2023.01.01-2023.12.31						
ORGANIZATION & REPORTING								
2-1	Organization							8-9, 12-13
2-2	Included entities	559017-4578	Speed Group Holding AB					2
		556878-0927	Speed Group AB					
		556562-7642	Speed Competence AB					
		556742-8585	Speed Logistics i Borås AB					
		556042-9887	Speed Logistics i Stockholm AB					
		559164-1187	Speed Transport Managagement AB					
		556691-9808	Speed Logistics i Stenungsund AB					
2-3	Reporting period, frequency and contact information							2
2-4	Changes from the previous period's reporting	n/a						
2-5	External review	The report is not externally audited						
THE COMPANY'S ACTIVITIES & EMPLOYEES								
2-6	Activities, value chain & other business relationships of interest							8-9, 12-13
2-7	Employees	Form of employment with staff distributed by location and gender (FTE 2024.12.31):						
			BORÅS		GÖTEBORG		STOCKHOLM	
			Women	Men	Women	Men	Women	Men
		Full-time	125	503	34	105	24	45
		Temporary	8	26	28	27	0	4
GOVERNANCE								
2-9	The organization's governance							14
2-12	The board's role - governance of sustainability efforts							14
2-13	Delegated responsibility for steering the sustainability work							14
2-14	The board's responsibility for the sustainability report							14
2-16	Communicate particularly significant issues							14
STRATEGY, POLICY & PRACTICE								
2-22	Statement on the organization's sustainability strategy							4-5
2-23	Policies							20-21
2-24	Inclusion of policies in sustainability work							20-21
2-26	Process for seeking support and reporting problems							20-21
2-27	Legal Compliance							14-15
2-28	Member of industry organizations	Almega, Teknikföretagen						
2-29	Interaction with the organization's stakeholders							16-17
2-30	Collective agreement	100% of the employees are covered by collective agreements, excluding Transport Management AB.						
MATERIAL TOPICS								
3-1	Process for determining material topics							16-17
3-2	List of the organization's material topics							16-17
3-3	Management of material topics							16-17

DESCRIPTION	INFORMATION / COMMENT	PAGE
RESPONSIBLY RUN BUSINESS		
3-3 Management of material topics		20-21
GRI 201 FINANCIAL OUTCOME 2016		
201-1 Directly generated economic value	Refers to the group's annual report.	
GRI 205: ANTI-CORRUPTION 2016		
205-1 The business's assessed risks linked to corruption		20-21
205-2 Communication and training regarding anti-corruption policies and practices		20-21
205-3 Confirmed cases of corruption and measures		20-21
ENVIRONMENT & CLIMATE		
3-3 Management of material topics		22-23
GRI 302: ENERGY 2016		
302-3 Energy intensity	Based on internal consumption.	26-27
GRI 305: EMISSIONS 2016		
305-1 Direct emissions of greenhouse gases (Scope 1)		22-25
305-2 Indirect emissions of greenhouse gases, Energy (Scope 2)		22-25
305-3 Other indirect emissions of greenhouse gases (Scope 3)		22-25
305-5 Reduction of greenhouse gas emissions		22-25
GRI 306: WASTE 2016		
306-1 Amount of waste and significant waste-related impact		24-27
306-2 Management of significant waste-related impacts		24-27
306-4 Waste for recycling		24-27
GRI 308: ENVIRONMENTAL REQUIREMENTS SUPPLIERS 2016		
3-3 Management of material topics		28
EMPLOYEES & SOCIETY		
3-3 Management of material topics		32-39
GRI 403: HEALTH AND SAFETY AT WORK 2018		
403-1-403-7 Management of work sustainability efforts		32-33
403-9 Number of serious accidents	The measurement only shows the actual outcome of serious accidents in accordance with regulations from the Swedish Work Environment Authority	34-35
GRI405: DIVERSITY & EQUALITY		
405-1 Diversity among employees and in management positions		36-37

**Taxonomy**  
In the EU Taxonomy Guidelines released on June 18th, 2020, a common classification system is used to define what constitutes an environmentally sustainable economic investment. Reporting requirements are based on the proportion of revenue, capex, and opex that is generated from environmentally sustainable economic activities. Throughout the year, the company's operations, revenue streams, and expenses have been analyzed to identify environmentally sustainable economic activity. In Speed's case, none of the company's activities fall within the scope of what can be classified as environmentally sustainable economic activity from a Taxonomy perspective.



**SPEED GROUP AB**  
**PROGNOGATAN 12 | 504 64 BORÅS**  
**+46 (033) 44 47 30 | CONTACT@SPEEDGROUP.SE**  
**SPEEDGROUP.SE/EN**