

2022

LOGENT

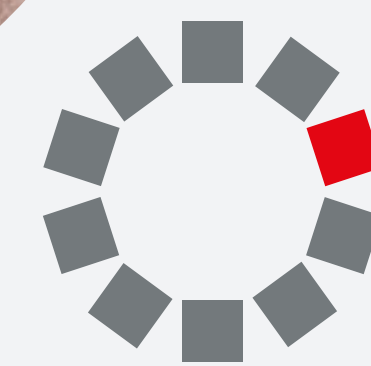
SUSTAINABILITY REPORT





# TABLE OF CONTENTS

---



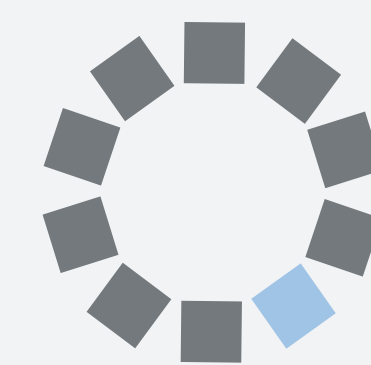
**03** CEO's Address

**04** The Year in Brief



**10** Sustainability Report

**20** In-depth sustainability information



**27** Reporting according to EU Taxonomy

”

In 2022, we have integrated 245 employees, who normally find it difficult to enter the labour market. These individuals can now proudly go to work each day."



## CEO'S ADDRESS

### Fourth quarter and full year 2022

Logent continues to deliver strong performance throughout the end of 2022, despite challenging macro trends. Full year figures ended with net sales of 2.2 billion SEK (+15%) and adjusted EBITDA margin excluding IFRS 16 of 8,2% amounting to SEK 180,4 MSEK. Financial performance for the fourth quarter resulted in a revenue of 534 MSEK (-1%) and adjusted EBITDA excluding IFRS 16 of 51 MSEK (+12,4%).

### Segments and new sales

Logistics Operations maintain the position as a key driver for profitable growth. Net sales in this segment amounted to 1.256 MSEK, which equates to a growth rate of 27% compared to 2021, with adjusted EBITDA excluding IFRS 16 of 137 MSEK representing a 8% profit increase. The margin trend is impacted by customer mix and partly from high energy prices.

Key activities in Q4 included start of operations for the BMI contract in Norway as well as launch of implementation projects for both NA-KD in the Netherlands and Beijer Bygg in Sweden

Projects are progressing according to plan and planned go-live of operations is Q3 2023 for NA-KD Netherlands and Q1 2024 for Beijer Bygg.

The **Logistics Services** segment is also demonstrating a strong level of performance, with underlying volume growth and an improved margin. Net sales in this segment amounted to 552 MSEK, which equates to a growth rate of 14% compared to 2021. Adjusted EBITDA excluding IFRS 16 increased by 31% compared to last year and amounted to 33 MSEK. The improved margin is driven by expansion with the right service mix. The three acquisitions in Denmark have been successfully integrated during 2022.

Our **Staffing** segment are impacted by slower growth of new external customers combined with a more competitive market situation. Net sales in this segment amounted to 390 MSEK, which equates to a negative growth rate of -10% compared to 2021. Adjusted EBITDA excluding IFRS 16 amounted to 9 MSEK representing a -56% decrease in profit.

The reduced margin is due to a number of factors, including costs related to sick leave and market pressure on prices as well as lower margin on internal staffing services.

### Sustainability

Logent has raised its ambitions regarding sustainability and during the last quarter the Group completed an update of an integrated strategy with objectives and action plans to reach our goals, where one clear target is to become climate neutral for the emissions generated within the company's own operations by 2030. In 2023, the strategy will be launched, and the action plans will be implemented and adapted based on the respective business areas. Another important objective is our ambition to strengthen the position as an attractive and safe workplace for everyone. One concrete example in how we impact society and build a workplace for everyone is that we in 2022 have integrated 245 employees, who normally find it difficult to enter the labour market. These individuals can now proudly go to work each day.

Overall, the outlook for 2023 is promising with high focus on sales activities, new contracts to be started, continued geographic expansion with Logent now operating in four countries and not the least the addition of our future Group CEO Linda Aidanpää Baronnet who will start in Q2 this year.

**Joel Engström, Acting CEO**

# THE YEAR IN BRIEF

**3000**

Employees

**2200**

million SEK in  
revenue

**Strong**

Nordic presence

**Global**

Transport  
network

**13** logistics facilities, **3** ports, **2** intermodal terminals, **7** customs  
offices, **12** staffing offices

## SEGMENTS & BUSINESS AREAS

### WAREHOUSING

- Warehouse & Distribution Development.
- Project Management for Property Establishment and Warehouse Expansion.
- Design & Implementation of Automated Solutions.
- Operational Management and Continuous Improvement.

### TRANSPORT MANAGEMENT

- Independent partner with a global network.
- Transport optimization.
- Development, management, and control of goods and material flows.

### STAFFING & RECRUITMENT

- Staffing partner within logistics, warehouse, manufacturing industry, and administration.
- Recruitment services focusing on managers and specialists in SCM, sourcing & procurement, and the manufacturing sector.

### PRODUCTION LOGISTICS

- Operations and development partner in production logistics: Goods receiving & storage.
- Kitting & line-feeding Value-added services & internal transport.
- Handling & process optimization.

### CUSTOMS

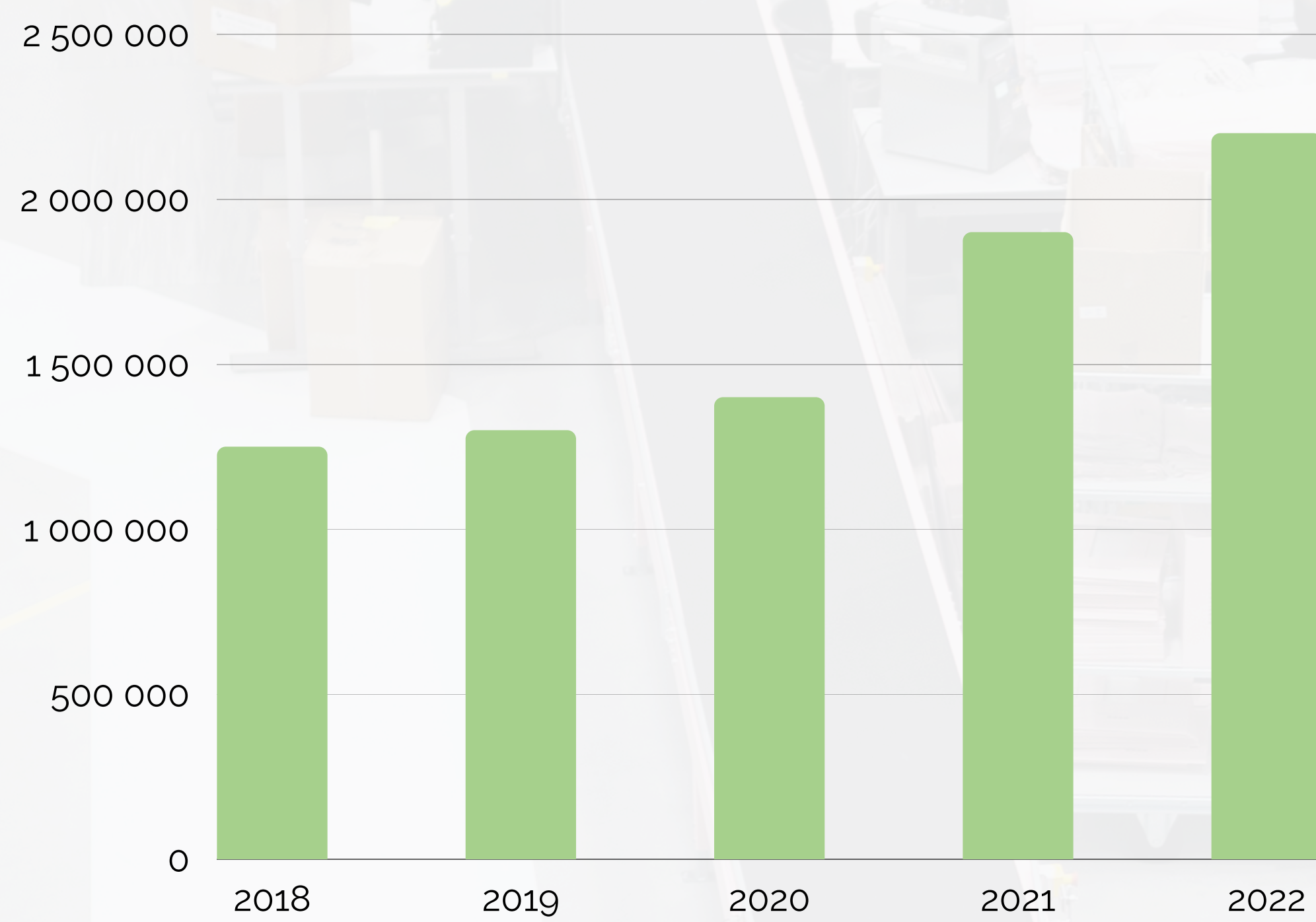
- Comprehensive provider of customs services.
- Complete Nordic offering with operations in Sweden, Norway, and Denmark.
- Operation of customs offices.

### PORTS & TERMINALS

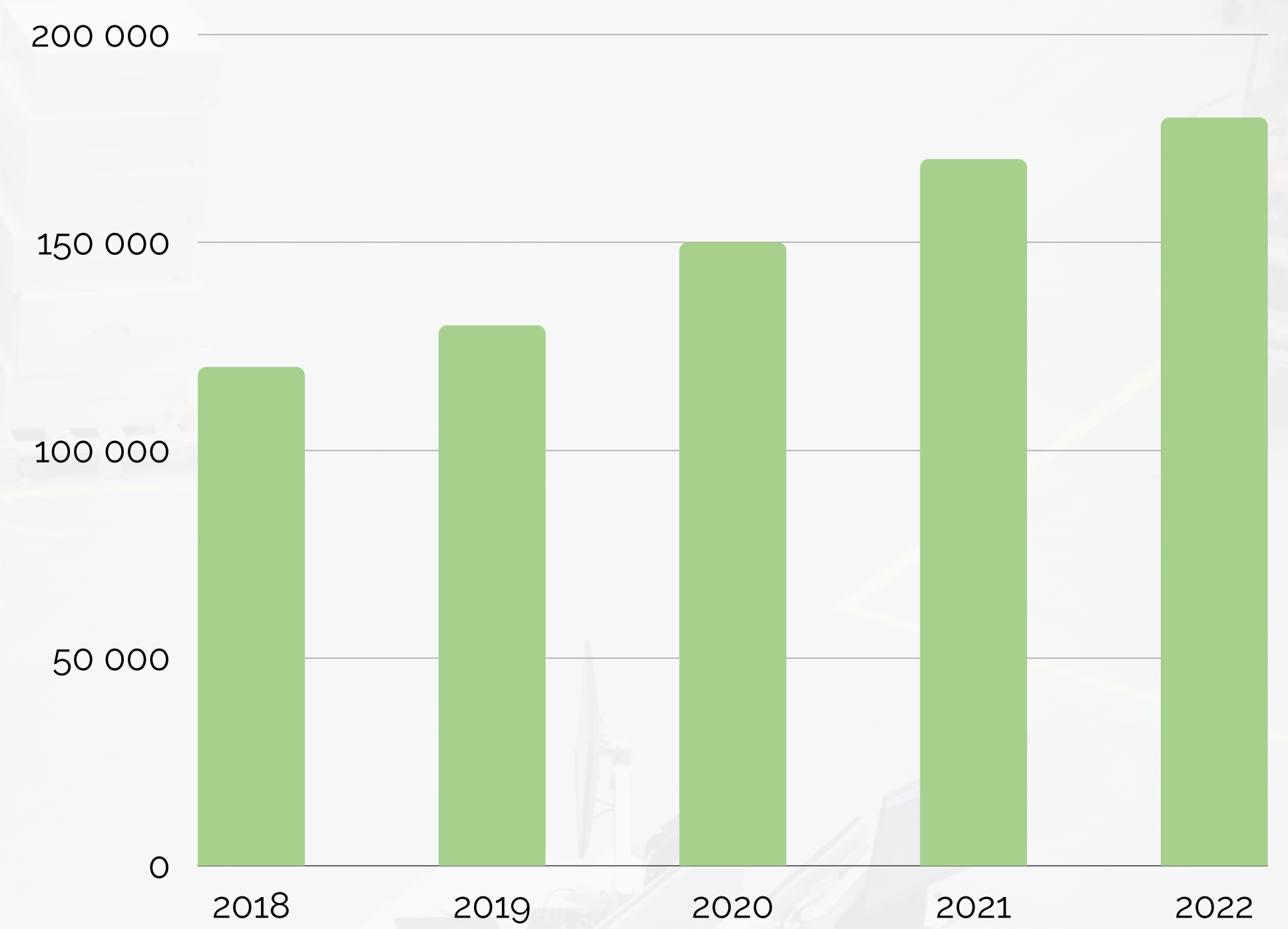
- Operation and development of port and terminal operations.
- Specialists in loading and unloading of Ro-Ro vessels.

# With several new deals across multiple countries and an increased focus on sustainability, 2022 is summarized.

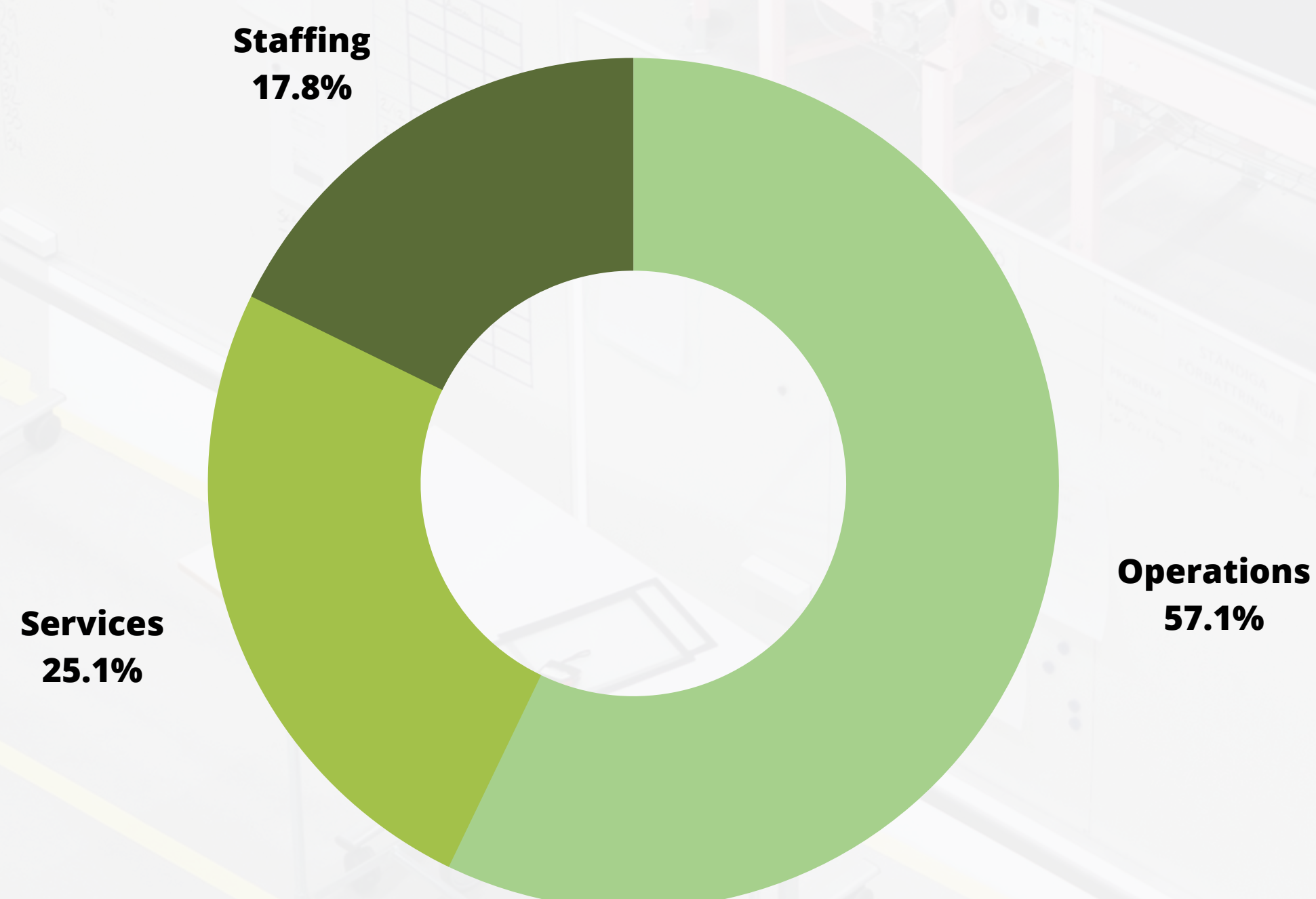
Revenue (thousand SEK)



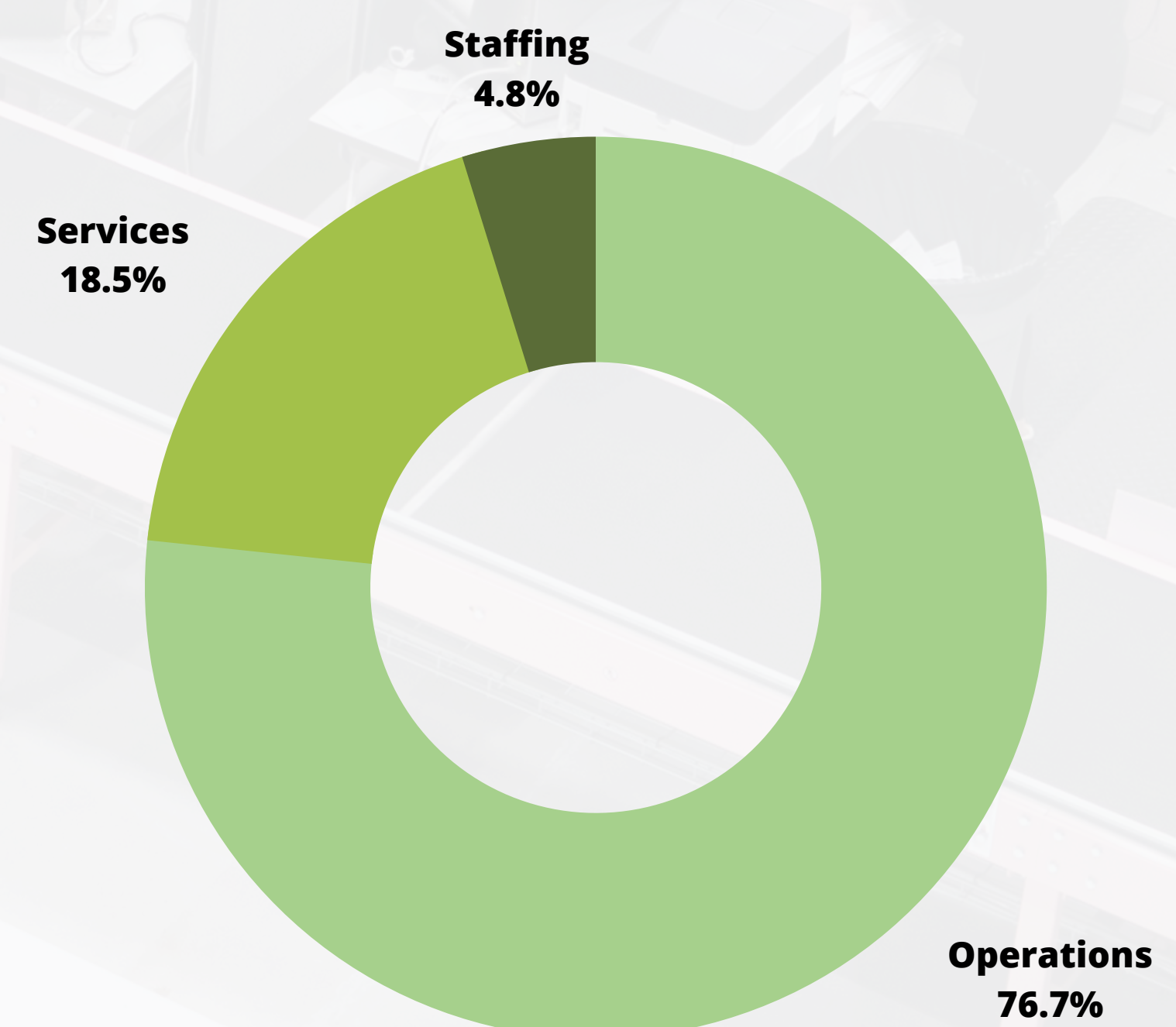
Adjusted EBITDA (thousand SEK)



Revenue per segment



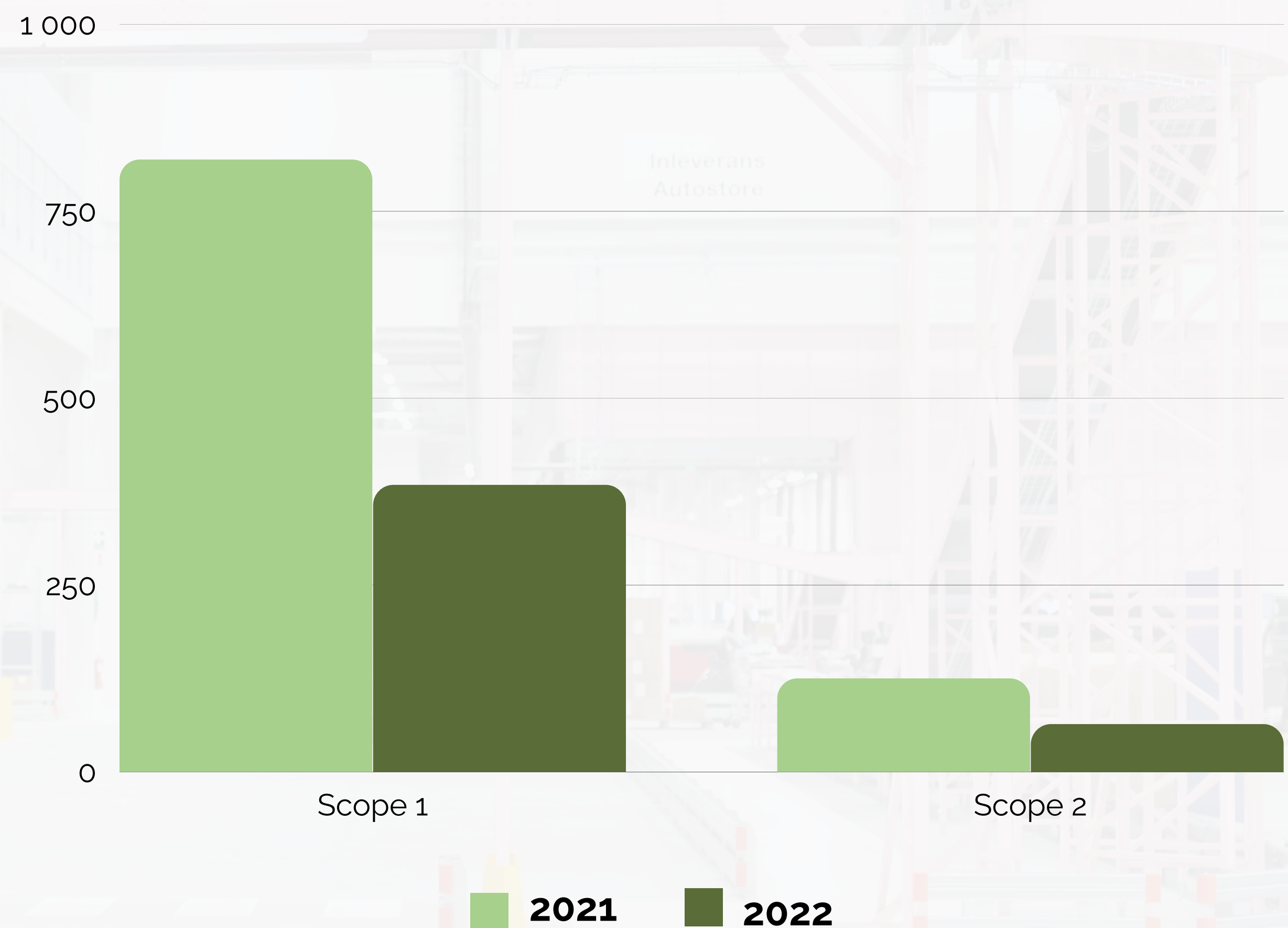
Adjusted EBITDA per segment



# With several new deals across multiple countries and an increased focus on sustainability, 2022 is summarized.

Key Figures (amount in thousand SEK)	2022	2021
Net sales	2 198 083	1 905 376
Growth	15%	31%
EBITDA	245 568	247 383
EBITA	162 385	163 012
Adjusted EBITDA	180 412	172 981
Adjusted EBITA	169 747	158 187
Adjusted EBITDA margin %	8,2%	9,1%
Operating profit	101 984	100 649
Net profit for the year	-21 725	-26 169
Operating cash flow	173 241	201 728
Net debt	743 052	842 168
Adjusted net debt	486 641	553 919
Adjusted net debt / Adjusted EBITDA	2,7x	3,2x

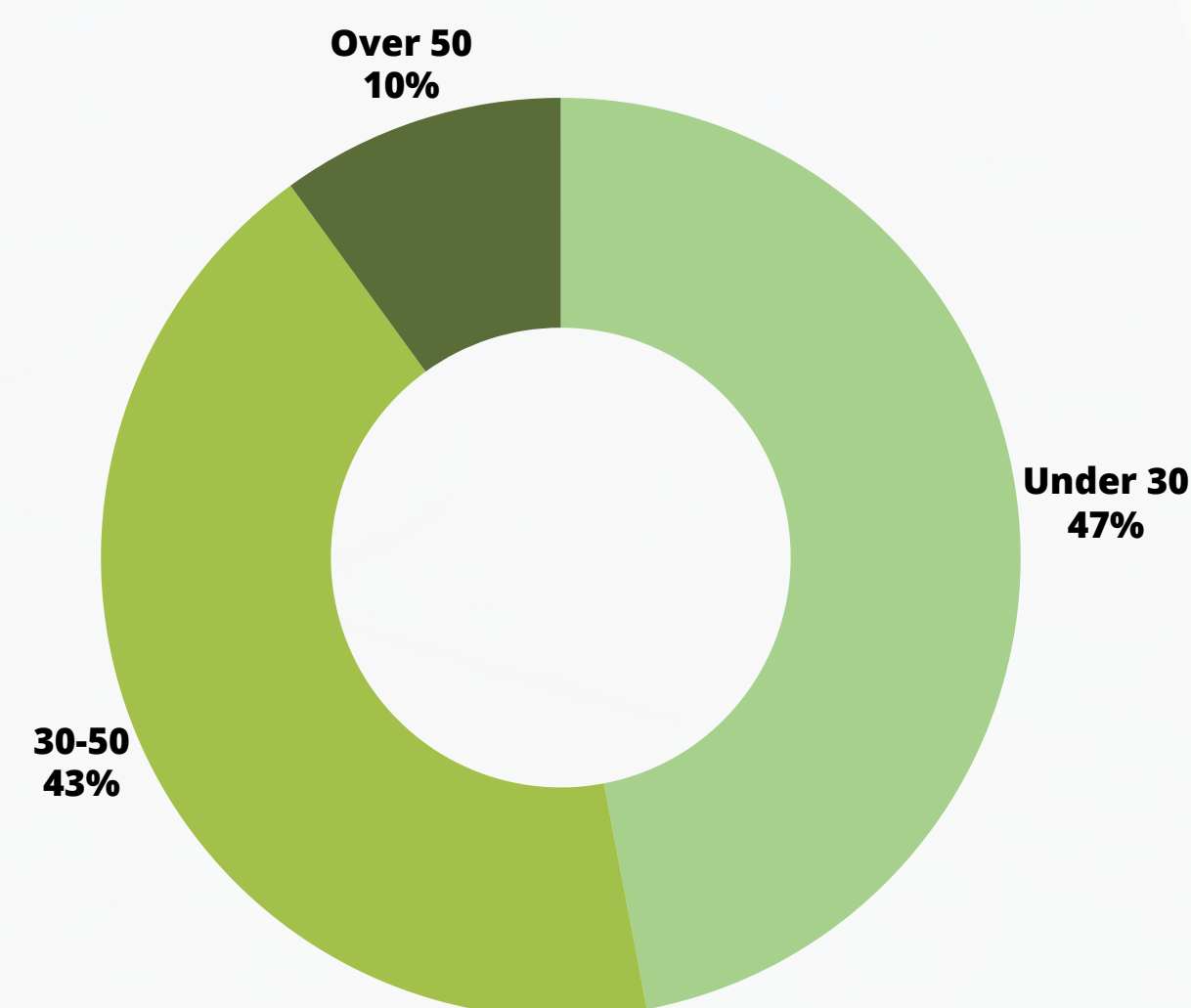
CO2e emissions generated from operations



Expansion into two new countries



Number of employees by age group



# Logent's strongest year

2022 has been a successful year where we've taken significant steps for continued growth. Throughout the year, we expanded into new geographic markets and intensified our focus on sustainability. We concentrated on developing more robust internal processes and increasing internal control while also investing in acquisitions in Denmark and establishing logistics operations in Norway. This effort resulted in several won contracts, and for the first time, our revenue exceeded two billion.

Q1

## Acquisitions

During Q1, two additional customs companies in Denmark were acquired, Nils Bonde Spedition ApS and HLT Spedition P/S. In 2021, Dan Spedition A/S was acquired. These acquisitions have enabled a robust customs organization in Denmark while strengthening our offering to the Nordic market, as we now have customs operations in Norway, Denmark, and Sweden.

## Focus on Sustainability

During Q2, we took a significant step in our sustainability efforts by appointing Jessica Borssén to the newly created role of Sustainability Manager. With a dedicated and experienced resource in sustainability, we've placed a strong emphasis on sustainability throughout 2022. We've developed climate action plans for our major operations, enhanced our reporting in this area, and reduced emissions through several initiatives.

Q2

Q3

## Geographical Expansion

During Q3, Logent expanded its collaboration with NA-KD regarding the implementation of their new warehouse in the Netherlands. Logent already operates NA-KD's warehouse in Sweden, and through high-quality deliveries in the Swedish operation, we've had the opportunity to grow together with NA-KD in the Netherlands. The property is expected to be ready by April, followed by the installation of automation, and operations are set to commence after the summer of 2023. Establishing in a new country for Logent is challenging but also presents opportunities for further expansion in Europe.

## New Business

In Q4, we secured one of our largest deals with Beijer Byggmaterial AB. We will establish a property in Eskilstuna covering 65,000 square meters, expected to be completed in Q1 2024. This establishment involves complex logistics management, handling both very large and very small items combined with high-demand distribution. During this quarter, Logent also took over BMI's central warehouse in Oslo and conducted a re-design of DSV's display assembly in Vestby. With these deals, we now have a strong presence in logistics in Norway.

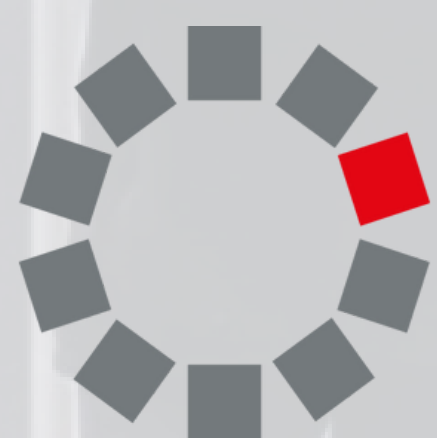
Q4

# Global trends

**Global trends are influencing and changing the landscape for countries, societies, and markets. It's crucial to ensure that we act upon and address these trends that affect both us and our surroundings.**

Logent has identified five global trends that we see have had and may continue to have an impact on our business. These global trends entail both challenges and opportunities, thus have been crucial aspects to consider while identifying strategic areas. To ensure that we capitalize on opportunities and address challenges, each trend is addressed within at least one of our strategic focus areas.

## STRATEGIC AREAS



**PEOPLE**



**PLANET**



**PARTNER**

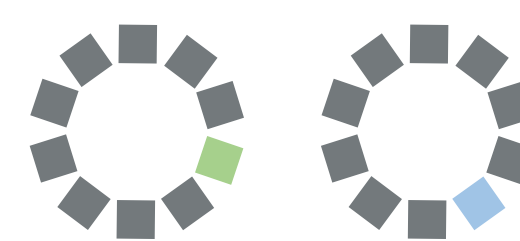
### Automation

Automation of work processes creates new methods of work and enables efficiency, safer workplaces, and reduced environmental impact.



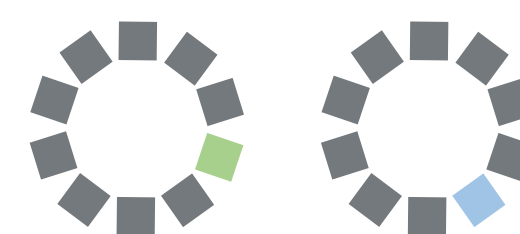
### Climate Transition

The logistics industry accounts for a significant portion of global emissions. It will require investments and changes in approaches within future logistics operations.



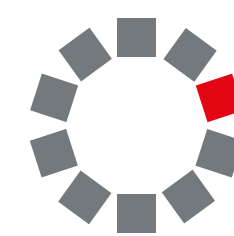
### Uncertain geopolitical landscape

Supply chains have been affected by recent global events. The logistics industry plays a central role in this, thus potentially assuming a critical position.



### Competence supply

Competence supply and development are among the most crucial aspects, especially during significant market changes. With numerous logistics players in the same area, it poses challenges in competence supply due to high competition.



### Digitalization

Commerce has gone digital, and changing buying patterns result in altered logistics flows. Digitalization creates new work methods and enables efficiency.





# Updated strategy with increased focus on sustainability

During 2022, we developed a new overarching vision and identified three strategic areas that we believe are crucial to achieving our vision. Logent is now raising the bar for sustainability efforts with the new integrated strategy and new objectives. In 2023, the implementation of the strategy will continue, focusing on further developing local strategies tailored to the operations to achieve our overall goals.



**We are creating the logistics solutions of the future**

for our customers, our employees, society, and the environment



**PEOPLE**



**PLANET**



**PARTNER**

We must be an attractive and safe workplace for everyone, with a focus on:

- Diversity, equality and inclusion
- Health and well-being
- Work environment and safety
- Career and skills development

We must minimize our own and our customers' climate impact, with a focus on:

- Minimize CO<sub>2</sub>e emissions from your own operations
- Enable customers to reduce CO<sub>2</sub>e emissions
  - Energy use
  - Waste disposal
  - Water use
- Sustainable design

We must continuously develop the business to achieve the highest customer experience and ensure our customers' customer promises, with a focus on:

- Quality
- Agility
- Innovation
- Automation
- Relationships
- Expertise
- Efficiency

# Sustainability Report

**We are shaping the future of logistics solutions, for our customers, our employees, society, and the environment. Together with our customers and partners, we create tailored logistics solutions focused on bringing our customers closer to their goals.**

Our strength lies in our expertise and experience in designing, implementing, and operating high-quality and efficient logistics solutions tailored to our customers' needs. Our goal is to become the natural partner for existing and new customers for their daily and long-term logistics needs. Creating sustainable logistics solutions is therefore crucial for us, our customers, other stakeholders, and to ensure functioning societies. In 2022, Logent has raised the ambitions in sustainability and developed an updated

strategy, new objectives, and action plans to take the next step and further develop sustainability efforts. During 2023, these action plans will be implemented and customized for each business area. Sustainability efforts are guided by the precautionary principle, meaning we actively work to reduce our negative impact on the environment and people.

## UN's Global Goals

Logent supports the UN's 17 Sustainable Development Goals (SDGs). Based on our business model, geographic presence, and ability to influence and be influenced by our surroundings, we have chosen to focus more on five of the SDGs. Logent aims to be a leading example in these areas aligned with our new strategy and objectives.

## Logent's new sustainability goals



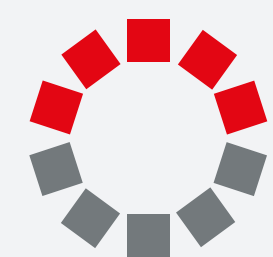
**Increase diversity and gender equality across all positions within the organization.**



**Zero number of serious accidents.**



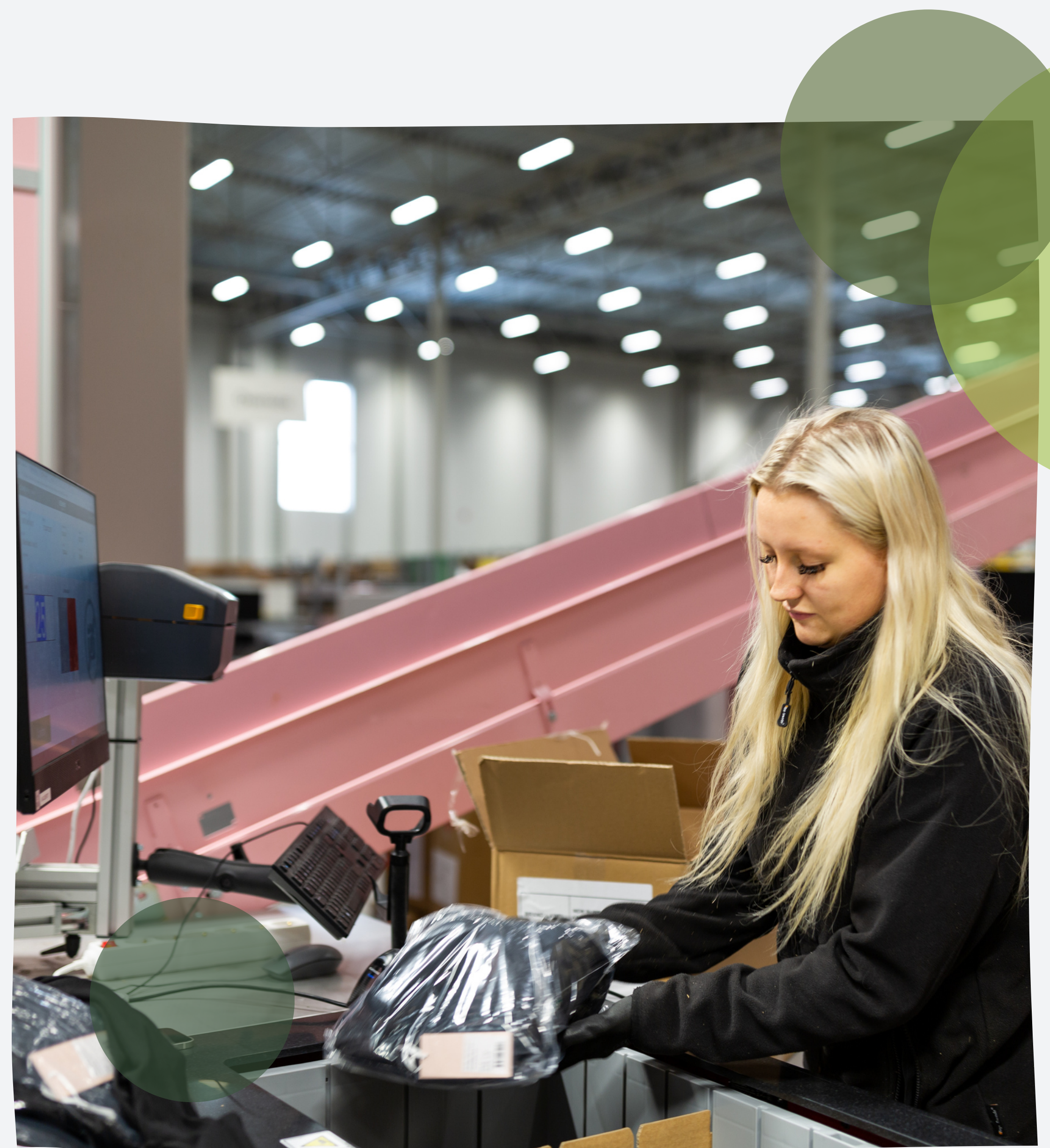
**No incidents of discrimination or sexual harassment.**



**By 2030, we aim to achieve climate neutrality for emissions generated within our own operations (scope 1 and 2).**



**Reduce energy consumption by 20% per unit of revenue (baseline year 2021).**





# People

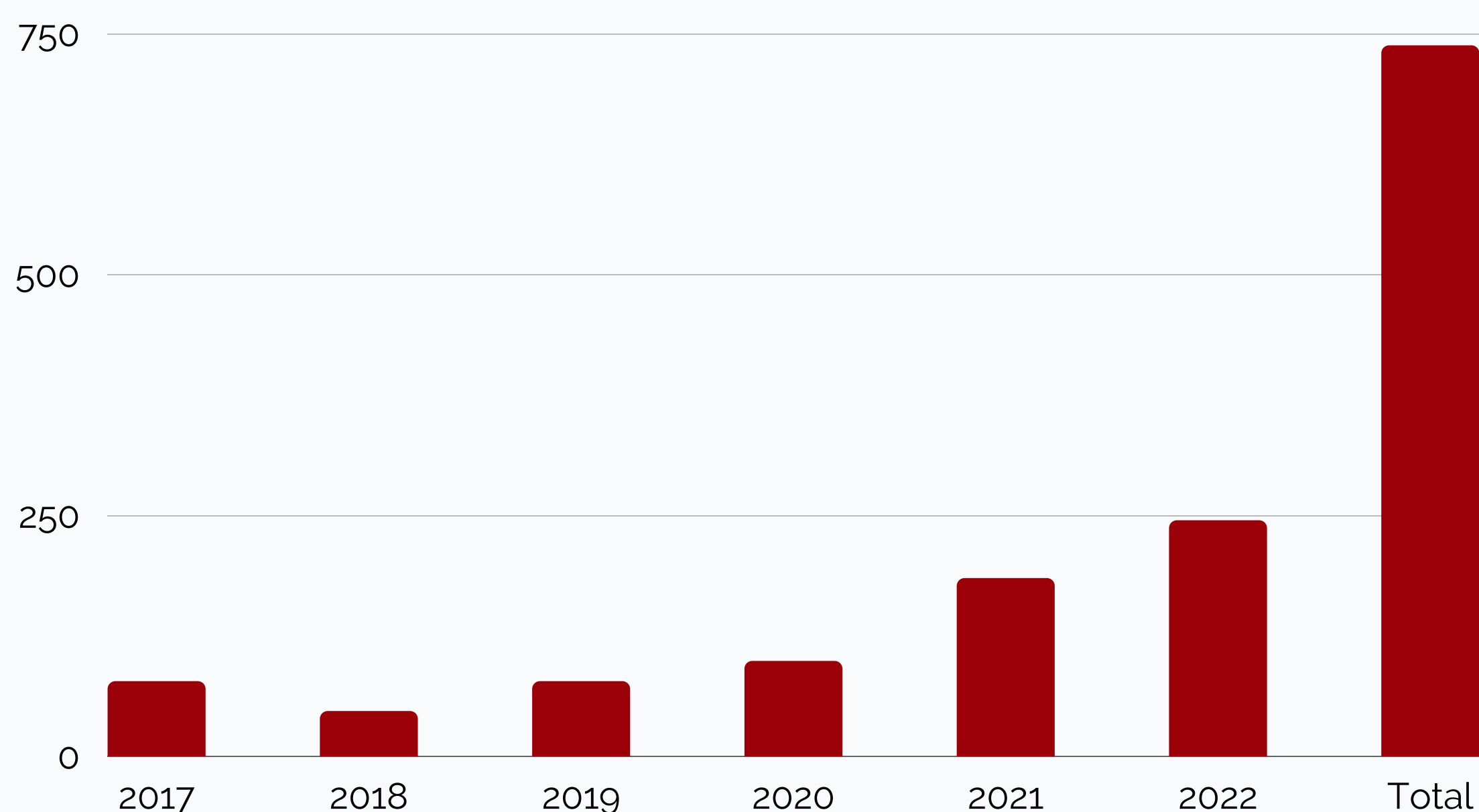
**Each year, Logent employs over 3,000 individuals from diverse backgrounds. They may be individuals starting their careers, people with higher education, or individuals striving to enter the job market. We are convinced that diversity makes us better and leads to a more enjoyable workplace. Our aim is to be an attractive and secure workplace for everyone, thereby contributing to more individuals developing their careers and having the opportunity to achieve their goals.**

### Diversity makes us better.

We firmly believe that diversity is crucial for our company's development and to be an appealing employer. Since 2017, we have been collaborating with the Swedish Public Employment Service (Arbetsförmedlingen) and have developed a process for employment support aimed at helping ethnic minorities enter the workforce. The goal is to assist in introducing newly arrived individuals from minority backgrounds to the Swedish job market. Through this effort, Logent has been able to employ over 650 newcomers since its inception.

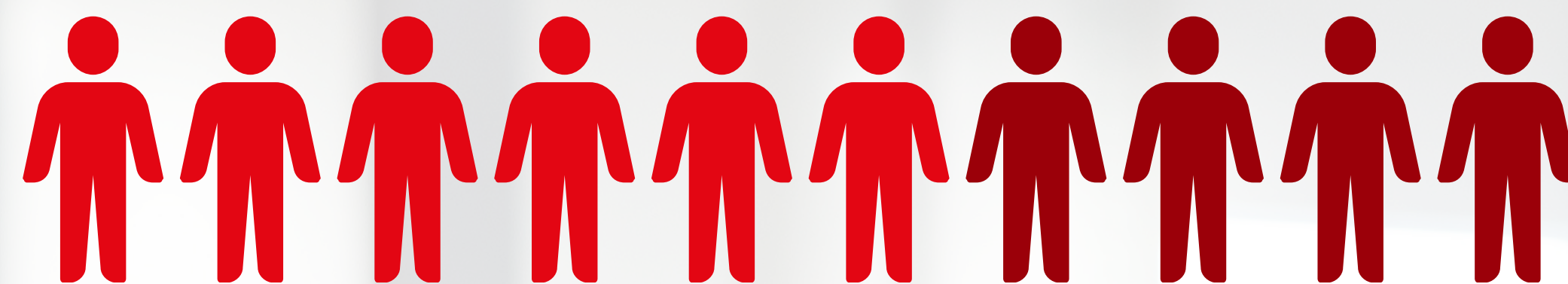
Since 2019, Logent has also been working on an initiative to employ individuals with various disabilities. By reviewing workplaces and customizing workstations according to each individual's specific needs, we can assist these individuals in entering the job market. This could involve equipment for lifting or tailored work supervision. Since the launch of this initiative, Logent has been able to employ 76 people from this target group. The goal is to implement this work both internally and externally in suitable workplaces.

Thanks to Logent's thorough and dedicated efforts, 2022 became a record year in terms of the number of workplaces. We also received an award for our work in the category of 'The Good Example,' an accolade jointly awarded by the Employment Service, the municipality, and business enterprises in Skaraborg County. Logent's objective for 2023 is to continue this work and ensure ongoing positive development for both the company and the target group involved in our initiatives.



The diagram shows the total number of accumulated employees with disabilities and newcomers (i.e., not the number of employees at a given point in time).





# People

## Enhanced Gender Equality

Logent's overarching goal is for gender equality efforts to be a natural and integrated part of all operations. Conditions, rights, and opportunities for development should be equal throughout the company, regardless of gender, ethnic background, age, religious beliefs, disabilities, or sexual orientation.

In the logistics industry, there are generally more male employees, and we actively strive to find more female candidates in the recruitment process to become a more gender-balanced organization.

We also have a significant number of younger employees, with nearly half of all employees being under 30 years old. Many young individuals get their first job with us, something we take pride in as it represents an important step in their lives and careers. With many younger employees, we have a responsibility to ensure they have a good start in their professional lives and are provided opportunities for growth.

Information about our guidelines is provided to all employees upon hiring and is available to everyone in the onboarding materials. Any updates to procedures or policies are communicated to all employees.

We encourage employees to use our whistleblowing function. All reported issues are handled by our Chief Legal Officer, and we always conduct thorough investigations when there are suspicions of misconduct.

## Zero Tolerance

Logent maintains a zero-tolerance policy for unequal treatment, sexual harassment, and discrimination. We actively work to identify and eliminate all forms of misconduct and unacceptable behavior in the workplace. We have established policies and governance mechanisms, including a whistleblowing function where employees and external parties can report issues anonymously.

## Health and Well-being

With a large number of employees and certain tasks that can be physically demanding, health and safety are among Logent's top priorities. Logent conducts systematic work environment efforts as part of our 'Operational Excellence' program to ensure everyone has a secure and safe workplace. This work follows a yearly cycle that highlights all the critical aspects of occupational health and safety (e.g., safety inspections, meetings, annual reviews, etc.). In addition to this, there are documented procedures concerning systematic work environment efforts.

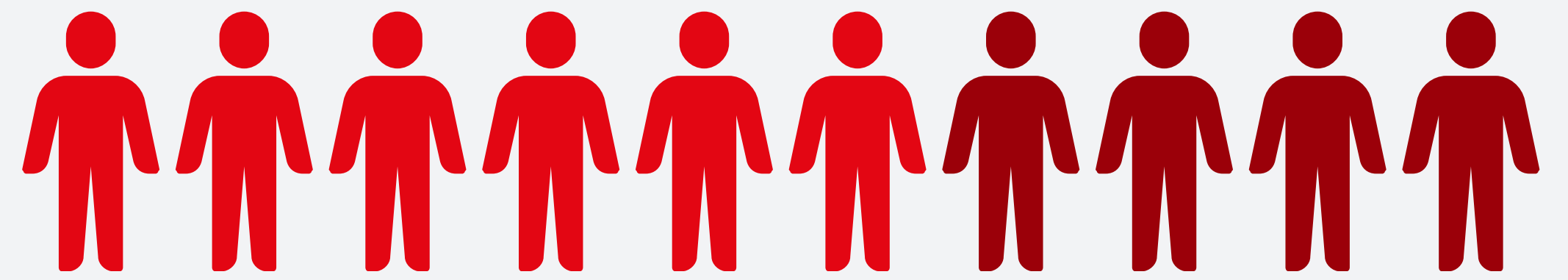
All workplaces are assessed based on occupational health and safety risks, and any deviations are corrected. Occupational health and safety risks and deviations discovered during safety inspections and similar checks should be documented and assessed for risk. In cases where immediate correction is not feasible, an action plan is established. This action plan clarifies the necessary steps, assigns responsibility, and sets deadlines for resolution. Throughout the year, internal audits were conducted at all Logistics Operations sites to further enhance occupational health and safety efforts. Based on each site's results, individual action plans have been devised, including a schedule for the next audit.

656

Number of new start jobs

Percentage of employees under 30 years old

47%



# People

Alongside our customers, Logent also takes responsibility for the work environment at our customers' workplaces where Logent employees operate. It's crucial for Logent that our employees always feel secure. The most significant risks within our operations are related to forklift driving. Therefore, we actively engage in training for forklift operation and conduct risk analyses to minimize these risks.

Throughout the year, there have been 234 accidents, of which 1 is considered severe. The most commonly reported accidents relate to minor injuries and incidents.

### Skills Development and Career Opportunities

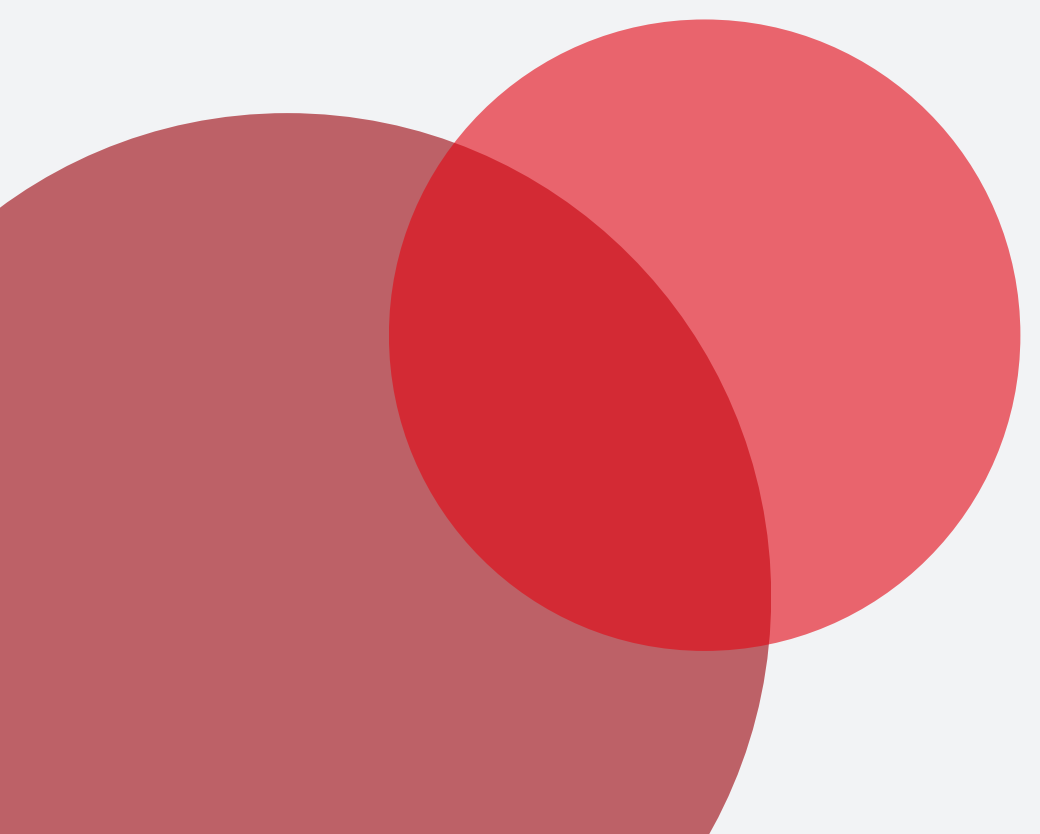
Our employees are our most valuable asset. We recognize the importance of retaining expertise within the organization while also attracting new talents. Thus, we aim to enable our employees to grow and further develop. We strive to provide career paths within the company, which we believe is crucial for retaining expertise. Every employee should be offered annual performance reviews and opportunities for annual skill enhancement.

In 2022, we introduced a new training program designed to harness employees' potential. The training program is voluntary for those selected and will commence in 2023.

Throughout the year, an employee survey was conducted, allowing all employees to anonymously respond to questions regarding their work situation. The results will be utilized to continue our efforts in 2023, focusing on further improvements in work environments and ensuring that employees enjoy and thrive in their workplaces.

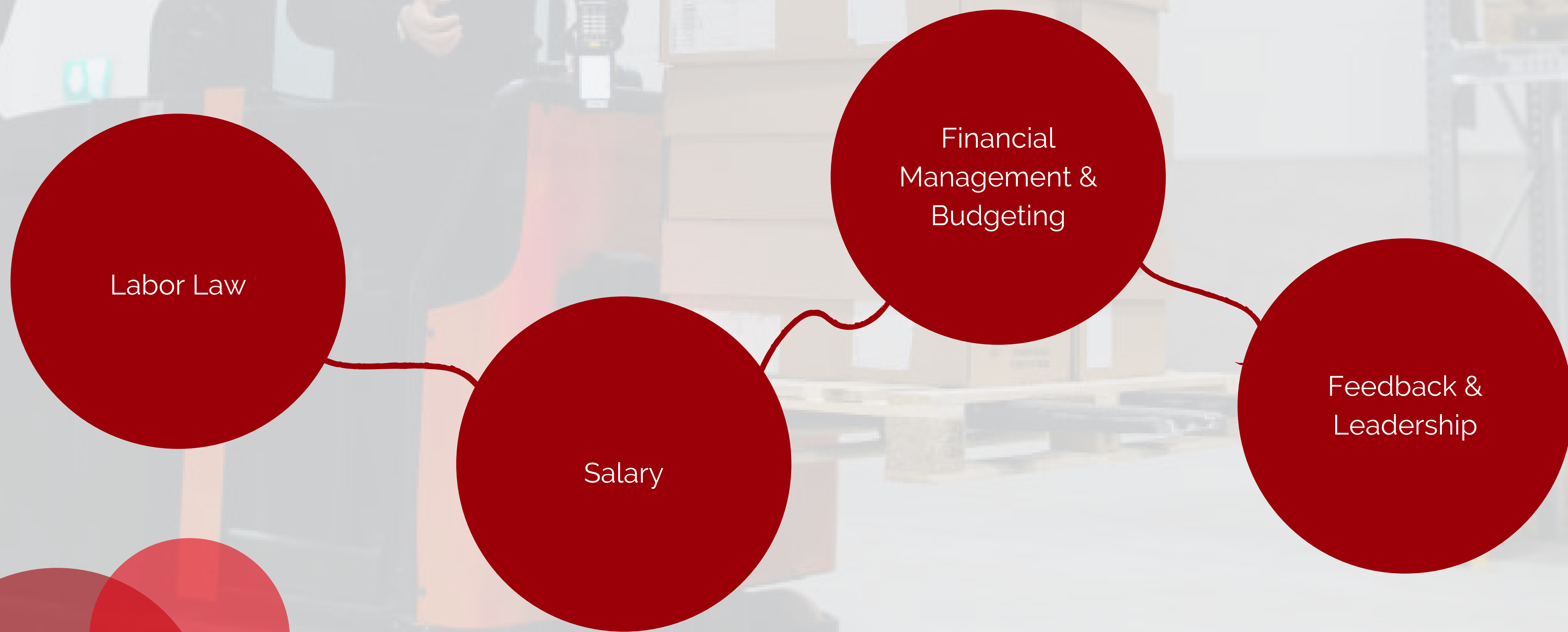


The average training hours per employee (h)	2022
<b>White-collar workers</b>	<b>6</b>
- of whom are women	<b>8</b>
- of whom are men	<b>4</b>
<b>Blue-collar workers</b>	<b>4</b>
- of whom are women	<b>4</b>
- of whom are men	<b>4</b>



# New training program creates career opportunities

Logent aims to facilitate growth and development for employees within their professional roles. That's why, in 2022, we developed a new training program focused on harnessing the potential of our workforce. We recognize the significance of investing in employees and fostering career progression to retain expertise and, consequently, continue evolving as a company. The program consists of six modules covering various areas, including employment law and compensation, financial management and budgeting, as well as feedback and leadership. Participation in the training program is voluntary for those selected and will commence in 2023. Initially, the program is targeted towards Logistics Operations.





**Climate change stands as one of the most significant challenges of our time. The logistics industry contributes significantly to total greenhouse gas emissions while playing a crucial role in modern society. Finding sustainable logistic solutions that benefit both the climate and society is essential to ensure continued sustainable development.**

**Climate Action Plan 2030**

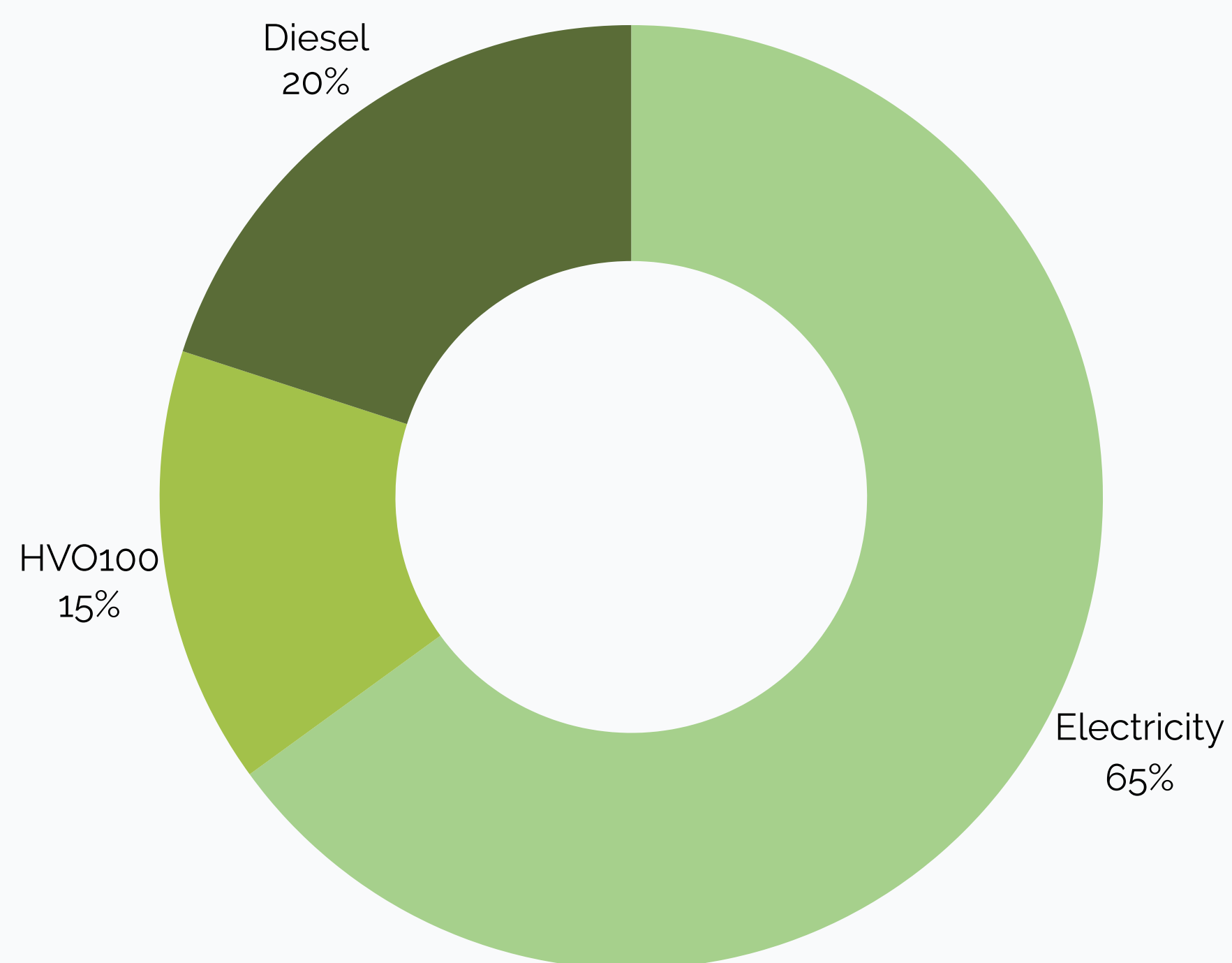
We aim to contribute to the transformation of the logistics sector and minimize our climate impact. Therefore, we have raised our ambitions and are working towards becoming climate-neutral by 2030 regarding emissions generated within our own operations (scope 1 and 2), while significantly reducing emissions from scope 3. Throughout the year, we've developed an overarching climate action plan to identify and clarify what steps are necessary to achieve our goals. These plans are now being tailored to each site and office to integrate the work within the organization and adjust according to local conditions. We are also collaborating with our clients to ensure that we meet their goals as well.

The work will continue throughout 2023, with a focus area being the review and ensuring the transition to electric-powered trucks.

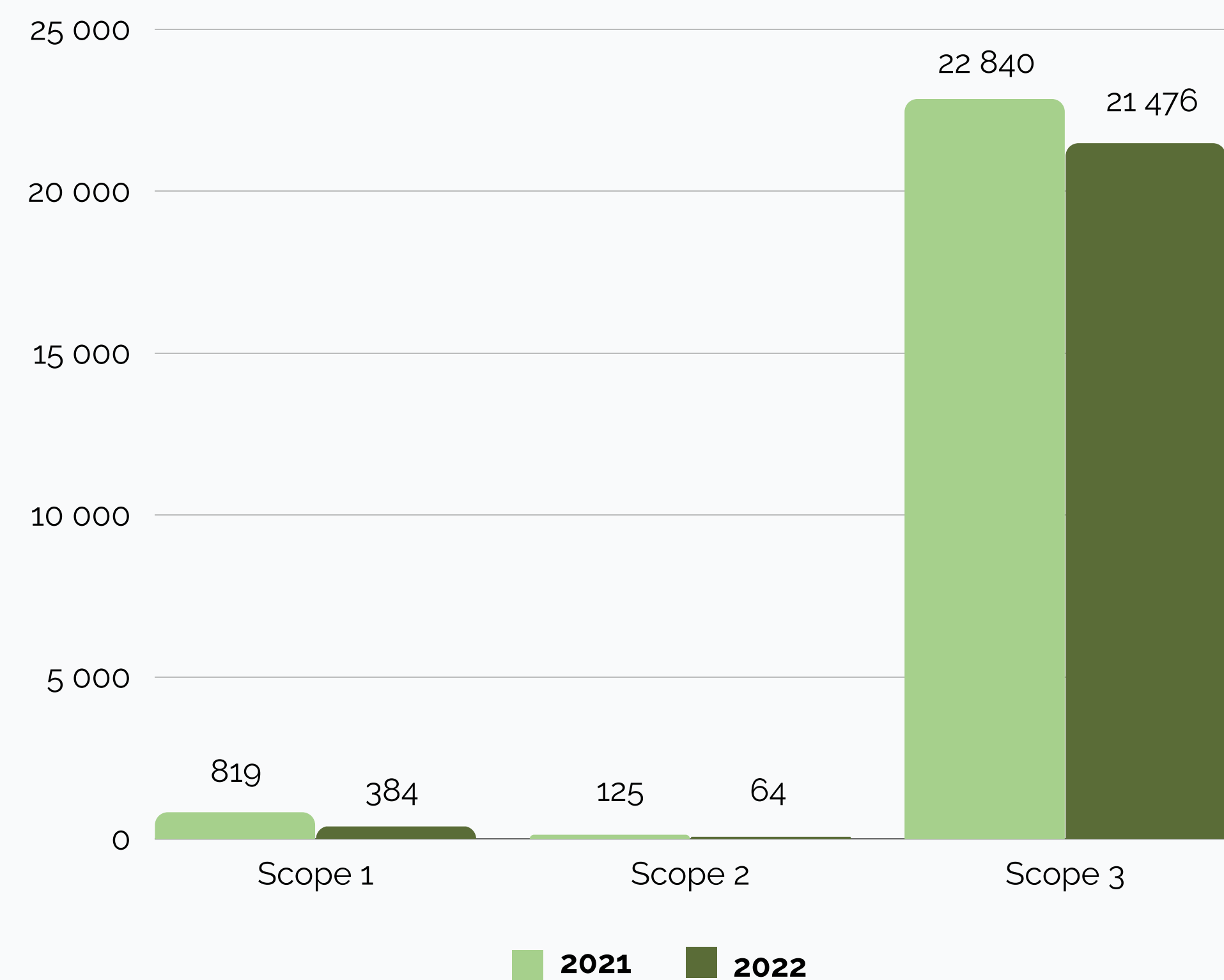
**Emission Reductions**

The initial measurements of Logent's CO<sub>2</sub>e emissions were conducted in 2021, and since then, we have actively worked on reducing emissions. Decisions regarding the electrification of the vehicle fleet and transitioning to HVO (Hydrogenated Vegetable Oil), where electrification isn't yet feasible, were made last year and have yielded clear results. Emissions have been reduced by 7.8% compared to the baseline year of 2021. The primary reasons for these reductions are the transition to HVO in scope 1, ensuring 100% renewable energy in scope 2, and active improvements in our Transport Management offering, which generate the majority of our scope 3 emissions.

**Distribution of fuels in the truck fleet**



**Total CO<sub>2</sub>e emissions**





## Emissions from transport are monitored in real-time

Within Logent Transport Management, we've developed a tool to monitor CO<sub>2</sub>e emissions in real-time for our clients' transportation solutions. This enables a systematic improvement process where Logent, alongside the client, identifies potential areas for development. Our aim is to enable our clients to reach their goals, and we want an increasing number of clients to easily access information about the climate impact of their transports. Therefore, in 2022, we further developed the tool and plan to launch an updated version in 2023. This updated version will include refined calculation methods and a platform that makes it even easier for clients to access this information. Logent also continually monitors the transport market to identify and utilize the most sustainable solutions possible in the transport designs recommended to our clients.



### Local improvement initiatives

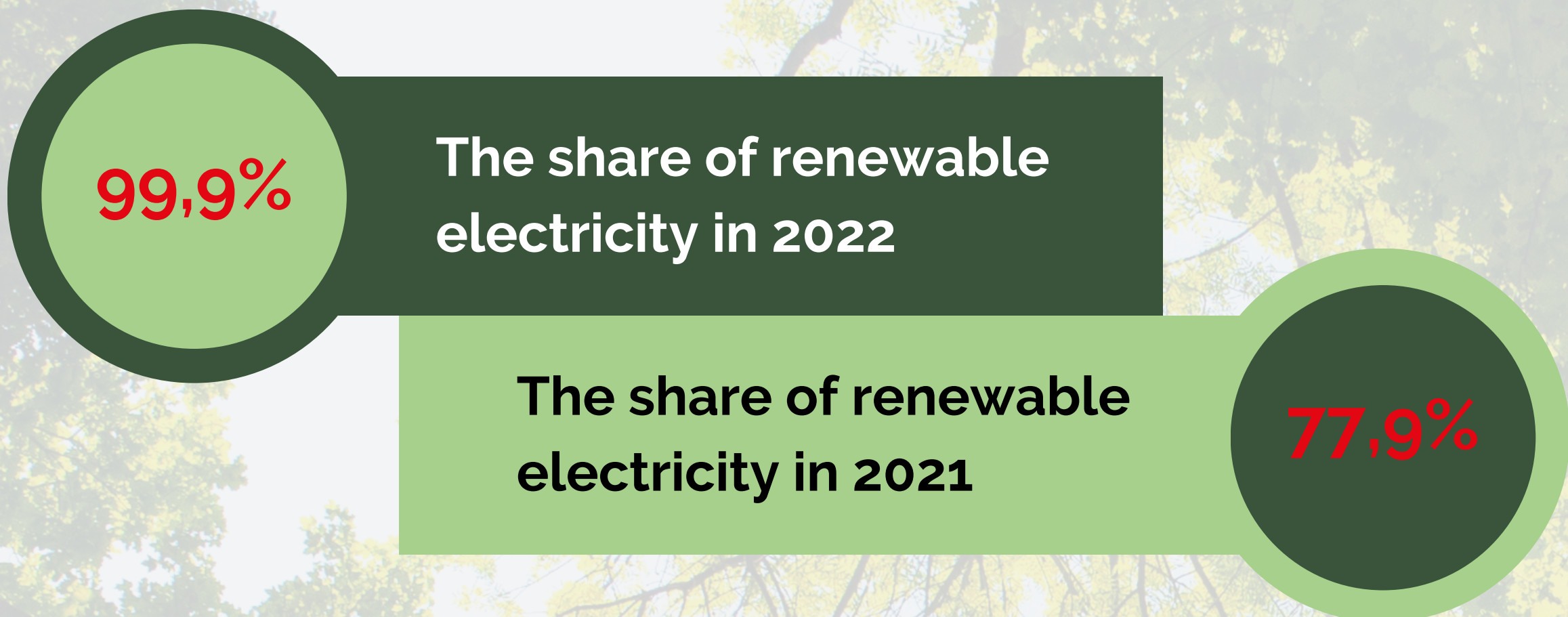
Towards achieving our overarching, group-wide goals, we focus on local improvement initiatives concerning environmental efforts. Each office and site annually reports at least two initiatives aimed at enhancing local environmental practices. These initiatives may include energy conservation, various investments, and improved waste sorting. We have a decentralized organizational structure and diversified operations, necessitating an adaptation of efforts based on local conditions. We view this as a crucial aspect of integrating these issues into operational work, increasing understanding, and involving the entire organization. This inclusivity and engagement across the board are essential for us to meet our goals, as everyone's contribution within the group holds significance.

### Focus on Reduced Energy Consumption

The energy crisis that characterized 2022 has impacted us all. Throughout the year, we've explored opportunities for energy savings and worked to identify efficiency measures. In some cases, this is something we do in collaboration with our clients when we don't have control over the property's energy usage. We aim to reduce energy consumption, integrating continuous built-in energy-saving methods as part of our service offering. For instance, optimizing automation and robotic installations to minimize energy usage is a prime example. This is achieved by scheduling automation to operate during times of high energy availability, positively impacting productivity by allowing preparations for orders during nighttime and weekends when employees aren't working.

Regarding energy consumption from comparable operations in 2022, electricity use has decreased by 3%, and district heating use has decreased by 14%.





Total energy consumption kWh	2022	2021
Electricity	4 261 718	4 390 987
- of which renewable	4 258 969	3 423 281
District heating	1 121 347	1 297 273
<b>Total</b>	<b>5 383 065</b>	<b>5 688 260</b>

**Focus on Energy Usage**

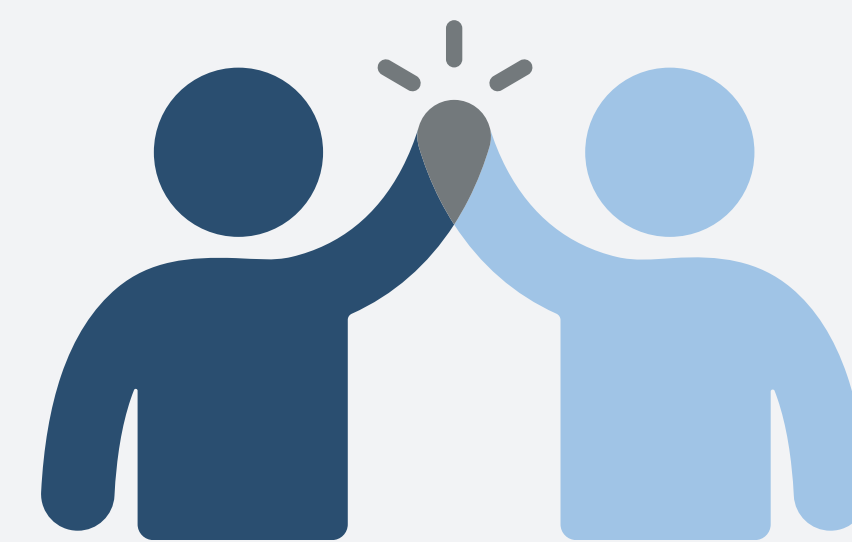
The energy crisis and increased electricity prices affect us all. Every saved kilowatt-hour makes a difference, benefiting society as a whole when everyone saves energy. Throughout the fall, Logent has been exploring opportunities for energy savings at our sites and offices. Local initiatives have been implemented, identifying significant opportunities for energy savings, up to 40% improvements in some cases. It's a win-win situation where we enable cost savings while reducing energy consumption. This effort has driven efficiency in our operations while increasing awareness among employees, emphasizing everyone's contribution as crucial to achieving our goals. Additionally, we've observed how local initiatives have resulted in improved working environments, such as better lighting and quieter workspaces. This work will continue into the next year.

**Waste Management and Recycling**

Logent employs locally tailored waste management systems that minimize both the volume of waste and its environmental impact. Waste compactors and a detailed waste sorting system are used at new facilities. Logent contracts certified partners for handling waste fractions and waste transport from the facilities.

Recycling and material recirculation are crucial for climate transition. One of our operations handles packaging and pallet materials, emphasizing recycling and repairing damaged packaging material and pallets. By replacing defective parts or damaged components, approximately 450,000 pallets were repaired in 2022 and reintroduced into the value chain.





**Partnerships with customers, suppliers, and local communities are crucial for successfully creating sustainable long-term logistic solutions that address both current and future challenges.**

### **Growing with Our Customers**

A partnership with us means collectively developing, implementing, and continuously evolving logistics operations alongside the customer. Many of our customers have experienced significant growth during our partnership, necessitating high flexibility in our solutions. Therefore, the initial solution must always be scalable over time and adaptable to new conditions as their operations evolve. We provide the necessary expertise over time to ensure efficient and sustainable logistics management. Our aim is to be an integrated and natural part of the operations we conduct with our customers.

### **Collaborations and partnerships are pivotal**

We aim to create opportunities for our customers to achieve their sustainability goals. One notable example we're particularly proud of is the increased charging facilities at the Port of Gothenburg. Together with our client, the Port of Gothenburg, we initiated a project in 2022 enabling truck charging within our port operations, a vital aspect for electrified transportation.

We also see how collaborations with customers enable both parties to achieve objectives earlier than we could have independently. We believe that collaborations and partnerships foster innovation.

Long-term customer relationships also enable sustainable development as we can collectively work more strategically. A longer time horizon is of great significance, especially for larger investments, increasingly crucial for transitioning towards lower environmental impact.

### **Operational Excellence**

It's essential for customers to perceive our services as cost-effective, quality-assured, and adaptable. To ensure a

high level of quality, we've developed an Operations Excellence program that encompasses:

- Productivity & quality
- Work environment & risk management
- Personnel & development
- Financing & financial tracking
- Contracts & business development

One of the key components within Operational Excellence is our blend of local responsibility and central specialist functions. Each local organization undergoes continuous training and is equipped with locally adapted methods, tools, checklists, yearly plans, and activity schedules needed for the continuous development of our operations. Our central functions support our local organizations through specialized expertise, group-wide improvement measures, ongoing process development, and feedback via recurring audits.



# Partner



Operational Excellence is a comprehensive program that yields economic benefits such as increased productivity and reduced costs. However, more importantly, it ensures safer workplaces and well-being for our employees. Drawing from our significant experience in designing, implementing, and managing our partners' logistics solutions, we confidently promise that as a Logent partner, significant improvements will be continuously identified and realized shortly after engagement.

### Crucial partnerships with our suppliers

For us, partnerships extend to our suppliers, recognizing the importance of collaborating to achieve sustainability goals within our value chain. This aspect will become increasingly central in our efforts to help our customers achieve their objectives.

Throughout 2022, our focus has been on ensuring that suppliers comply with our requirements and guidelines outlined in our Supplier Code of Conduct. This effort is ongoing, and we will continuously refine this process. Any non-compliance with this code must be reported to Logent. Deviations from the Supplier Code are taken seriously, and corrective actions are expected from the supplier. In cases of serious or repeated breaches, we reserve the right to terminate the business relationship immediately.

Supplier Code of Conduct	2022
Percentage of suppliers that have signed the CoC (Code of Conduct)	60%

### Focus on supplier procurement

Ensuring early in collaborations with suppliers that we can work together to achieve set goals and improve sustainability efforts has gained increased attention this year. Various procurement processes were initiated with the aim of centralizing parts of the purchases. An essential aspect of this work has been to include sustainability considerations from the outset in the

procurement processes, such as labor rights, human rights, and environmental aspects. The requirements for all suppliers entail adherence to our Supplier Code of Conduct, the ILO's eight core conventions, and the UN's Guiding Principles on Human Rights. Additionally, specific requirements have been tailored based on industry and risk factors, such as REACH, AFIRM's Restricted Substances List, and OEKO-TEX for workwear."

### One Year of Operations at Semper's Warehouse in Götene

Since December 2021, we've been responsible for managing operations at Semper's new Central Warehouse in Götene. The strategic location of the new customized central warehouse was a crucial consideration, with proximity to the manufacturing facility in Götene, from where approximately 40% of inbound flows originate. Logent conducted simulations that demonstrated a significant reduction in environmental impact by placing the facility in Götene due to decreased internal transportation from the manufacturing site. The new, state-of-the-art warehouse is also environmentally certified according to Green Building standards. Both Logent and Semper take great pride in this establishment as both companies have high sustainability goals and ambitions.

One year into our collaborative operations, notable improvements in quality and efficiency in warehouse management are evident. Throughout the year, Logent has actively and continuously worked on improvement initiatives to fine-tune processes and stabilize operational activities. Partnering with Semper, we consistently strive to actualize enhancements.



# In-depth sustainability information

**The sustainability work is part of our daily operations and overarching strategy. Here, we gather detailed information about our sustainability governance and our results.**

## Governance

Logent works to make sustainability an integral part of its operations. The work is governed by our group-wide strategy, common policies, guidelines, objectives, and action plans. Within all business areas, there is operational responsibility for implementation, delegation, follow-up, and reporting to the sustainability manager. The board is ultimately responsible for Logent's sustainability work. The executive management team, together with the sustainability manager, decides on the strategic work and reports to the board quarterly.

Through continuous education, all employees in the group should understand how their business roles affect Logent's sustainability work and how each employee plays a key role in achieving the company's sustainability policy and goals. Each employee is also expected to actively seek and absorb information.

To guide all employees to act in line with the company's positions, strategy, and objectives, guidelines and policies have been developed and implemented. These are continuously reviewed, and all policies are easily accessible at Logent's offices, sites, and digital file-sharing platforms. For new employees, an introduction is held where these documents are communicated along with the responsible manager to ensure that everyone has received the information. Two of Logent's key documents are Logent's "Code of Conduct" and "Supplier Code of Conduct."

## Internal Control Program

Purpose of Logent's internal control program is to ensure quality, completeness, and accuracy in processes, accounting, and financial reporting. This initiative was launched in 2018 to review each business unit once a year. In 2022, the consulting

firm Deloitte has been engaged to enhance the work and ensure good quality. This is an ongoing effort that will continue. No major deficiencies or errors were found in 2022.

## Certifications and Frameworks

In addition to our own procedures and policies, Logent operates based on international frameworks and certification programs. This is to ensure the quality of our operations and to provide confidence to customers and other stakeholders in our capabilities. Within Logent Group, dedicated individuals work toward these external quality programs, and in 2022, all certifications were renewed without any remarks.

### ISO

Logent is ISO 9001 & ISO 14001 certified. These standards aim to maintain high quality and well-developed environmental practices. The certifications involve third-party verification of the established procedures, policies, and processes, and re-certifications are conducted every three years.



### AEO

AEO is a customs service standard that ensures companies maintain high quality and robust processes with a strong control structure in customs-related areas. Logent holds AEO certification in all countries where we conduct customs operations: Sweden, Norway, and Denmark.



## Authorized Staffing and Recruitment Agency

Logent is an authorized staffing and recruitment agency. This certification is renewed annually, and the final decision on renewal is made by the certification body's board. They ensure that the certificate holder maintains good quality and fair working conditions.

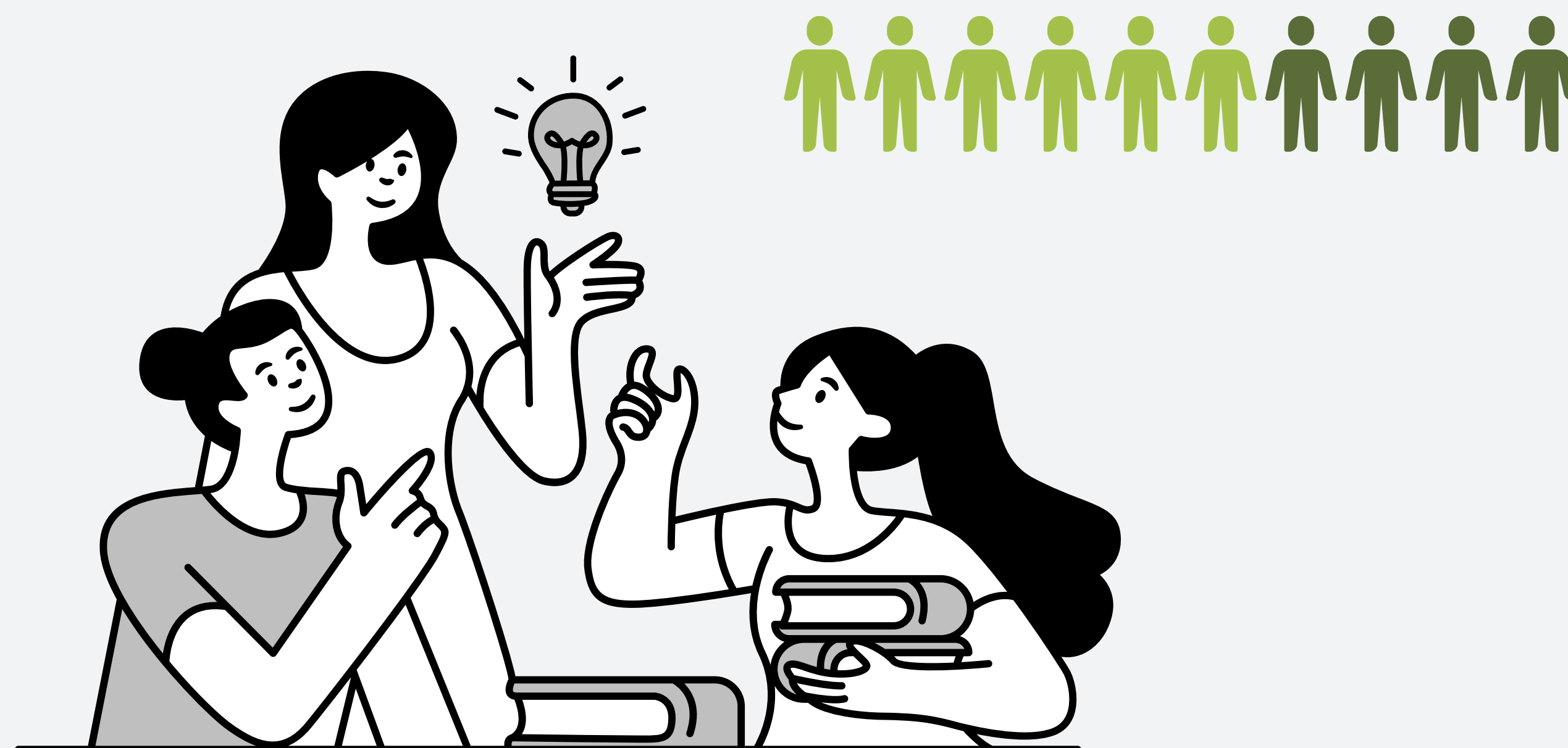


# In-depth sustainability information

Name	Office	ISO 14001	ISO 9001
Logent AB	Hammarby Kaj 14, Stockholm	●	●
Logent AB	Södra Aspelundsvägen 7, Skövde	●	●
Logent AB	Sörredsvägen 101, Göteborg	●	●
Logent AB	Dåntorpsvägen 32, Jordbro	●	●
Logent AB	Flygfältsgatan 14, Torshälla	●	●
Logent AB	Prognosgatan 11, Borås	●	●
Logent AB	Stora Badhusgatan 18-20, Göteborg	●	●
Logent AB	Södra vägen 2, Bjuv	●	●
Logent AB	Bröderna Ugglas Gata, Linköping	●	●
Logent AB	Örjaleden 50, Landskrona	●	●
Logent AB	Ninni Kronbergs Gata 2, Götene	●	●
Logent AB	Hallsbergsterminalen 20, Hallsberg	●	●
Logent Automotive Logistics AB	Hammarby Kaj 14, Stockholm	●	●
Logent Automotive Logistics AB	Stora Badhusgatan 18-20, Göteborg	●	●
Logent Bemanning AB	Hammarby Kaj 14, Stockholm	●	●
Logent Bemanning AB	Stora Nygatan 29, Malmö	●	●
Logent Bemanning AB	Kristian IV:s väg 3, Halmstad	●	●
Logent Bemanning AB	Segloravägen 11, Borås	●	●
Logent Consulting AB	Hammarby Kaj 14, Stockholm	●	●
Logent Consulting AB	Svärdvägen 11, Danderyd	●	●
Logent Customs AB	Stora Badhusgatan 18-20, Göteborg	●	●
Logent Customs AB	Hån Gränsen 3, Töcksfors	●	●
Logent Ports & Terminal AB	Sydatlanten 30 Port 2, Göteborg	●	●
Logent Ports & Terminal AB	Oljehamnsvägen, Nynäshamn	●	●
Logent Ports & Terminal AB	Stadsgården Tegelvikshamn, Stockholm	●	●
Logent Transport Management AB	Hammarby Kaj 14, Stockholm	●	●
Logent Transport Management AB	Svärdvägen 11, Danderyd	●	●
Logent AS	Kirkegata 3, Lillestrøm		●
Logent AS	Mølleveien 4, Vestby		●
Logent AS	Nedre Storgate 45, Drammen		●

# Employees

All employee data is based on actual figures, and we use the number of employees (headcounts) in our reporting unless otherwise specified. We continuously monitor key metrics to ensure that we are progressing in the right direction and can proactively work on improvement initiatives.



## Total number of employees

Workforce	2022	
	Number	% women
Total number of employees	3 829	30%
Permanent employees	2 330	30%
Of which full-time	1 176	24%
Of which part-time	1 154	36%
Fixed-term employees	1 499	30%

The table shows the total number of employees distributed across different types of employment

Composition of personnel	2022	
	Number	% women
Board	4	25%
Under 20 years	-	0%
30-50 years	2	0%
Over 50 years	2	50%
Management	11	9%
Under 30 years	-	0%
30-50 years	8	13%
Over 50 years	3	0%
Other employees in Sweden	2 400	26%
Under 30 years	1 085	28%
30-50 years	1 011	25%
Over 50 years	304	21%
Other employees in Norway	1 429	36%
Under 30 years	709	34%
30-50 years	637	54%
Over 50 years	83	30%
Other employees in Denmark	31	71%
Under 30 years	2	0%
30-50 years	15	87%
Over 50 years	14	36%

The table shows the composition of the company by gender, country, and age category. Logent does not track the minority affiliation of its employees.

## Employee turnover

Employee turnover (white-collar workers)	2022	
	Number	%
The total number of people who started	100	
The number of whom are women	45	
The number of whom are men	55	
The percentage of newly hired employees	46%	
The number of people who have left	69	
The number of whom are women	37	
The number of whom are men	32	
The percentage of those who have terminated their employment	32%	

Logent uses the Full-Time Equivalent (FTE) calculation method for personnel turnover. FTE considers the actual worked time throughout the year, adjusting for factors such as employment duration and the extent of employment during that time.

## Health and well-being

Work-related accidents and accident frequency	2022	
	White Collar	Blue Collar
Work-related accidents	234	
Women	67	
Men	167	
Number of serious work-related accidents	1	
Women	-	
Men	1	
The number of days of work-related absence	952	
Women	183	
Men	769	
Sick leave		
Short-term sick leave Sweden %	1%	5%
Short-term sick leave Norway%	1,5%	4%
Short-term sick leave Denmark %	3%	0%



# Environment

## TCFD

Logent has commenced work in 2022 to align with the Task Force on Climate-related Financial Disclosures (TCFD). The framework aims to consider the physical conditions of weather and climate, the necessary transition to limit carbon emissions to remain below 1.5 degrees Celsius of warming, and the impact on the company's financial position. Initially, efforts have been made to update strategies, indicators, and objectives. Work has also begun to identify climate-related risks and opportunities at the local level. This effort continues, and Logent will initiate an overarching process to execute climate-related scenarios and identify associated risks and opportunities.

The Board holds ultimate responsibility for the company's sustainability efforts. Every quarter, the sustainability officer, along with the management team representative, reports to the Board. The management is accountable for identifying sustainability risks and opportunities and deciding on their management.

## Climate-Related Risks and Opportunities

The Nordic countries where Logent operates are generally less exposed to physical climate changes in various IPCC climate scenarios than countries further south in Europe. However, we are aware that a changing climate could impact Logent's operations. Therefore, we need to ensure that we are prepared for such changes.

In 2022, risk assessments of physical climate-related risks were conducted at five of our largest workplaces, based on turnover. The risk assessments were conducted by external consultants who mapped out physical risks, along with an internal review of two business operations' organizational impact from climate change. Based on scenario RCP 8.5 and internal and external analyses, we have identified acute risks related to floods, heavy rainfall, and forest fires. All risks are assessed as low. We are actively working to minimize our climate impact and see significant benefits from this transition.

Governance	Strategy	Risk management	Metrics & targets
Recommended disclosures	Recommended disclosures	Recommended disclosures	Recommended disclosures
A. The Board of Directors' monitoring of climate-related risks and opportunities.	A. Climate-related risks and opportunities identified, and their impact	A. The organisation's processes for identifying climate-related risks.	A. Indicators for assessing climate-related risks and opportunities.
B. Role of management in assessing and managing climate-related risks and opportunities.	B. Impact of risks and opportunities on the organisation's operations, <a href="#">strategy</a> and financial planning.	B. The organisation's processes for managing climate-related risks.	B. Scope 1, 2 and 3 emissions according to the GHG Protocol.
	C. Resilience of the organisation's strategy, taking into consideration different climate-related scenarios.	C. Integration of the above processes into the organisation's overall risk management.	C. Targets used to manage climate-related risks and opportunities.



# Environment

## Energy Usage

Logent reports the energy we purchase based on the principle of operational control. Accounting for purchased energy is based on actual measured consumption. Our goal is to have 100% renewable electricity, and we only report electricity as renewable if we can explicitly support it in the electricity contracts.

## CO2e Emissions

In 2021, Logent began tracking and reporting CO2e emissions generated from operations

based on the GHG Protocol.

Calculations encompass the entire group and are based on operational control, which involves operations that Logent has authority over. Accordingly, only operations where Logent holds the lease for the facility have been included in Scope 1 & 2. Further details on Scope 3 are provided in a more detailed assessment below. For this year's calculations, revisions have been made to refine calculation methods and also include operations in Norway and Denmark.

Scope and category	Boundary	Method for collection of data
Scope 1	Emissions associated with combustion of fuels in Logent's operations. For example fuel consumption from forklifts and company cars (when used for business purposes, not privately). No operations excluded.	Volumes of fuel used per fuel type during the reporting period. Fuel types are diesel, HVO-100 and petrol. Data collected from workplaces and leasing companies.
Scope 2	Emissions related to Logent's electricity use, heating (district heating) and any district cooling. Only operations for which Logent possesses the leasing agreement (right of determination) have been included.	Energy use during the period per energy type and geographical location. Total electricity use, district heating and district cooling during the period in kWh per office and production site and per supplier/contract.
Scope 3 – Category 1 Purchased goods and services	Emissions associated with purchases made by Logent during the reporting period, and which have not been included in any of the other Scope 3 categories. (Cradle-to-gate emissions). As Logent does not have any purchase-intensive operations, this category primarily includes consumable materials such as clothing and office supplies. Transport purchases within Logent Transport Management are included in this category as a separate sub-group.	For purchased transport services, a detailed calculation is used based on weight, km and the dimensions of the goods for each shipment. Assumptions on emissions from vehicles based on "Network for Transport Measures" (NTM) to derive final CO <sub>2</sub> e. For other purchased goods, these are divided into categories with an emission factor connected to each category based on the amount purchased (the input-output method).
Scope 3 – Category 2 Capital goods	Emissions associated with the production of capital goods purchased during the reporting period ("embodied emissions"), (cradle-to-gate). Logent has chosen to also include leased forklifts in this calculation.	"Cradle-to-life" data from forklift manufacturers is not available. Calculation performed by taking the number of forklifts per model and estimating the emissions based on the weight of the forklifts and emission factors for steel and lead.





# Environment



Scope 3 – Category 3 Fuel- and energy-related activities (not included in Scope 1 or Scope 2)	Extraction, production and transportation of fuels and energy purchased by Logent during the reporting period, which have not been included in Scope 1 and Scope 2. For example, transmissions and distribution losses in the electricity network.	Data from Scope 1 & Scope 2 is used to calculate this component via industry standards and emission factors.
Scope 3 – Category 4 Upstream transportation and distribution	Logent has no products. Logent is a service provider, whereby the emissions are related to other categories.	N/A
Scope 3 – Category 5 Waste generated in operations	Disposal and treatment of waste generated in Logent's own operations during the reporting period. Waste only included for operations over which Logent has right of determination in terms of how the waste is to be dealt with.	Number of tonnes of waste from different fractions. Emission factor applied (Defra 2021).
Scope 3 – Category 6 Business travel	Business travel by air, rail, bus and boat is included.	For all business travel, passenger-km has been calculated based on destinations for each journey. An emission factor has been applied based on type of transportation.
Scope 3 – Category 7 Employee commuting	All personnel (regular and staffing) within Logent's operations and all white-collar	Surveys have been sent to all employees to calculate emissions per





# Environment

Categories according to the GHG Protocol	Tonnes Co2e 2022	Tonnes Co2e 2021
<b>Scope 1</b>		
Company cars	96.2	100.1
Fuel consumption forklifts - HVO	8.7	17
Fuel consumption forklifts - Diesel	243.6	673
Fuel consumption forklifts - Petrol	35.3	43.9
<b>Scope 2</b>		
Market based	63.8	124.9
Location based	111.8	122.1
<b>Scope 3</b>		
1. Purchased goods and services	19,246.9	20,663.2
2. Capital goods	79.3	84.5
3. Fuel- and energy-related activities	149.4	216.1
4. Upstream transportation and distribution	N/A	N/A
5. Waste generated in operations	53.8	29.7
6. Business travel	66.5	29.1
7. Employee commuting	1,894.9	1,817.8
8. Upstream leased assets	N/A	N/A
9. Downstream transportation and distribution	N/A	N/A
10. Processing of sold products	N/A	N/A
11. Use of sold products	N/A	N/A
12. End-of-life treatment of sold products	N/A	N/A
13. Downstream leased assets	N/A	N/A
14. Franchises	N/A	N/A
15. Investments	N/A	N/A
<b>Total CO2e emissions</b>	<b>21,938.3</b>	<b>23,784.0</b>



# Reporting according to the EU Taxonomy 2022

## Introduction

The EU Taxonomy is a green classification system that translates the EU's climate and environmental goals into specific criteria for economic activities to meet for investment purposes. The taxonomy highlights green or environmentally sustainable economic activities based on how well each activity significantly contributes to at least one of the EU's six established environmental objectives. Simultaneously, no significant harm should be caused to any of the other goals, and certain minimum requirements in social and ethical sustainability must be met.

## Taxonomy-Applicable Activities

An economic activity described in the taxonomy and meeting established technical screening criteria is classified as an eligible activity. Such activities fall within the taxonomy's framework, and all turnover, capex, and opex for these activities are therefore applicable according to the taxonomy.

## Taxonomy-Aligned Activities

An eligible economic activity that also substantially contributes to at least one of the EU's established environmental objectives, does not cause significant harm to any of the other environmental goals, and meets social minimum safeguards, is classified as a taxonomy-aligned activity. All turnover, capex, and opex for these activities are therefore categorized as taxonomy-applicable.

## Total Turnover

Total turnover corresponds to the group's total turnover according to IFRS. For more information, refer to the income statement on page 24, under the "Net Turnover" line. Applicable turnover is obtained by calculating the portion of the total turnover generated by the applicable activities identified by Logent.

## Applicable Turnover

Logent is fundamentally a service-producing company without its own products and production. As such, a small portion of Logent's Business operations fall under the Taxonomy. To identify applicable activities within environmental goals 1 and 2, the group has considered and analyzed the activity descriptions in Annex 1 and 2 of the delegated act from the Taxonomy Regulation. A deeper discussion regarding the parts of the Taxonomy applicable to Logent's operations is provided on page 75 of the annual report.

## Total Capex

Total Capex includes this year's acquisitions of tangible as well as intangible assets, excluding goodwill, and adjustments of additional lease rights in accordance with IAS 16 p.73 e i and iii, IAS 38 p.118 e i, and IFRS 16 p.53 h. For further information, refer to the statutory annual report, notes 15, 16, and 17.

## Applicable Capex

The table on page 78 presents all investments within the taxonomy's definition for CAPEX (denominator) and the investments attributable to the portion of economic activities (numerator) assessed to be affected by the Taxonomy. In 2022, no investments were made in these activities, resulting in a zero figure for eligible. The total CAPEX for the year is disclosed as additional investments in the property, plant, and equipment notes 15 and 16 and as additional lease assets in note 17. Newly acquired lease agreements for premises have been applied in accordance with category 7.7 as taxonomy-applicable capex. Similarly, acquired vehicles have been assessed to apply as applicable capex in line with category 6.5.



# Reporting according to the EU Taxonomy 2022

## Total Opex

Total operating expenses according to the taxonomy consist of expenses for research and development incurred during the period, building renovations (owned or leased), expenses for repair and maintenance of tangible assets (owned or leased), other direct expenses such as service related to ongoing maintenance of tangible assets required to ensure their continuous operation, and expensed lease fees associated with short-term lease agreements.

## Applicable Opex

The operating expenses OPEX, as per the taxonomy's definition, identified by Logent (denominator) encompass direct expenses for research and development (not capitalized), building renovations, short-term lease agreements, maintenance and repair, and other direct expenses related to the daily maintenance of tangible assets required for their continuous and functional operation. Applicable operating expenses (numerator) are those costs of the aforementioned that relate to assets or processes associated with Logent's identified applicable economic activities. For 2022, this comprises property maintenance and machinery maintenance related to the applicable operations. According to the Taxonomy, operating expenses (OPEX) that do not support applicable activities but relate to the purchase of output from economic activities that align with taxonomy requirements and individual actions enabling target activities to become low-carbon or result in reduced greenhouse gas emissions should also be considered applicable (known as category C). Logent has not made any significant purchases during the year; hence, other OPEX Category C has been excluded.

## Applicable Activities

### 6.14 – Rail Transport Infrastructure

Within its logistics operations in Hallsberg, Logent has engaged in infrastructure related to railway transportation, identified within its logistics operations.

Rail-bound terminal where goods are loaded and unloaded via railway. This part of the operation falls under Taxonomy category 6.14. The activity generated a turnover of 37,392 kSEK in 2022.

### 6.16 – Infrastructure Enabling Low-Carbon Maritime Transport

As parts of this category concern the operation of ports, Logent's operations in the Port of Gothenburg are affected. Logent conducts port operations there. The turnover associated with this entire activity amounts to 55,364 kSEK for 2022.

## Transportation

A significant portion of Logent's turnover can be attributed to transports mediated within the Transport Management business area within Logistics Services. According to prevailing accounting principles, Logent is the principal in these transactions based on the credit risk borne by Logent during these transactions, resulting in these transports being gross reported in external accounting. However, Logent does not have control over the activities as described in the EU Commission's FAQ on Taxonomy application since Logent is not the transporter and does not bear responsibility for the actual transport service. Therefore, the applicability of the Taxonomy is limited. According to Logent's interpretation of the Taxonomy based on the EU Commission's FAQ, Logent lacks control over the transport activities since it acts more as an agent or intermediary in this regard, and therefore, this revenue source and activity are not considered applicable in the Taxonomy.

## Criteria for Not Causing Significant Harm (DNSH)

### Limiting Climate Change

Since all of Logent's taxonomy-aligned activities fall under the environmental objective "Limiting Climate Change," criteria for not causing significant harm to this environmental objective do not apply.



# Reporting according to the EU Taxonomy 2022

## 1. Climate Change Adaptation

For infrastructure operations (6.14 and 6.16) to be considered aligned with the criteria for not causing significant harm to the environmental objective "Climate Change Adaptation," Logent conducted a risk and vulnerability analysis concerning future climate change. The analysis considered various climate change scenarios and initially relied on externally available information considering local changes in temperature, wind, water, and solid mass. Subsequently, the analysis was supplemented with an internal risk assessment from the local operations, evaluating risks based on operational impact.

## 2. Sustainable Use and Protection of Water and Marine Resources

For infrastructure operations (6.14 and 6.16) to be considered aligned with the criteria for not causing significant harm to the environmental objective "Sustainable Use and Protection of Water and Marine Resources," Logent conducted a risk analysis regarding water use and emissions to water for the relevant activities.

## 3. Transition to a Circular Economy

To be aligned with the criteria for not causing significant harm to the environmental objective "Transition to a Circular Economy," Logent ensures compliance with Taxonomy requirements for activities during new constructions and renovations within infrastructure operations (6.14 and 6.16).

## 4. Prevention and Control of Pollution

For infrastructure operations (6.14 and 6.16) to be considered aligned with the criteria for not causing significant harm to the environmental objective "Prevention and Control of Pollution," measures are implemented to reduce noise, dust, and polluting emissions. National noise guidelines are followed, and self-checks are conducted.

## 5. Protection and Restoration of Biodiversity and Ecosystems

For infrastructure operations (6.14 and 6.16) to be considered aligned with the criteria for not causing significant harm to the environmental objective "Protection and Restoration of Biodiversity and Ecosystems," Logent conducted a survey of the locations of its activities based on the Natura 2000 network of protected areas. None of the applicable activities are conducted within protected areas.

### Minimum Safeguard Measures

For Logent, operating with high quality and ethical standards is crucial. As part of the EU Taxonomy, social minimum safeguard measures are included based on four aspects: taxation, fair competition, corruption, and human rights. These measures aim to establish a minimum standard for a company's operations to be considered sustainable. Based on the minimum safeguard measures outlined in the EU Taxonomy, Logent reviewed guidelines and processes in 2022 to identify any deficiencies related to these four aspects, and this work will continue in the coming years.

### Taxation

Compliance with tax regulations is of great importance to Logent, and as such, corporate governance and adherence to tax rules are treated as essential parts of a review. Logent strives to comply with tax regulations in all jurisdictions where it operates, ensuring adherence through appropriate processes and strategies for managing tax risks.



# Reporting according to the EU Taxonomy 2022

## Healthy Competition

Logent's Code of Conduct, our Supplier Code of Conduct, and our core values form the basis for how Logent and its employees should act. The operations are based on respect, responsibility, business ethics, competence, and commitment. Logent tolerates no bribes or violations of competition laws, and the company shall conduct its business activities on legal grounds with high ethical standards. Logent also maintains a whistleblower function where employees can anonymously report issues.

## Anti-Corruption and Anti-Bribery

Logent works to counteract corruption and bribery and adhere to the highest ethical principles. Logent never accepts bribes and imposes similar requirements on our suppliers.

## Human Rights

Logent aims to conduct its operations in line with the highest ethical standards, respecting and supporting international standards and guidelines for human rights. This includes the Universal Declaration of Human Rights and the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work.

Business Area Managers are responsible for ensuring that all employees within their business area are aware of Logent's policies and guidelines.

In 2022, we have focused on ensuring that suppliers comply with our requirements and guidelines outlined in our Supplier Code of Conduct. This work is ongoing, and we will continuously improve this process. Any non-compliance with this supplier code must be reported to Logent. Deviations from the supplier code are taken seriously, and the supplier is expected to take corrective actions. In the event of serious or repeated violations...

In case of violations, we reserve the right to terminate the business relationship immediately. Logent's supply chain is limited in scope as Logent is a service company. In 2023, Logent will further develop supplier assessments conducted for each workplace. To reduce risks related to human rights and other sustainability risks of environmental or ethical nature, suppliers will be categorized and prioritized based on risks, scope, and usage (expenditure). Following this analysis, crucial and highly relevant suppliers will be identified and qualify for further examination and monitoring.

Another significant effort in 2022 has been to include sustainability aspects at an early stage in procurement, such as labor rights, human rights, and environmental aspects, to ensure that suppliers comply with Logent's requirements and guidelines. The requirements for all suppliers include adherence to our Supplier Code of Conduct, ILO's eight core conventions, and the UN's Guiding Principles on Business and Human Rights. Additionally, specific requirements have been tailored depending on the industry and risk factors.

In 2023, Logent will continue to ensure that we identify and address negative impacts on human rights and work to incorporate further considerations of human rights into the existing company processes.

# REPORTING ACCORDING TO THE EU TAXONOMY

## Revenue

Code/codes	Absolute revenue	Percentage of revenue	Criteria for substantial contribution						Criteria for 'Do No Significant Harm' (DNSH)						Minimum safeguards	Taxonomy-aligned share of revenue, year 2022	Taxonomy-aligned share of revenue, year 2021	Category (Enabling Activity)	Category (Transition Activity)	
			Limitation of climate change	Adaptation to climate change	Water and marine resources	Circular economy	Pollution	Biodiversity and ecosystems	Limitation of climate change	Adaptation to climate change	Water and marine resources	Circular economy	Pollution	Biodiversity and ecosystems						
	KSEK	%	%	%	%	%	%	%	%	Yes/No	Yes/No	Yes/No	Yes/No	Yes/No	Yes/No	Yes/No	%	%	Enabling	Transition
<b>Financial Operations</b>																				
<b>A. OPERATIONS COVERED BY THE TAXONOMY</b>																				
<b>A.1. Environmentally Sustainable (Taxonomy-Aligned) Operations</b>																				
The revenue of environmentally sustainable (taxonomy-aligned) operations (A.1)																				
	-	0,0%	e.t	e.t	e.t	e.t	e.t	e.t	e.t	e.t	e.t	e.t	e.t	e.t	e.t	e.t	0%	0%	e.t	e.t
<b>A.2 Operations Covered by the Taxonomy but Not Environmentally Sustainable (Non-Taxonomy-Aligned)</b>																				
The revenue of operations covered by the taxonomy but not environmentally sustainable (non-taxonomy-aligned) (A.2)																				
Infrastructure for railway transportation	6.14	37 392	1,7%																	
Infrastructure enabling low-carbon maritime transportation	6.16	55 364	2,5%																	
The revenue of operations covered by the taxonomy but not environmentally sustainable (non-taxonomy-aligned) (A.2)		92 756	4,2%																	
Total (A.1+A.2)		92 756	4,2%																	
<b>B. OPERATIONS NOT COVERED BY THE TAXONOMY</b>																				
The revenue of operations not covered by the taxonomy (B)																				
	2 105 327	95,8%																		
Total (A+B)	2 198 083	100%																		

# REPORTING ACCORDING TO THE EU TAXONOMY

## Capex

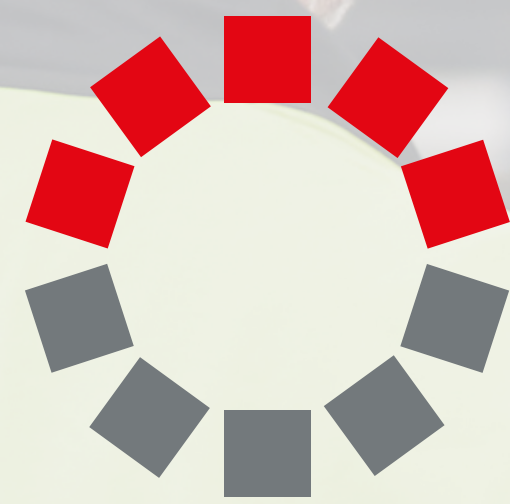
Code/codes	Absolute capital expenditures	Percentage of capital expenditures	Criteria for substantial contribution						Criteria for 'Do No Significant Harm' (DNSH)						Minimum safeguards	Taxonomy-aligned share of revenue, year 2022	Taxonomy-aligned share of revenue, year 2021	Category (Enabling Activity)	Category (Transition Activity)	
			Limitation of climate change	Adaptation to climate change	Water and marine resources	Circular economy	Pollution	Biodiversity and ecosystems	Limitation of climate change	Adaptation to climate change	Water and marine resources	Circular economy	Pollution	Biodiversity and ecosystems						
Financial Operations	KSEK	%	%	%	%	%	%	%	%	Yes/ No	Yes/ No	Yes/ No	Yes/ No	Yes/ No	Yes/ No	Yes/ No	%	%	Enabling	Transition
<b>A. OPERATIONS COVERED BY THE TAXONOMY</b>																				
<b>A.1. Environmentally Sustainable (Taxonomy-Aligned) Operations</b>																				
The capital expenditures of environmentally sustainable (taxonomy-aligned) operations (A.1)	-	0,0%	e.t	e.t	e.t	e.t	e.t	e.t	e.t	e.t	e.t	e.t	e.t	e.t	e.t	e.t	0%	0%	e.t	e.t
<b>A.2 Operations Covered by the Taxonomy but Not Environmentally Sustainable (Non-Taxonomy-Aligned)</b>																				
Acquisition and ownership of buildings	6.5	1 813	6,0%																	
Railway transportation infrastructure	7.7	11 376	37,6%																	
Infrastructure enabling low-carbon maritime transport	6.14	599	2,0%																	
	6.16	3 687	12,2%																	
The capital expenditures of operations covered by the taxonomy but not environmentally sustainable (non-taxonomy-aligned) (A.2)	17 476	57,7%																		
<b>Total (A.1+A.2)</b>	<b>17 476</b>	<b>57,7%</b>																		
<b>B. OPERATIONS NOT COVERED BY THE TAXONOMY</b>																				
The capital expenditures of operations not covered by the taxonomy (B)	12 814	42,3%																		
<b>Total (A+B)</b>	<b>30 290</b>	<b>100%</b>																		



# REPORTING ACCORDING TO THE EU TAXONOMY



Code/codes	Criteria for substantial contribution						Criteria for 'Do No Significant Harm' (DNSH)												
	Absolute operational expenses	Percentage of operational expenses	Limitation of climate change	Adaptation to climate change	Water and marine resources	Circular economy	Pollution	Biodiversity and ecosystems	Limitation of climate change	Adaptation to climate change	Water and marine resources	Circular economy	Pollution	Biodiversity and ecosystems	Minimum safeguards	Taxonomy-aligned share of revenue, year 2022	Taxonomy-aligned share of revenue, year 2021	Category (Enabling Activity)	Category (Transition Activity)
Financial Operations	KSEK	%	%	%	%	%	%	%	Yes/ No	Yes/ No	Yes/ No	Yes/ No	Yes/ No	Yes/ No	Yes/ No	%	%	Enabling	Transition
<b>A. OPERATIONS COVERED BY THE TAXONOMY</b>																			
<b>A.1. Environmentally sustainable (taxonomy-aligned) operations</b>																			
The operational expenditures of environmentally sustainable (taxonomy-aligned) operations (A.1)	-	0,0%	e.t	e.t	e.t	e.t	e.t	e.t	e.t	e.t	e.t	e.t	e.t	e.t	e.t	0%	0%	e.t	e.t
<b>A.2 Operations Covered by the Taxonomy but Not Environmentally Sustainable (Non-Taxonomy-Aligned)</b>																			
Railway transportation infrastructure	6.14	892	6,1%																
Infrastructure enabling low-carbon maritime transport	6.16	1 329	9,1%																
The capital expenditures of operations covered by the taxonomy but not environmentally sustainable (non-taxonomy-aligned) (A.2)		2 221	15,2%																
Total (A.1+A.2)		2 221	15,2%																
<b>B. OPERATIONS NOT COVERED BY THE TAXONOMY</b>																			
Operational expenses of operations not covered by the taxonomy (B)		12 380	84,8%																
Total (A+B)		14 601	100%																



# LOGENT

SUPPORTING LOGISTICS

 LOGENT  
SUPPORTING LOGISTICS

 LOGENT  
SUPPORTING LOGISTICS