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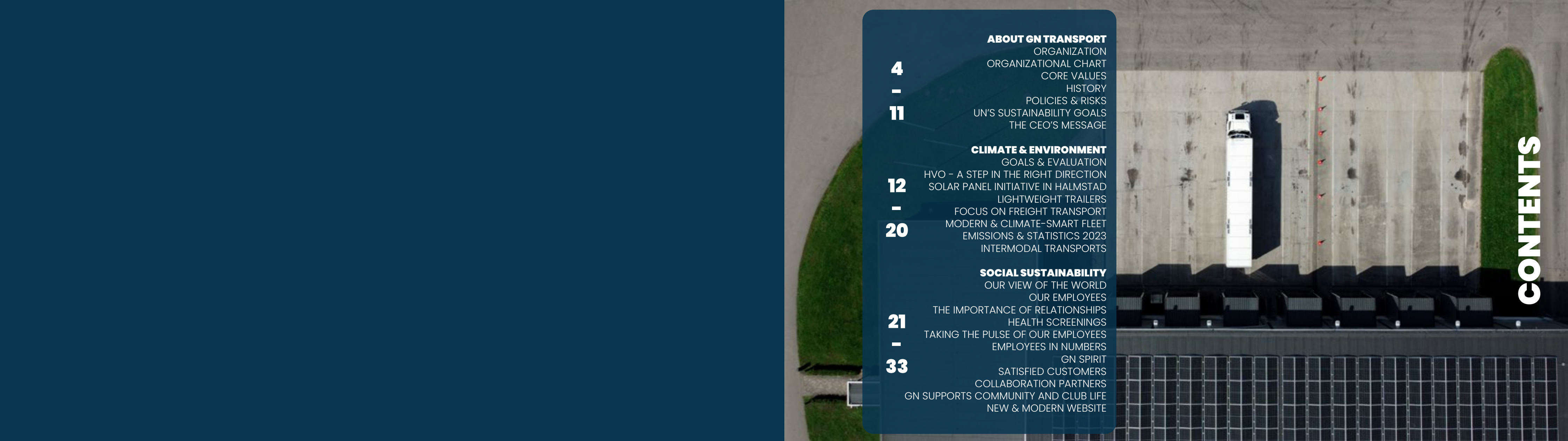
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Our business concept is to be a niche company in the transportation industry with a strong focus on the French market, based in Scandinavia.

Our objective is to be the leading transportation company in Europe in terms of delivery reliability and quality, with a focus on transportation to and from France.

Our vision is to work with continuous improvements while being a unique transportation company. We foster a corporate culture that puts the employee at the center, and together, we create a business climate that yields long-term profitability.

ORGANIZATION

GN Transport is a family-owned company that was established in 1986 and originated from Gert Carlsson's Trucking Company in Getinge. The founder and former CEO, Per-Olof Nilsson, handed over the CEO position to his son, Henrik Nilsson, a few years ago. Within the company, there is a familial spirit that extends among all of the company's stakeholders, including employees, suppliers, and customers alike.

Having close collaborations and secure relationships results in long and sustainable partnerships and satisfied staff who remain within the group for a long time. This, in turn, leads to an even stronger company spirit and knowledgeable employees who can deliver service at the absolute highest level.



ORGANIZATIONAL CHART



CORE VALUES

At GN Transport, we have always operated based on fundamental values for the individual as well as for the planet at large.

As we see it, working in the logistics industry places extra high demands on sustainability in terms of climate and environment. By constantly striving to be at the forefront with climate-smart vehicles, optimizing our trucks, route planning, and much more to minimize our emissions, we do our best to help create a greener planet. At the same time, we must value our core business, make our customers as satisfied as possible, and achieve profitability. Our primary goal is to provide our customers with maximum service. We achieve this by having the most competent employees who respect each other and each other's opinions in an office landscape characterized by diversity and openness.





**HISTORY
GN TRANSPORT**

- 1986**
GN Transport has its origins in Gert Carlsson's Åkeri in Göttinge
- 1987**
The company moved to Halmstad and at the same time changed its name to GN Transport i Halmstad AB
- 1988**
The business idea was born – to start operating on the French market
- 1989**
The French company Cornille Transport was bought in order to secure a platform in France and get closer to the French culture
- 1998**
New premises were built along the E6 in Mellbystrand
- 1999**
The express service started in March with departures every 24 hours
- 2006**
Company in Luxembourg was established
- 2008**
GN Transport is moving "home" to Halmstad again in newly built premises
- 2009**
ISO 9001 and ISO 14001 certification
- 2010**
Investment domestically as well as in Spain & Portugal
- 2011**
GN Transport is developing a climate-smart alternative, so-called intermodal transport – trains in combination with trucks, both nationally and internationally
- 2012**
Extends warehousing services and third party logistics
- 2013**
Acquires TPL in Halmstad AB, as part of the future strategy to broaden the range of services and also to be able to offer customers third party logistics in combination with transport
- 2014**
TPL changes name to GN Logistics
- 2018**
Inauguration of our new terminal/warehouse in Bettembourg (Luxembourg)
- 2019**
New CEO appointed
- 2020**
GN Logistics inaugurates its new premises of 13,400 m2. The building is adjacent to GN Transport's head office
- 2022**
The group exceeds 500 million SEK in turnover per year
- 2023**
Solar Panels installed at our facilities in Halmstad
- 2024**
Opened office in Lyon, France

POLICIES & RISKS

We continuously work to keep our policy documents up to date in all areas of operation. Through this effort, GN Transport minimizes the risks associated with the industry. Examples of policy documents that have been established and are followed include Environmental Policy, IT Policy, Operations Policy, Ethics Policy, and a Code of Conduct. Our employees work in line with our policies to ensure a safe workplace and reduce risks within the business. In line with this, GN Transport works to ensure that all of our stakeholders also operate based on similar policies and maintain high sustainability goals.

GN Transport also holds two ISO certifications after specific audits were conducted. We highly value these certificates as they are proof that our business operates correctly in terms of sustainability while also giving us the opportunity to further develop in terms of environment and quality.

ISO Certificate 9001 – Quality Certification

- Higher productivity
- Improved precision in business management
- Staff gain a better company understanding
- Increased competitiveness



ISO Certificate 14001 – Environmental Certification

- Improves the company's relationships with customers and the external world
- More efficient use of materials, energy, and waste management
- Staff gain knowledge about and become involved in environmental efforts
- Market advantage as the certificate may be required by some customers

UN'S SUSTAINABILITY GOALS

Achieving sustainability on a global scale effectively requires that everyone, from individuals to companies, works towards the right and common goals. Therefore, GN Transport utilizes the UN's Sustainability Goals, which we try to incorporate into our organization in as many areas as possible.



Our sustainability efforts in **Climate & Environment** focus on impactful actions for a better climate. GN Transport is dedicated to continuous improvements, upgrading facilities and vehicles to ecofriendlier options to reduce our climate footprint. We acknowledge, alongside our partners and employees, the significant impact we can have, both good and bad. This understanding drives our commitment, permeating our organization's culture towards sustainability.



To have an organizational structure and corporate culture that maximizes the potential to work towards better global health, our **Social Sustainability** is equally important. By taking care of our employees and providing them with information and training, the entire GN Transport can strive towards a common goal. Employees within our group should feel valued and have a secure existence at their workplace. A step towards this is open employee discussions, involving a wide range of employees across gender, culture, and socio-economic backgrounds.



THE CEO'S MESSAGE

How does your company plan to reduce greenhouse gas emissions in accordance with Sweden's and France's national climate goals?

As the CEO of a leading transportation company in Sweden, we are deeply committed to reducing our greenhouse gas emissions. We are aware of Sweden's ambitious goal to become climate neutral by 2045 and France's target to reduce its emissions by 40% by 2030 compared to the levels of 1990. To contribute to these goals, we are investing in a modern, fuel-efficient vehicle fleet and actively exploring alternative fuels such as electricity and biogas. Additionally, we are implementing smart logistics solutions to optimize routes and reduce unnecessary mileage.

How is your company adapting to the increased demands for sustainability in the supply chain from both consumers and corporate customers?

In response to increasing demands for sustainability, we have introduced transparent sustainability goals and regularly report on our progress. Our customers have the option to choose delivery alternatives that actively contribute to a significant reduction in carbon emissions, with the potential for a reduction of up to 90%. Through this commitment to the environment, we strive to meet our customers' needs responsibly, while leading the way towards a more sustainable future. Additionally, we use data analysis to continuously improve our processes and reduce our ecological footprint.

What challenges and opportunities do you see with the transition to electric vehicles in Sweden and France, especially considering the charging infrastructure?

The transition to electric vehicles represents both a challenge and an opportunity. A significant challenge is the expansion of the charging infrastructure, especially along key transport routes and in remote areas. However, in both Sweden and France, we are witnessing positive developments regarding investments in charging stations. For our company, this presents an opportunity to reduce our environmental impact and lower our operating costs in the long term. We are committed to collaborating with energy companies and governments to

How does your company view the use of alternative, lesser-known fuels like hydrogen and biodiesel in the transportation sector in Sweden and France?

We see significant potential in the use of alternative fuels such as hydrogen and biodiesel to reduce the environmental impact of the transportation sector. In Sweden, we have already begun exploring the use of biodiesel for parts of our fleet, and we are closely monitoring the development of hydrogen technology. In France, there is also growing interest in these alternatives, particularly in areas where electrification is less practical. Our strategy involves carefully assessing the life cycle analysis of each fuel alternative to ensure that we genuinely reduce our carbon footprint and not just shift emissions elsewhere.



Henrik Nilsson
CEO - GN Transport

In a world increasingly characterized by climate change and environmental challenges, we at GN Transport stand at a critical juncture in our journey towards sustainability. As a leading transportation company in the Nordics, we are deeply aware of our role and responsibility in shaping a more sustainable future. Our commitment to protecting the planet is not just a reflection of our values, but also a fundamental part of our business strategy and our pursuit of innovation.

In this section of our sustainability report, "Climate & Environment," we explore our ambitious goals and the concrete actions we have taken to reduce our environmental impact. From reducing our greenhouse gas emissions to implementing greener transportation solutions, every step we take is towards a cleaner and more sustainable world.

We are proud of the progress we have made so far. Our transition to a more environmentally friendly vehicle fleet, along with additional installations of solar panels on our premises, is just the beginning. Our renewed focus on smart logistics and optimized transport routes underscores our commitment to being not only efficient but also responsible in our operations. By integrating sustainability into every aspect of our business model, we aim not just to meet but to exceed the environmental expectations of our customers, partners, and society at large.

Together, we can make a difference. Let's take the next step on this journey with conviction and hope for a greener, cleaner, and more sustainable world.

GOALS & EVALUATION

GOALS - 2023	PERIOD	MEASURED BY	RESULTS	EVALUATION OF RESULTS
Increase the share of alternative fuels (HVO100, LBG) to 5% of our total consumption.	Annually	Collection from UL	3%	An ambitious goal that, unfortunately, we did not achieve last year. The goal also depends on our customers' choices, which naturally affects the outcome. However, we are striving to reach this goal in 2024.
Reduce our total CO ₂ e (tkm) (wtw) freight emissions by 8%.	Annually	EcoTransit / Sustainability Report	2%	The set goal was, to say the least, challenging, and we realize that it may have been too ambitious for the timeframe we had. However, reducing emissions is an ongoing effort that we are constantly working on.
Increase the share of kilometers our goods are transported intermodally to 8%.	Annually	KPI	3,6%	We continue to push our efforts to further increase our intermodal presence. This is a strategically important initiative to reduce our ecological footprint.

SUSTAINABILITY GOALS: 2024

As a road transporter, the majority of our greenhouse gas emissions come from our truck traffic. By having specific goals and guidelines addressing how we can minimize our emissions, we can improve our footprint. With a fleet consisting of modern EURO-6 classified trucks, we have begun our journey towards a more sustainable operation. We also operate a truck running on LBG 100 to reinforce the transformation of our business. GN is continuously exploring alternatives to conventional diesel-powered trucks and improvements that can minimize our consumption of fossil fuels. We have recently invested in low-weight trailers, and we are looking into the possibility of investing in electric trailers, electric trucks, charging infrastructure, etc.

To accelerate the transformation and reduce our sustainability footprint, the company management has set the following goals for 2024:

- **Increase the share of alternative fuels, such as HVO100, LBG, etc., to 5% of the total fuel consumption.**
- **Increase the share of kilometers that we transport our trailers by rail to 5.6% of the total kilometers.**
- **Reduce our total CO₂e intensity g/TKM (wtw) emissions by 3%.**

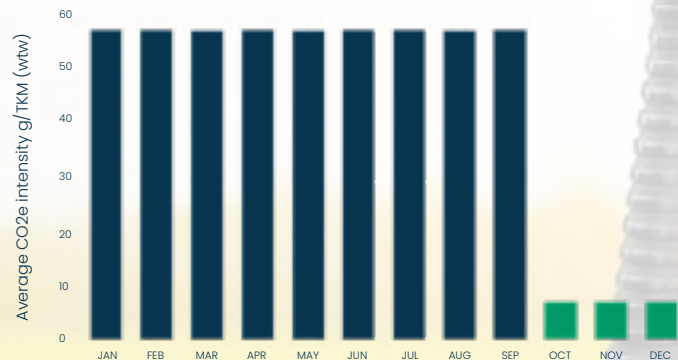
The goals are communicated to employees, and we track our progress on a monthly basis through our KPI reporting and business intelligence tools.

HVO – A STEP IN THE RIGHT DIRECTION

Using HVO (Hydrotreated Vegetable Oil) as fuel for transport is an important step towards a more sustainable transport sector. HVO is a renewable diesel fuel that can significantly reduce greenhouse gas emissions compared to traditional diesel.

By implementing HVO as a fuel for transportation, a company can not only contribute to reduced emissions but also strengthen its brand as an environmentally conscious and forward-looking business.

Today, GN Transport and one of our customers are collaborating to collectively reduce our emissions by using HVO. The differences in emissions are substantial, which can be seen in the graph below. The switch from ordinary diesel to HVO100 took place in October.



5

reasons why Your company should consider HVO models

Significant Emission Reductions:
HVO leads to a substantial reduction in greenhouse gas emissions compared to traditional diesel, helping companies meet environmental goals and regulations.

Compatibility with Existing Vehicles:
HVO can be used in existing diesel engines without modifications, making it a cost-effective solution for companies wanting to become more sustainable without significant initial investments.

Enhanced Corporate Image:
By using HVO, companies can strengthen their brand as environmentally conscious and responsible, which is attractive to both customers and potential employees.

Reduced Exposure to Fossil Fuel Prices:
Using HVO can provide greater predictability in fuel costs and reduce the company's dependence on the often unpredictable prices of fossil fuels.

Support for the Renewable Energy Industry:
By choosing HVO, companies support the development of renewable fuels, which can help drive innovation and development within green energy technology.

SOLAR PANEL INITIATIVE IN HALMSTAD

A SUSTAINABLE INVESTMENT FOR THE FUTURE

As global environmental awareness increases, GN Transport takes a significant step forward in its sustainability agenda by installing solar panels on its operational premises in Halmstad. This initiative is not just an investment in renewable energy but also a symbol of the company's commitment to environmental issues and its efforts to reduce its carbon footprint.

The project, which began early in the year, involves the installation of state-of-the-art solar panels on the roofs of GN Transport's warehouse and office buildings. This ambitious endeavor is designed to not only supply the company's own facilities with green energy but also to contribute to the local electricity grid in Halmstad.

By utilizing solar energy, GN Transport reduces its dependence on fossil fuels and demonstrates a clear path toward more sustainable operations. This project is estimated to significantly lower the company's energy costs while contributing to a greener and cleaner local environment.

Beyond the direct environmental benefits, the solar panel installation in Halmstad is also a strategic business decision. It underscores the company's position as a leader in sustainability within the transportation sector and enhances its brand image as an environmentally responsible company. This is particularly relevant at a time when both customers and partners increasingly value ecological responsibility.

GN Transport's investment in solar panels is a shining example of how companies can play an active role in the transition to clean energy. With this project, the company sets a new standard for sustainability in the transportation industry, showing that environmental responsibility and business success can go hand in hand.

SIZE OF THE FACILITY

478,5 kw

EXPECTED ANNUAL PRODUCTION

420 031 kWh



LIGHTWEIGHT TRAILERS

In 2023, GN Transport invested in 18 lightweight trailers from Berger Ecotrail. The use of these results in several positive benefits within our work on sustainability.

Increased Fuel Efficiency: The lighter trailers reduce the total weight that the transport vehicles need to pull, which directly leads to lower fuel consumption. This is not only economically advantageous but also contributes to reducing carbon dioxide emissions.

Higher Load Capacity: Since the trailers are lighter, the available load capacity within legal weight limits increases. This allows transport companies to carry more goods per trip, which streamlines logistics and can boost revenues.

Longer Lifespan and Lower Maintenance Costs: Advanced materials and construction techniques not only reduce weight but also increase the trailers' durability. This, in turn, results in a longer lifespan and lower maintenance costs over time.

Environmentally Friendly Image: Utilizing a lightweight fleet signals an environmentally conscious and future-oriented approach. It strengthens the company's brand and can be attractive to environmentally aware customers and partners.

Increased Safety: The lightweight construction can also contribute to improved road handling and stability, enhancing safety for both the driver and other road users.

FOCUS ON FREIGHT TRANSPORT

Many of the goods we consume are produced far away. This leads to a constant increase in the number of road transports, as well as traffic jams, and hence air and ground pollution. GN Transport is continuously working to increase efficiency, productivity, and our level of service, while efforts are underway to reduce the environmental impact of our transports.

Our key environmental and quality aspects for our operations are the following:

- Air pollution
- Soil and water pollution
- Delivery precision (time/place)
- Cargo damage

We follow up on a number of parameters regarding our improvement work:

- Delivery precision (time/place)
- Load factor
- Cargo damage
- Intermodal traffic
- Fuel consumption
- Euro class for diesel engines

To achieve the best possible results in these areas, GN Transport has an active environmental management at all levels.

- We have management systems, routines, and training plans to ensure compliance with at least all relevant laws, regulations, and standards.
- Our environmental management system is ISO 14001 certified.
- To achieve continuous improvements, we involve our workforce, including subcontractors, partners, and other stakeholders, in the environmental management work.
- Our ambition is to continuously improve the environmental score of our services by finding ways to reduce negative environmental impacts.

99.87% of over 49,000 shipments in 2023 were delivered in the right condition

MODERN & CLIMATE-SMART FLEET

Since the majority of our transport routes are by truck, this is the area where it is most critical to scrutinize how GN Transport operates. With a modern fleet where the vast majority consists of EURO 6-rated trucks, we minimize emissions.

Furthermore, the company has invested in a gas-powered truck. The transports that run on biogas, LBG100, instead of diesel reduce our carbon dioxide emissions by up to 90%*. We are constantly looking at the possibility of investing in more gas vehicles to reduce our climate impact.

In addition, ECO-driving is practiced by all our drivers to keep fuel consumption as well as emissions at the lowest level possible.

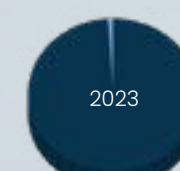
GN Transport uses EcoTransit to continuously monitor the emissions of our trucks.

Through the data provided by EcoTransit, we can see the emissions for each individual transport and shipment, along with many additional variables. This data has already led us to make certain changes to reduce our emissions, while also giving us the ability to continuously make adjustments in how we transport goods in a climate-smart way.

The following page will display statistics on how much CO2 emissions per ton-kilometer our vehicles emit, as well as an overview of our modern fleet during 2023.

* <https://www.scania.com/group/en/home/products-and-services/trucks/gas-truck.html>

EURO CLASSES Development of GN's Fleet



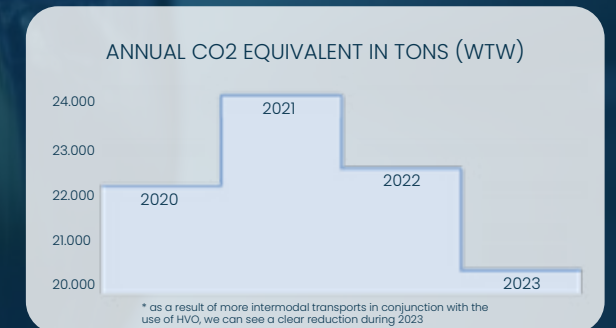
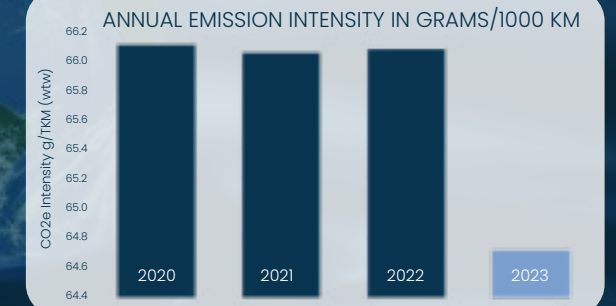
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EMISSIONS & STATISTICS 2023

SAVINGS THROUGH INTERMODAL TRANSPORTS

YEAR	2022	2023
Number of Lines	5	13
Number of Trailers	511	772
Total Kilometers on Train	550.882	816.310
Emissions: CO2e tons (wtw)	166,09	245,561
Simulated Emissions with Truck: CO2e tons (wtw)	905,126	1341,47
Emission Savings through Intermodal Transports	739,035508	1095,909241

* Simulated emissions with truck is an internal calculation of emissions based on the assumption that the goods were transported by truck over the exact same route as by train. In reality, these distances differ slightly. Therefore, these figures are approximate but still demonstrate the considerable size of savings achieved through intermodal solutions.



* as a result of more intermodal transports in conjunction with the use of HVO, we can see a clear reduction during 2023

INTERMODAL TRANSPORTS

The business idea for GN Transport has, since its inception almost 40 years ago, been to transport goods from Sweden to France using trucks, in order to guarantee a fast, secure, and service-oriented transport. However, we have also begun to utilize the boat & railway network in Europe. This is a cost-effective way of transport while also significantly reducing emissions. GN Transport has, therefore, increased the share of intermodal transports in recent years, and the vision is to continue on this path. Our customers always come first, which is why we must always ensure to adapt according to their needs and the current state of the railway network in Europe.

However, these intermodal transport solutions are the future to collectively minimize emissions. As seen in the statistics on the previous page, the differences are significant. To help optimize and maximize our intermodal transports, we have, among other things, a partnership with StenaLine. Here next, we have interviewed our contact person at this partner.

Reduced emissions via rail in 2023:

1095 ton CO₂e

Number of kilometers our transports traveled by rail in 2023:

816.310

Hi Fredrik, and thank you for taking the time to talk with us today. Could you start by explaining what intermodal transport means for StenaLine?

- Hi! Thank you for including us in your sustainability report. Intermodal transport is a process where we use multiple modes of transportation – such as truck, train, and ship – to move goods in the most efficient way. For StenaLine, this means integrating our maritime transport services with land transportation to create a seamless supply chain from sender to receiver.

How do these intermodal solutions contribute to the environment and sustainability?

- By combining different modes of transport, we can significantly reduce carbon dioxide emissions. For example, by using trains instead of trucks for the initial or final transport, we can take advantage of the trains' larger load capacity and higher fuel efficiency per ton of goods. This reduces both road traffic and emissions. The vessels we use are also equipped with the latest technology to reduce emissions and increase energy efficiency.

What other positive effects do you see with intermodal transport?

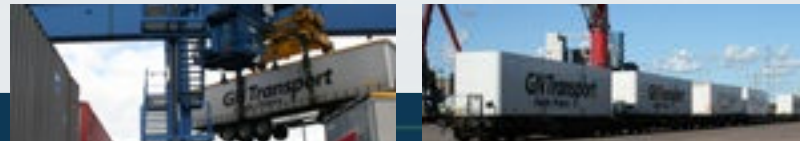
- Besides the environmental benefits, intermodal transport also increases the efficiency and reliability of the supply chain. It also reduces congestion on the roads, which has positive effects on traffic safety and decreases wear and tear on roads. Moreover, it contributes to a more sustainable use of infrastructure by maximizing the use of each mode of transport.

What challenges exist with intermodal transport, and how do you work to address them?

- The coordination between different modes of transport and actors can be complex. It requires meticulous planning and communication to ensure everything operates smoothly. We continuously work on improving our systems and processes to make them more transparent and efficient. We also invest in digital solutions to enhance the traceability and control over each cargo shipment.

Finally, what does the future look like for intermodal transport?

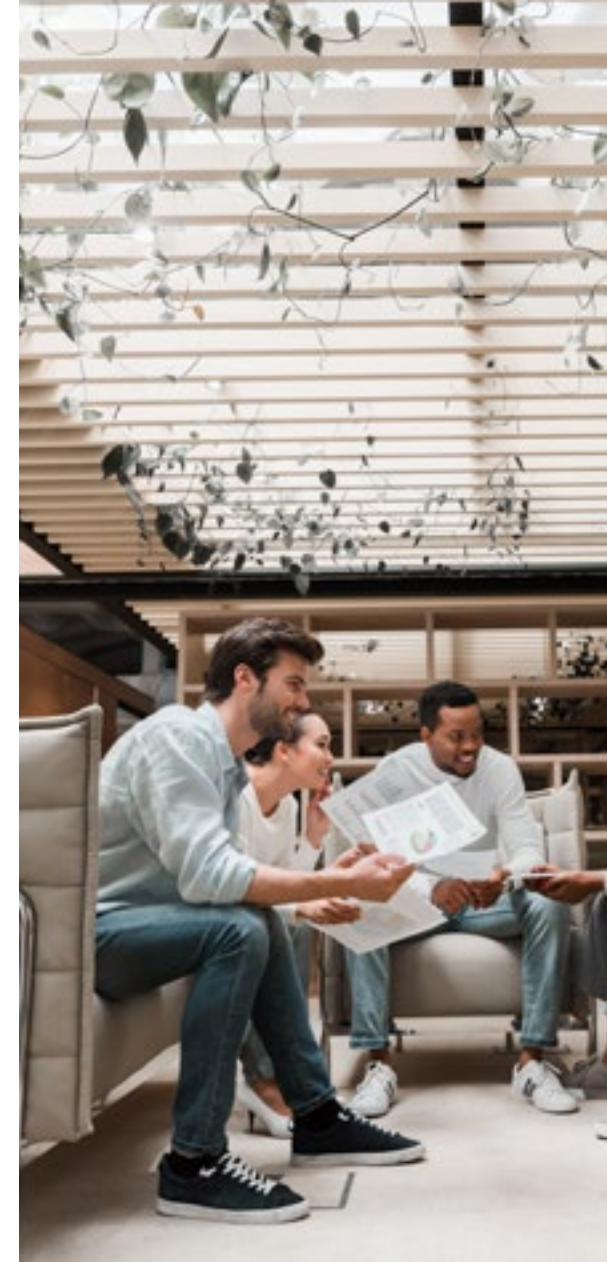
- The future is bright. We see an increasing demand for more sustainable transport solutions. With continued investments in infrastructure, technology, and digitalization, I believe intermodal transport will play an even larger role in creating a more sustainable and efficient global trade.



OUR VIEW OF THE WORLD

The most important task for all companies within the GN Group is to develop and maintain an economically sound and successful operation. GN takes responsibility where we have effective control. Our responsibility applies in the societies and environments where we operate, as well as towards our employees, business partners, and society in general. For this reason, we have defined a number of basic rules for our conduct:

- We conduct our operations with high integrity and morality.
- We follow the laws and regulations that apply in the countries where we operate.
- We respect the United Nations Declaration of Human Rights and accept our responsibility to observe the rights and obligations applicable to our conduct towards our employees and the communities in which we operate.
- We have an open attitude in dialogue with those affected by our operation. We respond to inquiries from outsiders and communicate with stakeholders in a timely and effective manner. Within the area where we have influence, we will strive to ensure that our suppliers, subcontractors, and other partners follow the principles of our code of conduct in connection with our projects.



OUR EMPLOYEES

GOOD WORKING CONDITIONS RESULT IN HIGH-QUALITY SERVICE

GN Transport views its employees as one of the most crucial tools for maintaining high quality throughout our operation. Providing our employees with a secure workplace where they can develop and be themselves is therefore of immense importance. We constantly strive for them to feel valued and enjoy their tasks as well as their colleagues and the work environment they are part of.

In line with this, GN Transport offers and encourages all its employees to, for example, utilize their wellness allowance, receive continuous employee talks, maintain an open dialogue with a high ceiling between different departments, and minimize hierarchical structures. This is something we can proudly say permeates our entire organization, and we are constantly working to continue developing our relationships with our employees.

THE IMPORTANCE OF RELATIONSHIPS

RELATIONSHIPS WITH OUR EMPLOYEES

Having a strong and lasting relationship with all employees, based on mutual respect and dignity, is very important for GN Transport. The employment conditions offered to employees must meet the minimum requirements of national law and relevant ILO conventions.

- We offer a safe and healthy work environment and continuously strive to make improvements.
- We provide individuals with equal opportunities regardless of gender, transgender identity or expression, ethnic affiliation, sexual orientation, religion or other beliefs, disability, and age. We do not allow discrimination or harassment.
- We offer those working with GN Transport various ways to report grievances and legitimate concerns. This way, employees and other workers can have a proper review, and actions can be taken without the reporter facing retaliation.
- We recognize workers' rights to form or join trade unions in accordance with the laws and principles of the respective countries.
- We offer employees training opportunities that support their current and future work plans.
- We do not employ individuals under the age of 15 or the applicable higher legal minimum age.
- We do not use forced labor or other forms of involuntary work at our workplaces.
- We do not allow procedures that restrict employees' freedom of movement.

HEALTH SCREENINGS

At GN Transport, we always aim to be forward-thinking and proactive regarding our employees' well-being. Therefore, we have implemented a health screening routine for our employees as part of our health and safety program. This strategy not only helps maintain a high level of work-related health and safety but also brings a range of positive benefits for both employees and the organization as a whole.

Firstly, regular health screenings lead to the early detection of potential health issues. This means employees can receive necessary care and treatment at an early stage, which often results in better health outcomes and shorter recovery periods. For the company, this means reduced absenteeism due to illness and a more consistent workforce.

Moreover, health screenings increase awareness among employees about their own health and well-being. By regularly assessing their health, employees become more aware of the importance of a healthy lifestyle, including nutrition, exercise, and mental health. This can lead to better personal health decisions and an overall improvement in quality of life.

By prioritizing our employees' health, we at GN Transport aim to position ourselves as a responsible and attractive employer. This strengthens the company's brand and contributes to its long-term success and sustainability. Therefore, we have established a well-functioning

collaboration with Champion Health, a company specializing in corporate health and wellness that offers both physical and digital health services. We receive workplace reports, and through this, we hope to always be one step ahead in taking care of our employees.

Once a year, each employee receives a comprehensive health review of their current status. In addition to this, all our employees have the opportunity every month to receive massage, training and dietary tips, and engage in other discussions about the possibility of enhancing their health.



Champion Health helps our employees, and thereby the whole of GN Transport, to feel better. We are very satisfied with this collaboration and that we have taken a significant step towards greater well-being among our employees. Through an assessment of our employees' lifestyle and wellbeing, a thorough report has been carried out to more easily identify which areas we should focus on to achieve an even more prosperous company. External factors that affect our employees' well-being are often impossible for us to influence, and even though many aspects fall outside the workplace, our goal is to see a continual increase in well-being among all within the GN Group.

Below, we have an anonymized summary via the Well-being Wheel:



The Well-being Wheel based on the average scores of the health declaration

Rating of the answers between 1-10 where "1" is the lowest and "10" is the highest.

How satisfied are you with your physical health and wellbeing today?	6,4
How satisfied are you with your habits for physical movement and exercise (everyday activities to gym workouts)?	5,9
How satisfied are you with your eating habits (e.g. variety, regularity, etc.)?	6,7
How satisfied are you with your sleep?	6,4
How would you rate your everyday mental well-being?	7,6
How satisfied are you with how you manage stress and how well you recover?	7,4
How satisfied are you with your leisure time (the time aside from your work and sleep)?	7,5
How satisfied are you with your ability to help and contribute to others' lives and well-being (e.g., volunteer work)?	6,4
How satisfied are you with the overall quality of your current relationships (family, friends, and partner)?	8,5
How happy and satisfied are you with your work and career?	7,2
How satisfied do you feel about your financial situation - both current and future?	7,4

TAKING THE PULSE OF OUR EMPLOYEES

It's one thing for an organization to declare its intentions about how it plans to interact with its employees and which principles are central to the company culture. However, the actual experiences of our employees and others who work with us are even more important. With this in mind, we interviewed one of our employees, **Tomas Zvirgzdauskas**, to get his perspective on the working environment at GN Transport.

Hi Tomas, thank you for taking the time for this interview. Can you start by telling us a bit about what you do at GN Transport?

- Hi, absolutely! I work as a truck driver at GN Transport. My job involves ensuring our customers' goods are delivered safely and on time. It's a responsible job that requires good planning and efficiency.

Sustainability is a key focus for GN Transport. How do you view the company's sustainability initiatives in your daily work?

- I view our sustainability initiatives positively. The company has really worked hard to reduce our environmental impact, for example, by investing in more fuel-efficient vehicles and using smart routes to reduce carbon dioxide emissions. It feels good to be part of a company that takes these issues seriously.

Workplace health is also an important part of GN Transport's sustainability efforts. How do you experience the health screenings conducted by Champion Health?

- I think it's fantastic! The health screenings

conducted by Champion Health are very thorough and give us a good overview of our health. The fact that the company pays for these screenings shows a real commitment to our well-being. It makes you feel valued as an employee.

Have the health screenings led to any positive changes in your work or personal life?

- Absolutely. The results from the health screenings have made me more aware of my health and well-being. I've started to move more regularly and eat healthier, which has improved my overall fitness and focus at work. It has also contributed to a better working environment as we all become more health-conscious.

Do you enjoy the work climate and culture at GN Transport?

- Yes, I really do. It's an inclusive and supportive work environment where everyone works towards common goals. The management is responsive to our needs and open to suggestions for improvements. It contributes to a strong sense of community and makes you proud to work here.

Is there anything you would like to see improved regarding health and well-being at GN Transport?

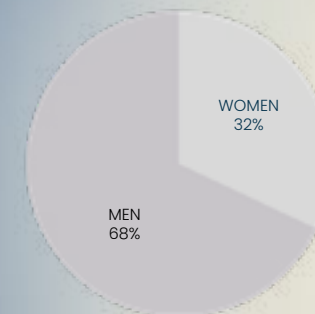
- Even though the company already does a lot for our health and well-being, I would like to see even more initiatives around mental health. Stress management and support for mental health are areas that can always be developed. Perhaps we can have regular workshops or talks with experts in these areas.

Any final thoughts on GN Transport's sustainability and health initiatives?

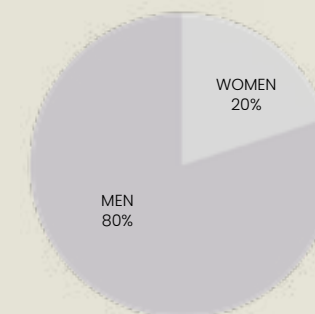
- I'm proud to be part of GN Transport and really appreciate the company's commitment to sustainability and health. It makes a big difference, not just for us employees but also for society at large. I look forward to seeing how our initiatives continue to evolve and contribute to a more sustainable and healthy future.

Interview with Tomas Zvirgzdauskas, a truck driver at GN Transport and one of our many highly appreciated employees.

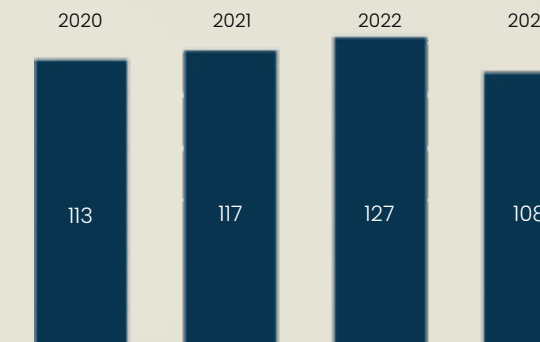
EMPLOYEES IN NUMBERS



NUMBER OF OFFICIALS: 32



BOARD OF DIRECTORS



NUMBER OF EMPLOYEES



We are constantly working to improve the status of the profession of truck drivers, we call it the "GN Spirit."

The importance of putting the employee at the center is somewhat of a cliché, but all too true. After all, we provide services that are carried out by people!

All drivers working for GN Transport have access to our **Driver's Handbook**. It contains everything a driver needs to know. It is available in Swedish, English, German, and French.

The driver's handbook includes, among other things:

- GN Transport's goals and policies
- Work procedures
- Customer-specific routines
- Checklists, etc.
- Information on first aid
- Crisis management
- Working with hazardous goods

We have ongoing driver training and, in combination with the driver's handbook, we keep our employees constantly updated on all aspects they need to adapt to in order to perform their profession in a safe, professional, and sustainable manner.

Our overarching quality goal:
Satisfied customers

Rating from a total of 778 customers who have given their opinion about us at GN Transport and our service:

All our sustainability work is primarily based on one thing; high customer satisfaction. This will always be in focus because without satisfied customers, there will be no business to develop. Just like all aspects of social sustainability, this is an ongoing effort, and all employees within the group are aware of the importance of maintaining high service and constantly striving to put the customer at the center.



- Promoters
- Passives
- Detractors

What our promoters say about us:

- "Att allt klaffar, helt enkelt"
- "Livré très rapidement et mails reçus pour le tracking"
- "Rapidité"
- "Ni är duktiga. Har alltid haft bra service och trevlig personal"



To follow up on our customers' views of us, we work together with Quicksearch and their NPS system (Net Promoter Score). Here, each customer, once a year, has the opportunity to conduct a brief survey about our transport service. Naturally, this survey is voluntary, but we encourage it as it can help us correct any mistakes and in the continued work towards the perfect transport service.

COLLABORATION PARTNERS

We need to surround ourselves with good collaboration partners to maintain high sustainability at all levels. Here, we want to present some of our partners who help us to become even better!

EcoTransIT offers a flexible tool for complex emission calculations that will help us save time, report accurate figures, and be able to offer our customers the emissions information they request. This is an important step as these issues have gained and will continue to gain importance in the future. Investing in this software ensures that we are at the forefront by being able to provide our customers with the emission reports they desire.



EcoVadis is a globally recognized company offering assessments and ratings regarding companies' sustainability performance. They focus on managing risks and promoting transparency, environmental, and social responsibility in global supply chains.

GN Transport has received the Silver rating from EcoVadis for 2023, and we are constantly working to maintain and, if possible, improve our rating. We value this highly and hope that this rating from EcoVadis can contribute to stronger relationships with business partners who value sustainability performance and responsible corporate governance.



SupplierAssurance is a company offering services to manage sustainability issues and verify compliance in supply chains, especially within the global automotive industry. The website helps collect necessary evidence to demonstrate compliance and focuses on issues related to human rights and sustainability. Their services are particularly important for meeting the requirements of global legislation concerning supply chains.

Being approved and working towards an increasingly positive rating from SupplierAssurance is important for GN Transport and is a strong proof that the company adheres to international standards for sustainability and human rights in its supply chain.



Market Behavior

Corruption, bribes, and disloyal anti-competitive actions distort markets and hinder economic, social, and democratic development. GN does not tolerate such practices.

- We shall not act in violation of applicable competition laws.
- We shall not, directly or indirectly, offer or give undue payment or other compensation to any person or organization with the intent of inducing the person or organization to act against prescribed obligations to obtain, retain, or direct business or secure other improper advantages within the framework of GN's operations.
- We shall not, directly or indirectly, request or accept any form of undue payment or other compensation given with the intent of inducing us to act against our prescribed obligations.
- We report all financial transactions according to good accounting practice and prepare annual reports and consolidated financial statements in accordance with the Annual Accounts Act and BFAR 2012:1 Annual Reports and Consolidated Financial Statements (K3).
- We have controls in our IT routines to ensure adequate data protection for our customers.
- We have a purchasing structure that ensures we do not buy counterfeit products.
- We have intellectual property rights through registered trademarks.

GN SUPPORTS COMMUNITY AND CLUB LIFE

Community and club life has always been close to GN Transport's heart. Over the years, we have therefore sponsored various sports clubs in our immediate geographic vicinity. Some of the clubs we currently sponsor include HK Drott, Halmstad Hammers, and Halmstad BK. Helping clubs contributes both to strengthening the communities nearby and providing practitioners, adults and children alike, with the opportunity for physical activity as well as social interaction. Through our sponsorship, we also have the opportunity to forge new ties with future employees, customers, and other interesting partners.



NEW & MODERN WEBSITE

A Portal to Increased Productivity and Collaboration

GN Transport has launched its new website in 2023, a dynamic and user-friendly portal that hopefully reflects the service and level of service the company aims to communicate broadly.

The website has been designed with the customer's needs in mind. With intuitive navigation and a responsive interface, customers can easily find information about services and make inquiries online. This improves the customer experience and streamlines the communication between GN Transport and their customers.

A more modern and user-friendly website will also serve as a central platform for GN Transport's marketing efforts. With a strong online presence and by sharing success stories, industry news, and sustainability initiatives, the company strengthens its brand and attracts potential customers and partners.

In summary, GN Transport's new website marks the beginning of a new era of digital innovation for the company. By combining user-friendly design with powerful features, the website not only helps to improve customer experience and internal efficiency but also promotes brand value and strengthens business relationships.



GN Logistics

THANKS FOR
2023

GN
Transport
Suède France