



SPEED SUSTAINABILITY REPORT 2021

SPEED
GROUP



About this report

This sustainability report has been prepared in accordance with GRI Global Reporting Initiative Standards at core level. The ten accounting principles have been applied in the preparation of the report, both in terms of content and quality. The content of the report is based on the three dimensions of sustainable development; economic, environmental and social sustainability. The content has been defined on the basis of impact and materiality, based on stakeholder dialogue and analysis. GRI's framework has also affected the content of the report. The goal is for this sustainability report to account for Speed's impact on the economy, environment and community in a consistent, transparent, comparable, responsible and clear manner. The report presents Speed's identified significant areas, results and the risks and opportunities associated with these areas, as well as reports on how the company handles them. The contact person for the report is Mats Johnson, CEO Speed, 0733-67 75 45.

Graphic design: Camilla Parnevig | **Photo:** Fredrik Malmlund, Consid, 123RF, Shutterstock m.fl.

Icons: Flaticon.com | **Print:** Etcetera Offset | **Paper:** chlorine-free FSC-labeled paper

Content

Introduction

- 02** About this report
- 04** The CEO has the floor
- 06** The past year
- 08** We are Speed
- 10** Logistics Solutions
- 11** Staffing Solutions
- 12** This is how we create value

Ways of working

- 14** Approach to sustainability
- 16** Stakeholders
- 17** Essential issues
- 19** Focus areas

Sustainability issues

20 » Responsible business

- Targets and measurements
- Code of conduct
- Anti-corruption
- External whistleblowing system
- Speed's suppliers
- Purchasing policy

22 » Environment and Climate

- 
- Targets and measurements
- Climat impact
- Energy
- Waste
- Transports

30 » Employees and community

- 
- Targets and measurements
- Our work environment efforts
- Prosperous groups
- Strong values
- Diversity and gender equality
- Leadership and skills development
- Contribute to the community
- Sponsorship

38 Index

GRI-index

Please note! Speed's Sustainability Report original language is Swedish. This version in English is digitally translated and should not be considered as an official document of Speed.





» During the year, we hired employees from all corners of the world, both women and men, young and old. This diversity has made us a stronger and more interesting company. «

- Mats Johnson, CEO Speed

THE CEO HAS THE FLOOR

”Growth generates diversity that makes us more interesting as a company”

2021 was a fantastic year for us as we grew by almost 50% and thus became an even more interesting company, both financially and culturally. To cope with the enormous growth, we have become many more Speeders , and during the year we have welcomed almost 350 new employees. Receiving so many in such a short time has of course been challenging, but with an enormous commitment we have managed it. During the year, we hired employees from all corners of the world, both women and men, young and old. This diversity has made us a stronger and more interesting company.

In order to bring all new Speeders into our culture, we have in 2021 conducted a solid valuation work. All managers have raised and discussed with their employees what our values mean to them and how to behave in order to live as we teach. To shed further light on the valuation work, after nominations we have also appointed five value carriers, five fantastic employees who really live and are role models for our fantastic Speed culture.

In 2021, the work of reducing our impact on the climate, with the ambition of being CO 2 -neutral in 2025, has continued with undiminished strength. In October, after pandemic-related delays, we finally put our photovoltaic system into operation. We are now designing new facilities for our Stockholm and Gothenburg warehouses . This, together with a large number of other activities, means that we have reduced our CO 2 footprint by as much as

45% compared with 2020. A result that we can only be proud of. However, we do not settle down but work with full force towards the overall goal.

In other respects, we have worked on in accordance with our strategic plan. This means, among other things, that we have acquired a 4PL company in order to broaden our service range, we have trained managers, we have invested in package automation in Stockholm and expanded our Autostore in Borås, invested in better IT support for our administration and strengthened our organization in marketing and sales.

Speed is thus stronger and more interesting than ever. We look forward to an exciting 2022.

Mats Jonshon, CEO Speed

A handwritten signature in blue ink, appearing to read "Mats Jonshon" followed by "CEO Speed".

THE YEAR THAT HAS BEEN

An eventful year



BEST YEAR IN HISTORY

2021 goes down in history as Speed's best year ever. Earnings and sales broke all previous records. We have the pleasure of being a partner to customers who have also had a successful year behind them and we are proud to be a part of their journey.



YET ANOTHER YEAR WITH COVID-19

2021 was also a year in the spirit of the pandemic. For us at Speed, it continued to mean, from an infection risk perspective, ensuring a good and safe workplace for our employees. Unlike 2020, where rules and restrictions were the starting point for creating awareness and seriousness in the situation, in 2021 the focus was on an acceptance of a new normal situation and what behaviors we need to change to meet this new situation.



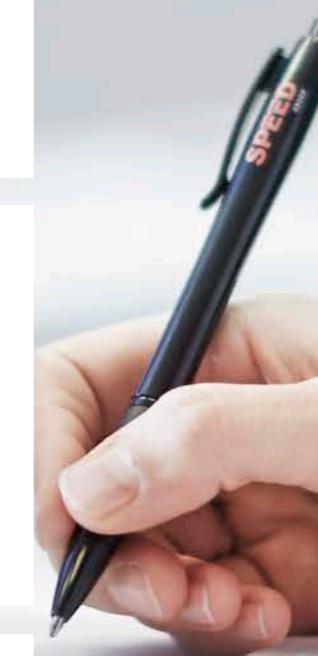
NORDEN'S LARGEST SOLAR CELL INSTALLATION

Slightly delayed, but now in place! The Nordic region's largest sunroof plant was installed in late autumn 2021 and is now in operation and produces green electricity both for our own plant in Viared outside Borås and delivers a surplus of electricity to the electricity grid. The plant has an output of 5 megawatts and is an important part of our goal to reach CO₂-neutral operations by 2025.



SPEED BUSINESS SCHOOL

In order to give our leaders the knowledge and tools we believe are needed to make them successful in their assignments, we have during the past year begun the first step in our leadership training for key people in the organization. The focus has been on leadership in general, productivity and LEAN.



PLAN FOR CO₂-NEUTRALITY

In 2021, we have laid the foundation for our path to CO₂ neutrality. The company's sustainability group has together with the company management worked out a detailed plan with activities that will lead to us reaching our goal in 2025. Sustainability training for senior executives has also taken place during the year to give them tools to drive the activities in the line and spread the knowledge in their respective organizations.



A CHALLENGING YEAR

The volume increase in 2021 has been fantastic, but obviously required a great deal of effort. Adapting the organization to volume and increasing capacity while we are in a pandemic with high sick leave rates has been tiring for the entire organization. All employees have shown incredible commitment and a rarely seen fighting spirit that made it possible for us to succeed together.



VALUES

In 2021, we made efforts to make our values visible - Fast, Personal, Empathetic, Committed and Dynamic. The work was carried out by the employees in workshops where the values were worked through. The year ended with awarding five Speed value carriers. We are now taking the work further and the goal during the year is to anchor the values in everyone within the organization and make them part of everyday life.



SUSTAINABLE, FLEXIBLE & INNOVATIVE SOLUTIONS

We ended the year by welcoming a new business area to Speed with our acquisition of DreamLogistics Spedition. We can now also offer our customers transport solutions and thus a comprehensive offer within sustainable, flexible and innovative logistics challenges.



ORGANIZATIONAL CHANGE

In order to be able to focus fully on operations in a sharply increased volume, we chose to reorganize the Logistics West business area by dividing the business area into two parts from a customer perspective. We are convinced that in the long run this will benefit both the business and our customers.



Customer value in focus

Speed is a Swedish service provider within logistics and personnel solutions with a focus on creating customer value and sustainable business. The company was founded in Borås in 2004 and has since made a strong growth journey.

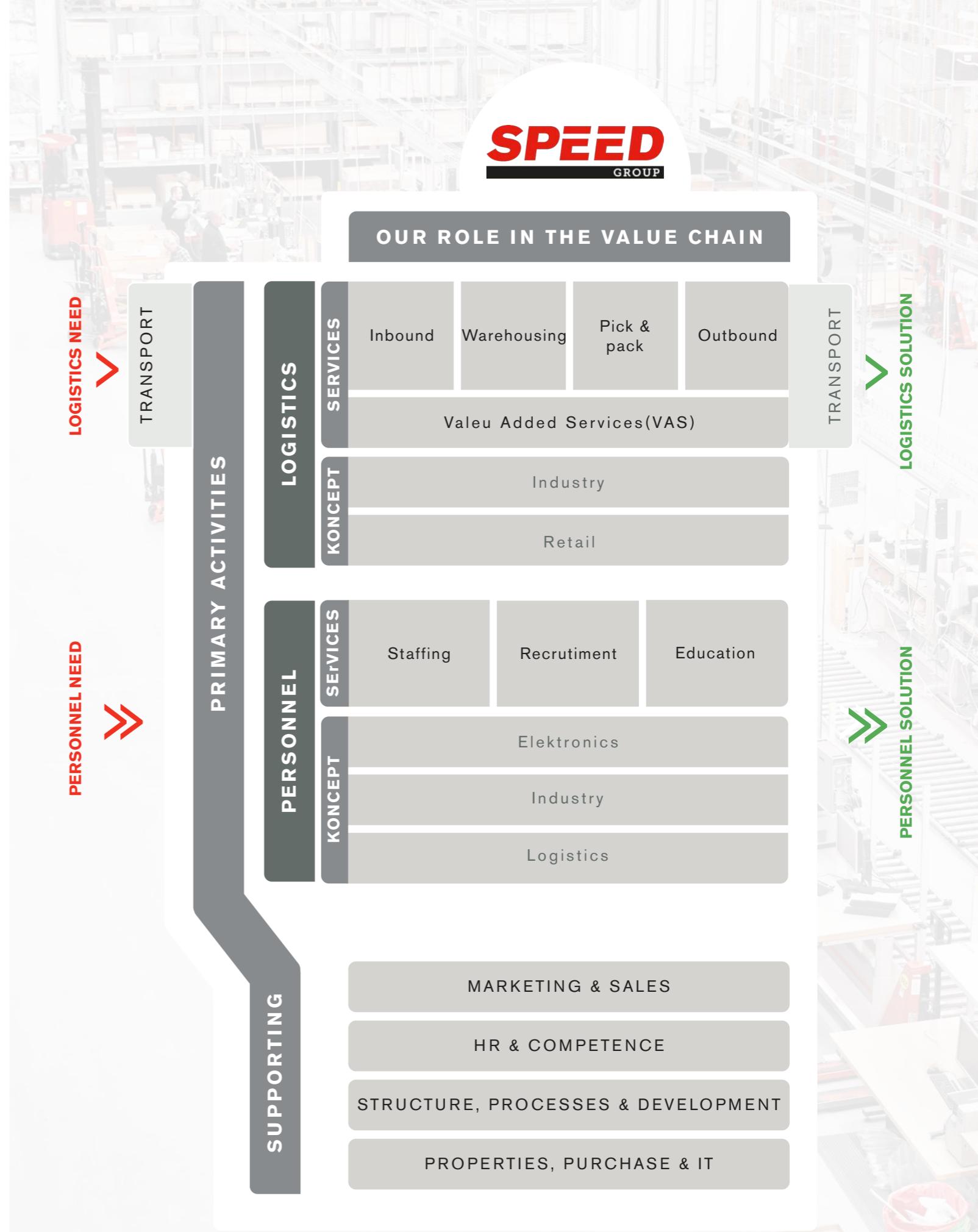
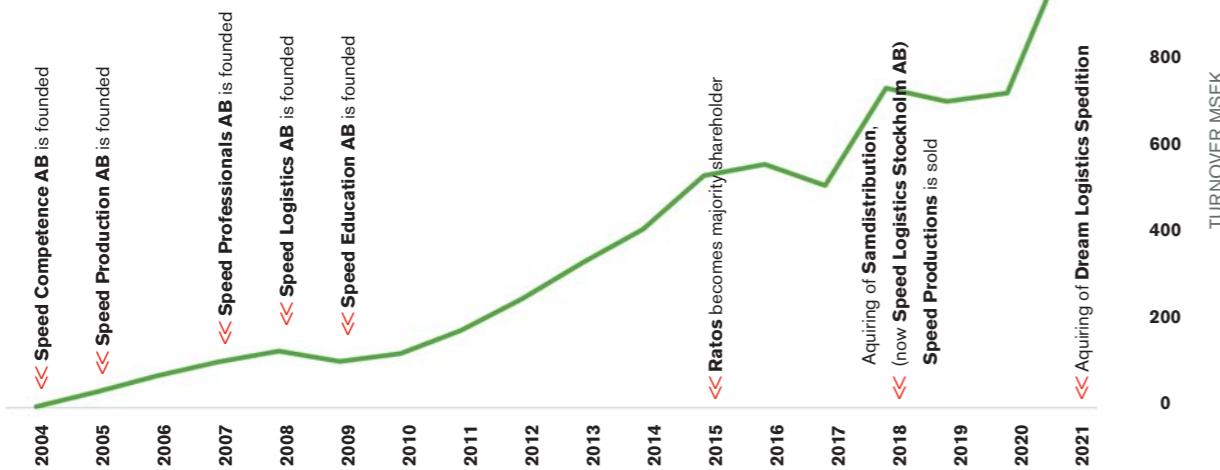
Right from the start, there was an idea to combine a breadth of services in an overall business model, to meet the industry's increased need for flexibility and shorter lead times. Through the concept of using its own staffing within the logistics operations and using the logistics operations as training centers for the staffing staff, Speed succeeds in attracting several well-established industrial customers. Over the years, this business model has been copied by companies in the staffing sector as well as the logistics and production sector. By being the first with the concept, we managed to take market share and lay the foundation for our growth journey.

Thanks to the fact that we did not early on see ourselves as a pure staffing or logistics company, we have been able to continue with the same business concept and concept over the years. The concept is appreciated by our customers and several of our most

important customers use our total range of services. Sometimes a deal is neither a pure staffing nor a logistics business, but a hybrid in between. For our customers, there are strong connections between these service areas, which is clear in terms of how Speed is hired: staffing assignments often have strong logistics elements and vice versa.

An important parameter when purchasing staffing services is the possibility of getting the same person back at work peaks. Through our concept, we can employ these people in our own business, or with other customers, to a greater extent than if we were a pure staffing company. As a logistics player, it is an enormous advantage to have a staffing company as a sister company when the need for personnel fluctuates sharply from day to day. This means that our costs go down and we become cost-effective and can keep prices lower for customers. We often make successful customer visits with representatives from our various business areas. Our business model opens up solutions for the customer that you would not otherwise see.

Our training company is a central part of the business model for transferring competence between business areas. The training stands on its own two feet as a pure company where, in addition to us, our customers can also train their own staff in elements that are business-critical for their business.



Modern logistics with a high degree of automation

Speed is an independent third party logistics supplier. With high flexibility, efficient automation solutions and a total of just over 200,000 m² of modern warehouse space in Borås, Gothenburg and Stockholm, we are one of the Nordic region's leading 3PL players.



Read more at speedgroup.se/en/logistics-solution

Flexibility and competence

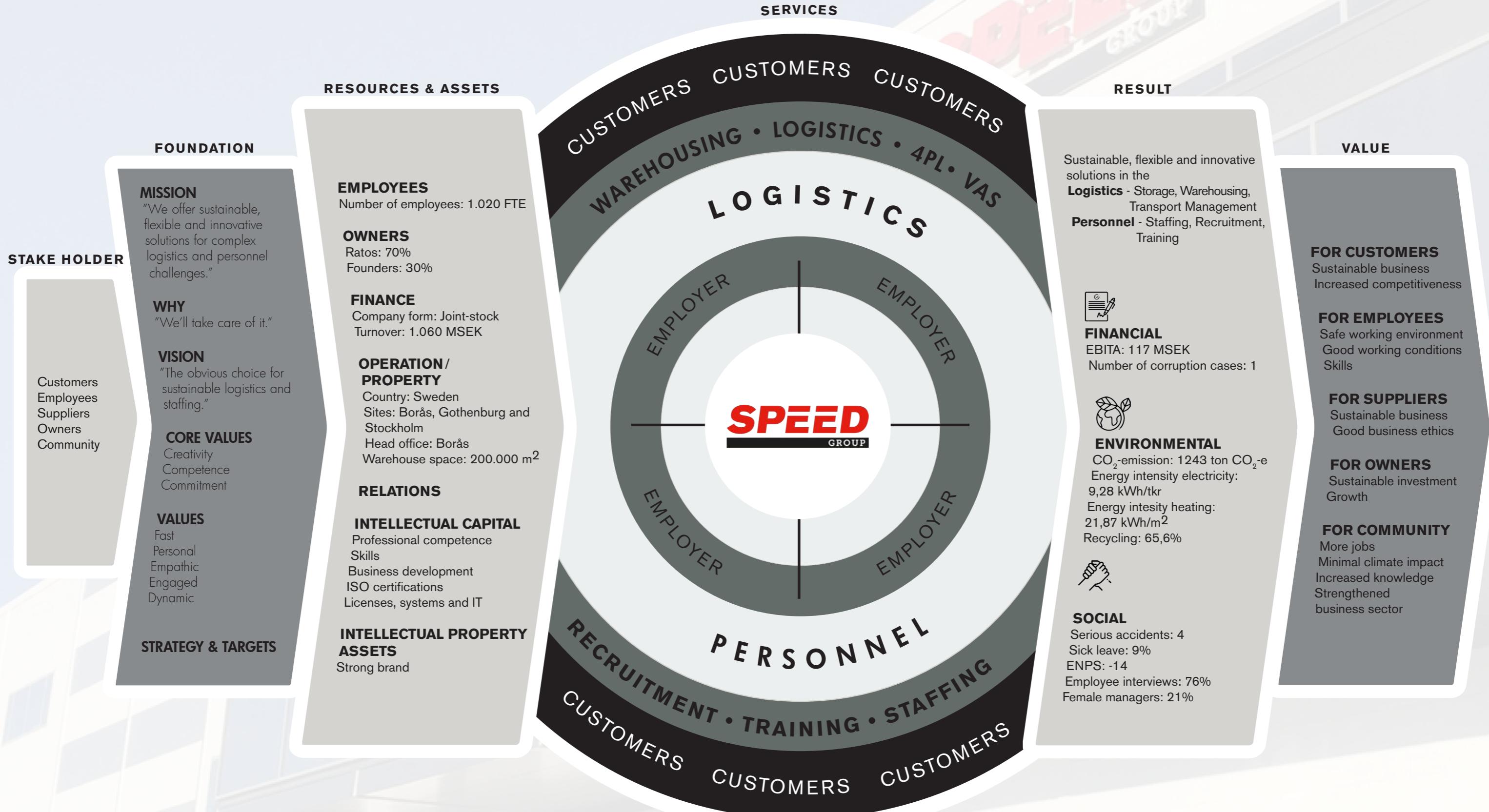
Speed is one of the region of Sjuhärad largest private employers and offers flexible staffing solutions through staffing, recruitment and training.



Read more at speedgroup.se/en/staffing-solutions

SPEED

This is how we create value



RELATIONSHIP TO SUSTAINABILITY

Sustainability according to Speed

For us at Speed, sustainability is a central part of our strategic work for the long-term development of the business. The level of ambition around sustainability issues is constantly increasing, in step with new insights and new knowledge, but also as a result of our stakeholders' increased focus on these issues. Through ambitious sustainability work, we build long-term values, both internally in the organization and in the contact areas we have with customers, suppliers and society at large. We see that our stakeholders, such as customers and owners, make clear demands as an undivided positive. In our sustainability work, we start from the UN's 17 global goals Agenda 2030 and the three perspectives that form the basis for these - Environmental, Social and Economic.

In order to be and remain relevant and interesting to our stakeholders, it is required that our entire organization constantly delivers on sustainability issues. To be able to do this successfully, we need to build internal capacity, which we do by focusing on leadership, diversity and the opportunity to develop both professionally and on a personal level. Through commitment and increased awareness, the focus on sustainability issues is strengthened both initially and in the long term.

Ultimately, our operations are affected by the rules of the game set nationally and internationally in the form of policies, laws and global objectives. Climate change is an example that spans both our stakeholders' demands and international ambition. Speed aims to reduce our climate impact in line with the Paris Agreement and to be CO₂-neutral by 2025.

Interaction - the key to successful sustainability work

No person, company or nation alone will solve the sustainability challenges we face. We need to work together on a common agenda. If we do this, we can, in several levels, upstream and downstream in the value chain, influence in a positive direction. We see ourselves as part of a larger system that largely needs to adjust and do things in new ways, for example when it comes to ensuring good working conditions, reduced climate impact or more efficient use of resources. The key is interaction between several actors and here we see ourselves as a partner and enabler in our customers' operations. We are convinced that many of the solutions we are looking for are precisely in interaction and collaborations between us. Based on these insights, we seek active dialogue and action with both customers and suppliers to better understand our common chal-

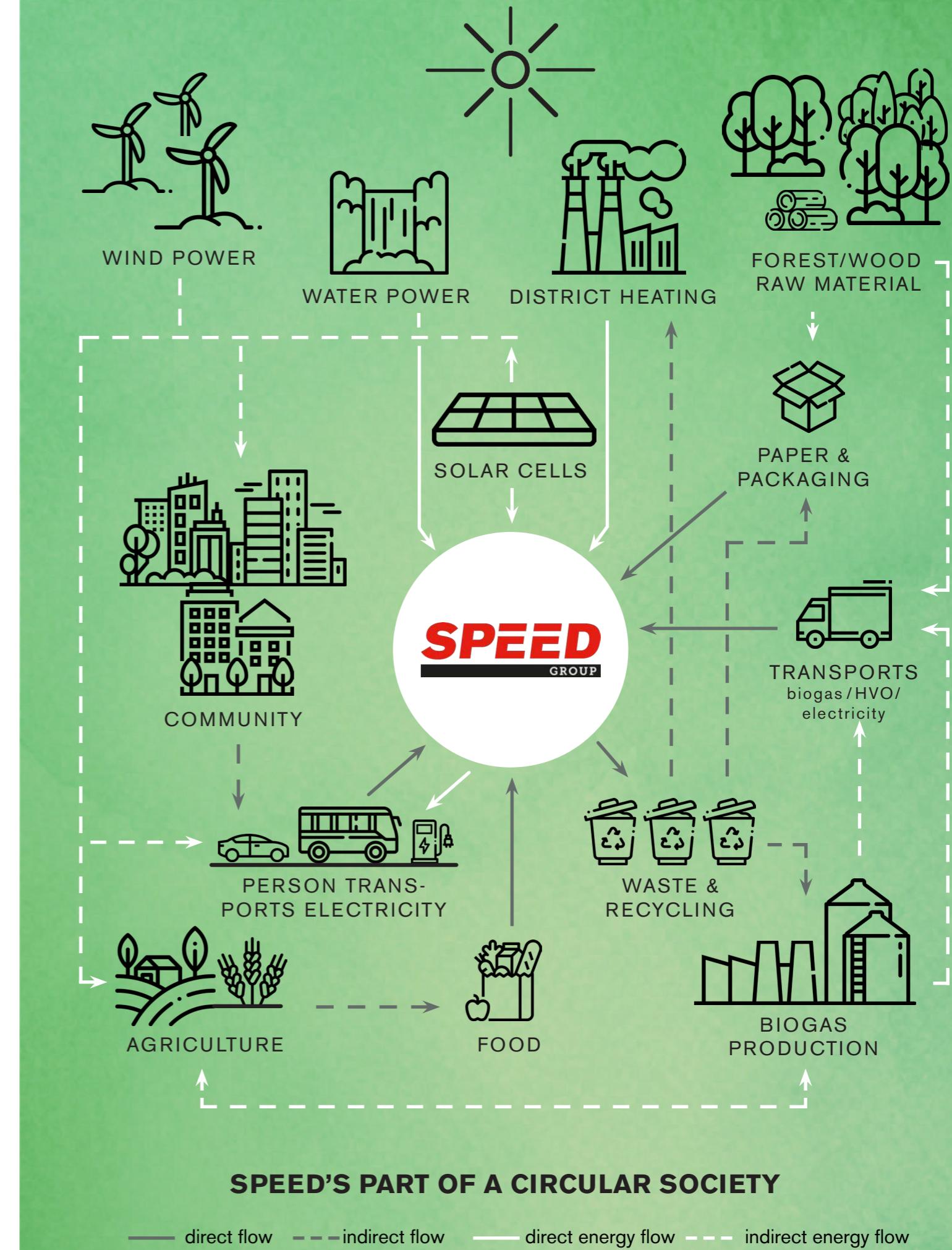
lenges and implement solutions. In this way, we also influence existing working methods outside our own operations. Dissemination of knowledge, good examples, common ambitions and cooperation across organizational boundaries are all key tools for us to succeed in our long-term goal.

Organization and governance

Ultimate responsibility for compliance with laws, guidelines and policies lies with Speed's highest decision-making body; the board. Management and the CEO have the operational responsibility for the implementation of the sustainability work. To help them, the management has a Sustainability Group that coordinates the work and provides suggestions for activities and measurements that support compliance with objectives. The sustainability group consists of representatives from the various parts of the business and is led by Speed's CFO. Speed's board of directors has instructed the company's management to:

- Have a process for risk identification and management
- Have an implemented code of conduct
- Identify the main environmental impact and implement an environmental policy / environmental plan
- Measure and report CO₂ emissions
- Establish and continuously follow up sustainability goals
- Have an external and anonymous whistleblower system
- Prepare a sustainability report in accordance with GRI standards

In 2021, all requirements that the board has instructed Speed to implement and maintain in the area of sustainability will be met. Sustainability work has for some time now been an important and highly integrated part of the strategy work. Speed works overall on the basis of three strategic goals, one of which aims for the business to be CO₂-neutral by 2025. This goal also permeates other aspects of our environmental work. Increased energy efficiency and a focus on circularity linked to materials and waste strengthen our overall strategic goal. Based on company management and the sustainability group's work, it is also ensured that routines and processes are in place that support us in the work around a safe and inclusive workplace with a clear framework. 2021 has been a year of strong growth, which has placed demands on a strong focus on knowledge dissemination and training of new employees in routines and goals.



Stakeholders

Our sustainability efforts are based on the interaction with our stakeholders, where we work for sustainable development together with them. Speeds' stakeholders are defined as the groups that are significantly affected by our business or those that affect our ability to successfully implement our strategies and achieve our goals.

Through workshops, Speed has identified employees, customers, suppliers, society and owners as our main stakeholders, where employees, customers and owners are the most important.

Having an ongoing, good dialogue with our stakeholders is crucial for successful and value-creating sustainability work. In addition

to ongoing communication and quality reconciliations, a targeted sustainability survey was conducted in 2020 for all stakeholder groups to see which issues affect their assessments and decisions. The outcome of the survey became the basis for the materiality analysis carried out in the same year.

Through our sustainability report, we intend to provide feedback to our stakeholders regarding the areas of sustainability that are highlighted in our dialogues. The stakeholder overview below provides an indication of which issues each stakeholder group deems most relevant and a page reference to where the sustainability report states more about how Speed works with the issue.

STAKEHOLDER OVERVIEW

Stakeholder	Communication channel	Important topics	Read more at page
Kund Customers in logistics, staffing, recruitment, and training.	Sustainability survey* Interviews* Follow-up and development meetings	Reduced climate impact Waste recycling and management Increased diversity and gender equality Safe and good working environment Good business ethics and compliance with policies Sustainable transports	22-29 24-27 32-35 30-33 20-21 27
Supplier Suppliers of packaging, rental properties, IT systems, and machine equipment.	Sustainability survey* Contract negotiation Follow-up meetings	Minimize energy consumption Waste recycling and management Increased diversity and gender equality Safe and good working environment Sustainable transports	24-26 24-27 32-35 30-33 27
Employees Existing and potential employees.	Sustainability survey* Employee meetings Work environment efforts Improvement efforts Labor market days Business planning	Waste recycling and management Continuous leadership and skills development Safe and good working environment Good business ethics and compliance with policies Safe and good working employer Sustainable transports	24-27 34-37 30-33 20-21 30-37 27
Owners Majority and minority owners.	Sustainability survey* Owner policy Owner dialogue Strategy days	Safe and good working environment Good business ethics Reduced climate impact and CO ₂ reporting Code of conduct & external whistleblower Compliance with policies	30-33 20-21 22-29 22-21 20-21
Society Authorities, school system, regional business, labor organisations	Sustainability survey* Law register monitoring Individual meetings Reference groups Networks	Increased diversity and gender equality Safe and good working environment Waste recycling and management Good business ethics Sustainable transports	32-35 30-33 24-27 20-21 27

* Sustainability focused questions

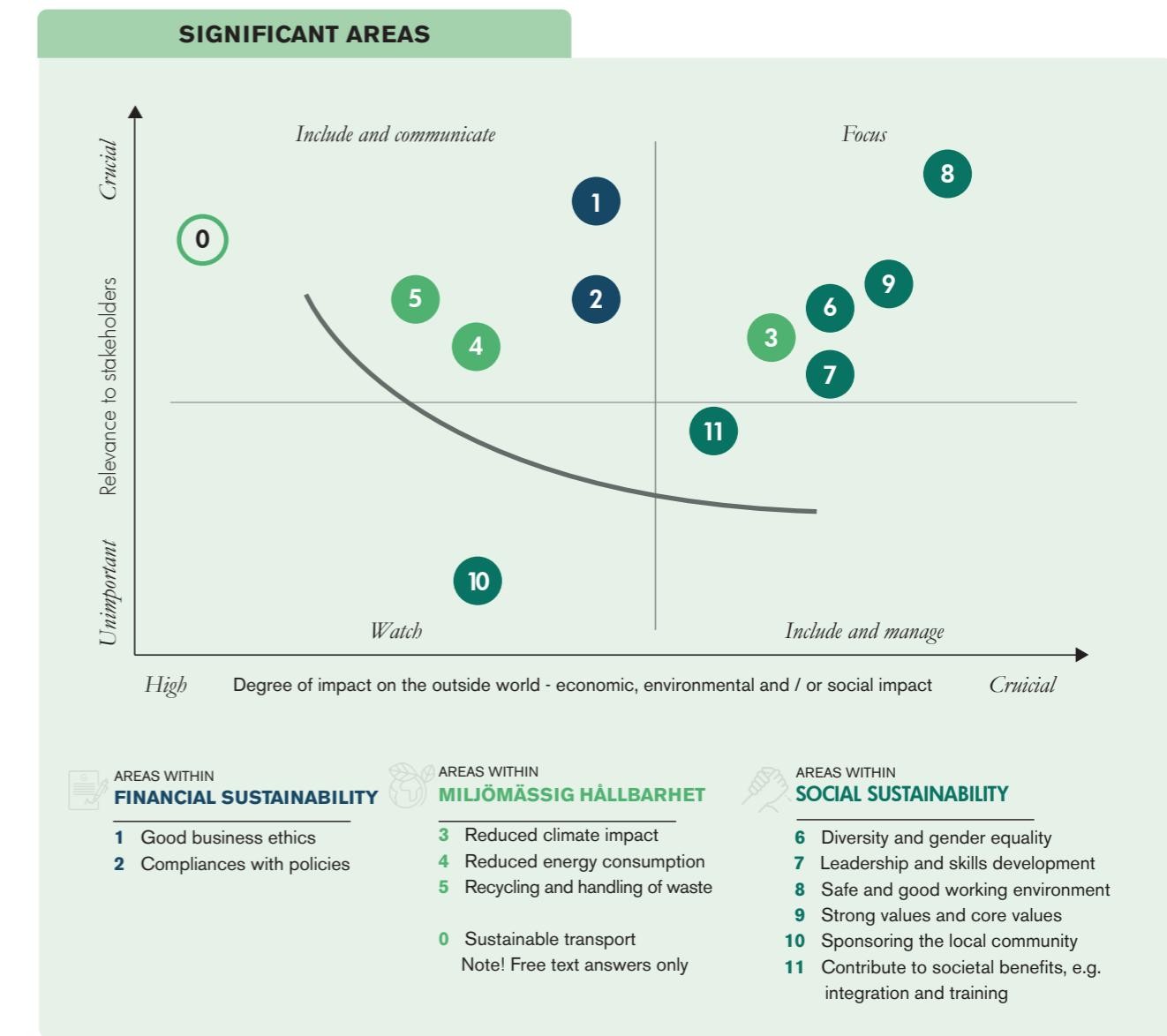
Important topics

In 2020, a materiality analysis was made based on the stakeholder dialogue and sustainability survey that was then carried out. The assessment of Speeds' impact on the outside world from an economic, environmental and social perspective is based on external factors as well as internal discussions and analyzes.

The relevance for our stakeholders is based on the rating they stated in our sustainability survey. As we have assessed that the analysis carried out in 2020 continues to be of great relevance,

our assessment remains for which issues are to be regarded as significant also for 2021.

Through continued dialogue with our stakeholders and through various requirements, we have been able to state that the interest in the climate issue in particular has been particularly great during the past year. We have established KPIs in the areas that are central and the development is continuously monitored by the company management.



Our significant topics:

» SAFE & GOOD WORKING ENVIRONMENT

Read more at page 30-34

» STRONG VALUES

Read more at page 32

» DIVERSITY AND GENDER EQUALITY

Read more at page 32-35

Significant topic:

» READ MORE

» MINIMAL CLIMATE IMPACT

Read more at page 22-25 and 28-29

» GOOD BUSINESS ETHICS

Read more at page 20-21

» COMPLIANCE WITH POLICIES

Read more at page 20-21

» REDUCED ENERGY CONSUMPTION

Read more at page 24-26 and 28-29

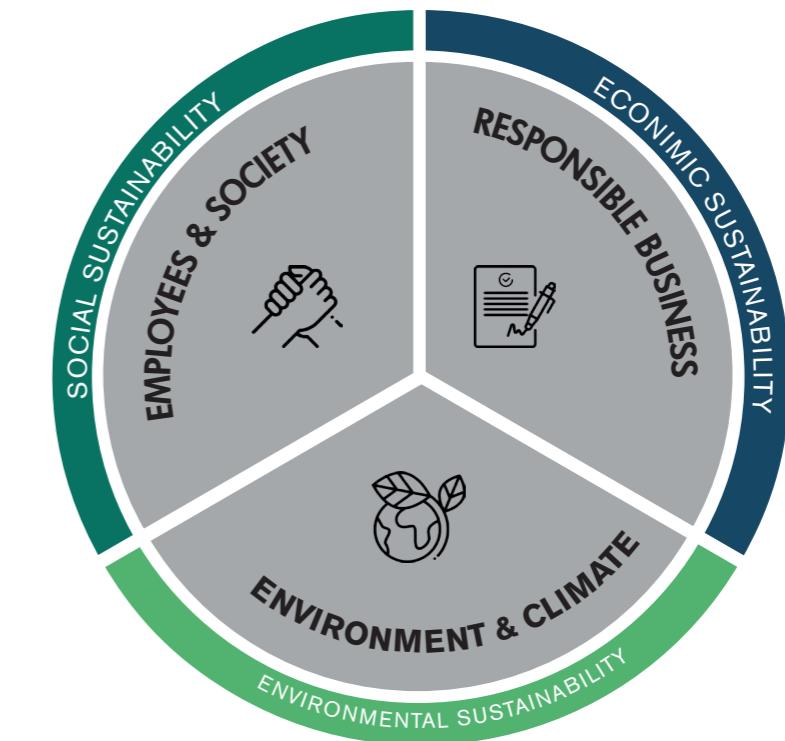
» RECYCLING AND HANDLING OF WASTE

Read more at page 24-25

» CONTRIBUTE TO THE COMMUNITY

Read more at page 34 and 36-38

Focus areas



Speed works on the basis of three focus areas within sustainability: "Responsible business", "Environment and climate" and "Employees and society". Each focus area has a direct link to the three dimensions of sustainable development: economic, environmental and social sustainability. Working with sustainability based on these focus areas gives us an opportunity to work with individual details that are important in our context, while in strategy and ongoing sustainability work we can link the different perspectives to work with sustainability from an overall perspective. We see an obvious connection between economic, social and environmental sustainability from our internal perspective as well as towards society as a whole. Based on our focus areas, we also see that we influence or are affected by more of the 17 global sustainability goals.



Responsible business



In 2021, the company has had strong growth and generated very good profitability. The activities during the year in financial sustainability have mainly been about laying the foundation for a stable purchasing process and contract management, as well as ensuring internal control through a review of the business. Improvement measures that have been discovered are documented and there is a timetable for correcting all points.

Speeds' goal is to run a business with good economic profitability and with economic development that does not have negative consequences for social or environmental sustainability and where order and order are high on the agenda.

At Speed, we see that responsible business is an integral part of the entire business:

- Our business ethics and our behavior are a natural part of the code of conduct
- Our purchasing policy helps us to have a dialogue about sustainability with our suppliers and helps us with a holistic approach throughout the supply chain
- Our stakeholders emphasize good business ethics and compliance with policies among the most important factors for our sustainability work

For us, the precautionary principle means that we constantly analyze and assess the decisions we make, from a sustainability perspective.

Code of conduct

Speed stands behind the UN's Global Compact. Our code of conduct is based on the Global Compact's ten principles, which in turn are based on the UN Declaration of Human Rights, the ILO's fundamental conventions on human rights at work, the Rio Declaration and the UN Convention against Corruption.

Our code of conduct describes the ethical guidelines, values and norms that all employees are expected to follow. The CEO and company management are responsible for the content of the document and also for compliance.

Anti-corruption

The work with anti-corruption is an essential part of our business ethics. Every year, the company's management team performs internal risk analysis to proactively prevent competition risks and corruption in all operations within the Group. The risk analysis is presented to the board and owners once a year and measures are taken in cases where there are imminent risks. In an increasingly

complex corporate environment with increased attempts at intrusion from the outside, our employees' understanding of external threats becomes important. During the past year, the company's management team has undergone training in anti-corruption and will in their respective function benefit from the knowledge.

During the latter part of the year, the company's management was reached by the rumor that someone or some people were offering employment in Speeds' staffing business for a fee. Speed took this rumor very seriously and started an internal investigation, which unfortunately confirmed that the rumor was correct. The people suspected of irregularities were taken out of work and reported to the police.

The situation that has arisen goes completely against what Speed stands for in the current culture and code of conduct. The company of course distances itself from the behavior and takes the situation that has arisen extremely seriously. However, it is important to emphasize that these have been a few individuals who have acted on their own initiative without the company's knowledge and the company has taken the necessary measures to prevent this from happening again.

External whistleblower system

One of the most important tools for combating corruption and creating transparency is the whistleblower system. All employees must be able to anonymously report deficiencies and inaccuracies within the company. Speed's whistleblower system meets GDPR requirements and guarantees anonymity. In 2021, we have had four anonymous messages that are to be considered less serious and all related to HR.

Speeds suppliers

We have over 500 suppliers, of which the total purchase value corresponds to SEK 327 million in 2021. The suppliers are mainly active in real estate, property management, trucks and IT and the vast majority of our suppliers are national and operate throughout Sweden.

Purchasing policy

In 2022, we will start implementing a new purchasing system, complete processes and add any necessary resources. Through this, we believe we can achieve cost efficiency, risk elimination and a focus on sustainable solutions in our supply chain. In addition, we ensure that the entire supply chain meets our requirements for code of conduct, ethics and sustainability.



Significant topic:

Good business ethics

Speed will continue to be a responsible company with transparency and good business ethics and corporate governance in focus.

Measurement:

Numbers of corruption cases

Type of target: Risk reducing
 Goal of positive impact

Target: 0 corruption cases / year

Result 2021: 1 confirmed corruption incident

Significant topic:

Compliance of policies

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

Selection of policies:

- ✓ Alcohol and drug policy
- ✓ Work environment policy
- ✓ Purchasing policy
- ✓ Privacy Policy
- ✓ Gender equality policy
- ✓ Quality policy
- ✓ Environmental policy
- ✓ Diversity policy
- ✓ Company car policy

Selection of other frameworks

- ✓ Authorized staffing company
- ✓ Authorized recruitment company
- ✓ External whistleblower system
- ✓ ISO 9001: 2015
- ✓ ISO 14001: 2015
- ✓ Lean and 5S
- ✓ Code of conduct

Environment and climate



We as a company clearly feel an ever-increasing focus on the environmental challenges in general and the climate issue specifically. Our customers and owners demand action, employees expect that we take responsibility and suppliers want a challenging sparring partner to develop their offerings. In addition to this, we see that society places higher and higher demands on reporting and measures. What was forward-looking and innovative yesterday are hygiene factors today. With these insights, we constantly try to calibrate ourselves to ensure that we meet expectations, reduce environmental impact and create value for our stakeholders.

We are convinced that a responsible company is a successful company. At Speed, we realize that we need to work both internally with our direct impact and to extend a hand to others in our value chain. In the environmental area, we have an extra focus on Climate, Energy Efficiency and Waste. We have established measurements and shared responsibility for both strategic and operational decisions to benefit our goal of lower climate footprint, higher energy efficiency and a more circular use of resources. During the past year, major and minor measures have been taken in all areas. At the same time, we have placed extra focus on educating large parts of our white-collar organization in the environmental challenges and its connections to long-term successful business.

Climate impact

The fateful issue of our generation, limiting global warming to a maximum of 1.5 degrees compared to pre-industrial times, is becoming increasingly urgent to address. At Speed, we see it as a key strategic issue to address this challenge. Our goal is to have a CO₂-neutral business by 2025. We will achieve this through a more resource- and energy-efficient operation in combination with the production of green electricity in connection with our own operations. The actual reductions we make must be in line with the 1.5 degree target, which means halving our emissions every ten years.

We take an inventory of our climate footprint on a quarterly basis in accordance with GHG - Protocol corporate standard. We measure emissions in Scope 1, 2 and 3. For Scope 1 and 2, all emissions

are measured, in Scope 3 emissions related to purchasing, investments in operations, transport, business travel, waste and upstream energy-related emissions are measured. Compared to the previous year, we had a large reduction in our measured climate impact in 2021. We went from an estimated emission in 2020 of 2,334 tonnes of CO₂ to 2021 having an impact of 1,271 tonnes of CO₂. This reduction can largely be attributed to a reduced need for investments in warehouse equipment, but other factors have also played a role. We expect that our footprint will vary greatly over time linked to volume changes, growth and new establishments. As a result, we adhere to our long-term goal of halving emissions, regardless of external events, every ten years with 2020 as the base year.

Scope 1 measures emissions from combustion that occur within the organization's direct control. For Speed, emissions occur mainly in self-controlled vehicles and certain stationary engines. Our work to convert to electric power and fuels of biological origin continues and intensified further in 2021.

FACTS CLIMATE INVENTORY

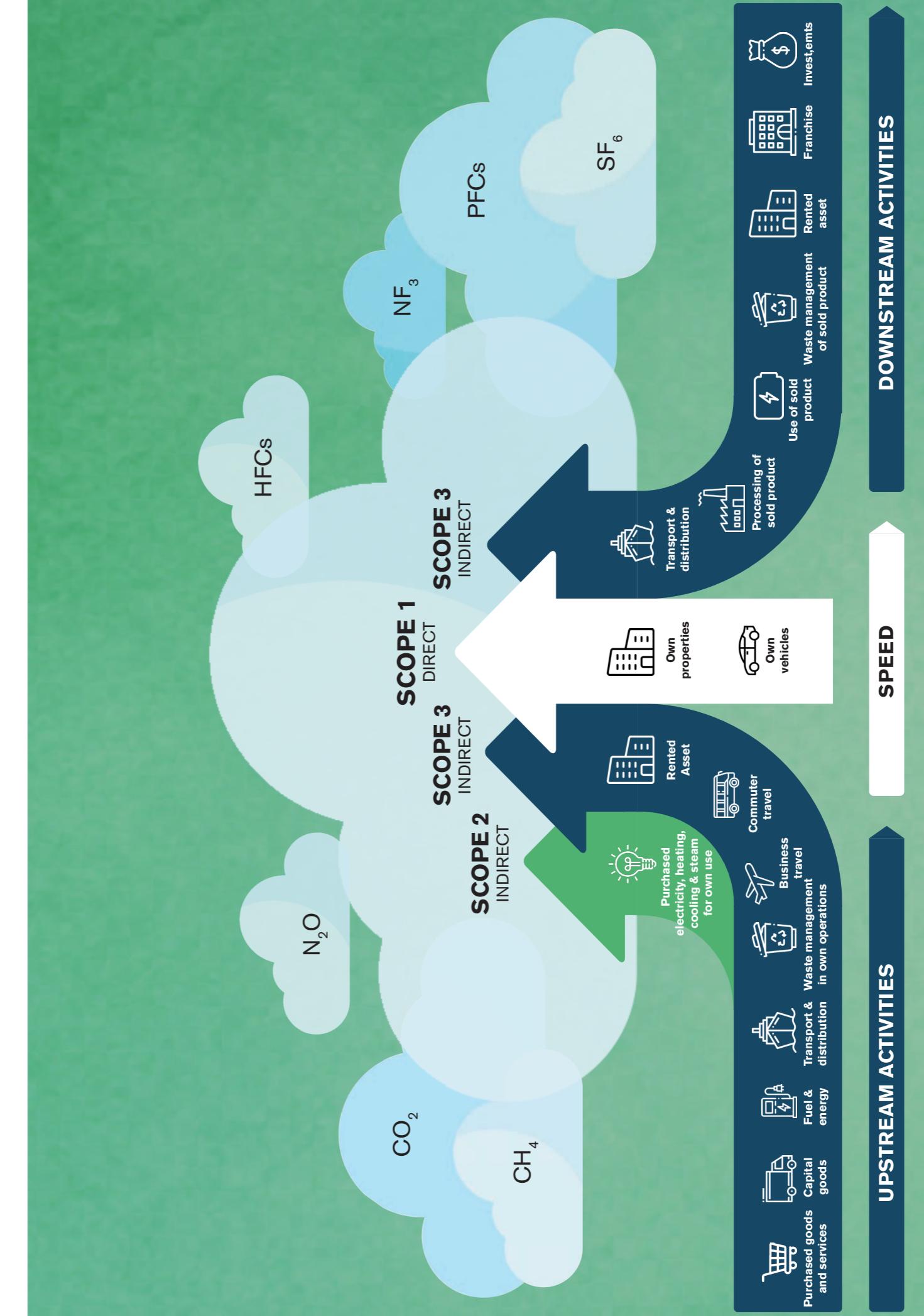
Base year:
2020

Consolidation method:
Operational control

Included greenhouse gases:
CO₂ CH₄ N₂O HFCs PFCs SF₆ NF₃

Global Warming Potential:
IPCC - Fifth Assessment Report

Conversion threshold:
5%



Scope 2 includes the energy in the form of electricity and heat that we buy from external players and use for the needs of the business. As the business uses large areas and a high degree of automation, the energy requirement is a significant part of our business's climate footprint. Since 2018, we have only purchased renewable electricity and in 2021 we have commissioned the Nordic region's largest roof-based photovoltaic plant with an output of 5MW. In addition to supplying electricity to the business, the surplus is sold on and to some extent replaces the need for fossil electricity. Heating via district heating has a climate impact that we are actively working to reduce. Internally, we work with the routines that are linked to energy saving and optimization in the parts we can influence. This can be weather sealing of gates or adaptation of temperature in premises to the business being conducted.

Speed has by far the largest climate impact in Scope 3. This includes in its entirety all activities in the entire value chain that can be linked to the business. Although we only have the opportunity to measure a subset of all activities in Scope 3, this part accounted for over 90% in 2021. In Scope 3, Speed monitors the climate impact from the purchase of IT equipment, work clothes, warehouse equipment, certain packing material, transport, upstream emissions from fuel, electricity and district heating as well as business travel and operational waste. In the parts where we have the largest footprint, we engage in dialogue with both customers and suppliers to find ways to reduce our common climate footprint in addition to our own, more isolated activities. This is work that will need to be continued and expanded in order for us to achieve our long-term goals of emission reductions and climate neutrality.

Energy

Utilizing renewable energy and at the same time managing it, so that it can benefit more people, is absolutely central to the transition to a more sustainable and climate-adapted society. We monitor our actual and relative energy consumption for electricity and district heating on a monthly basis. This gives us clear indications of how well we use energy even in times when the business's volumes and property needs fluctuate. Our long-term goal is to increase our energy efficiency by annually reducing our relative electricity consumption by 5% and district heating consumption by 3%.

By 2021, we have reached our goals on both of these points. The energy efficiency of electricity has benefited from economies of scale due to high volumes in the business and the effects of completed activities. Here we see that electricity consumption does not rise at the same rate as the volumes in the business. In terms of heating, the strategic moves of recent years to energy-efficient premises have had a great effect. This despite an unusually cold last quarter has meant that we have reached our target for the year. During the year, we commissioned our photovoltaic plant on Prognosgatan, the largest of its kind in the Nordic region. In addition to this, we have continuously worked with energy-efficient measures such as lighting, temperature optimization and switching to more energy-efficient lithium-ion powered trucks, to name a few. Our biggest challenge in this area will be to reduce the need for energy for heating in the long term. To succeed here, we will need to make

additional demands on our suppliers and property partners, while we continue to work internally with optimization and adaptation.

Waste

One of the keys to succeeding in a more circular society is to see and treat waste as a resource. At Speed's various operations around Sweden, large amounts of goods are handled every day and this also generates some waste. The largest amount of waste that arises in our business comes from different types of packaging. These are mainly different types of transport packaging that have protected the goods on their way to us. In order to be able to reuse packaging materials, intact packaging with the potential to reuse in own operations or where return systems are implemented is required. Examples are pallets, fillers and cable drums. In cases where packaging cannot be reused, we have routines to ensure as high a degree of material recycling as possible. Not only does transport packaging become waste, but there is also waste from the business and certain customer goods that for various reasons are scrapped within the framework of our business. In cases where material recycling is not possible, the waste is recycled for energy and then becomes district heating in the local district heating plants where we operate. Speed measures and reports monthly the proportion of waste that is recycled. Within the framework of our operations, we also add new transport and product packaging that risks becoming waste later in the logistics chain.

To enable preventive work and minimize the amount of waste, we must work together with customers and suppliers as we only constitute one of many nodes in a complete logistics system. During the year, we saw a sharp expansion of operations at several of our facilities and saw that process compliance for waste did not fully meet our expectations. In the future, we will work even more goal-oriented to ensure that all properties and staff have the conditions required for us to be able to achieve our goal of at least 76% of all waste being recycled.

Transport

Switching road, sea and air transport to fossil-free is a huge challenge for the logistics industry. We at Speed have historically been very little involved in our customers' transports and instead specialize in efficient warehousing processes. From 2020, we still chose to continuously monitor and measure the climate footprint linked to the freight we support our customers around.

With the acquisition Speed made at the turn of the year, we will from 2022 onwards increase our commitment on the transport side further and thus an even greater focus on climate and environment linked to this will be required. We look forward to a need to build on solid knowledge and package a strong offer linked to more sustainable transport. We will still not carry out transports ourselves, but as our customers rely to a greater extent on our expertise in the area, we must strengthen ourselves to deliver sustainable arrangements that meet expectations. In the future, we also believe that our logistics units will be important nodes for sustainable and electrified road transport. Here we are open to having a dialogue with both customers and other partners to enable the change.



Significant topic:

Reduce climate impact

Based on the climate inventory, we gain insights helping us to direct resources towards activities that contribute most to our climate footprint. In addition, we will produce renewable electricity through the Nordic region's largest roof-based solarcell plant, which partly reduces our internal need for purchased energy, and contributes to supplying renewable electricity to the grid. Speed should not contribute to a heating above 1.5 degrees. This means an actual reduction in emissions of at least 50% by 2030.

Measurement:

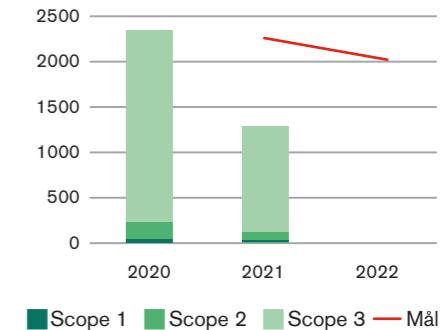
Greenhouse gas emissions categorized in Scope 1, 2 & 3

Type of target: Risk reducing
 Goal of positive impact

Result 2021: 1 271 ton CO₂-e

Target 2025: CO₂-neutral operations¹

Comment: The year 2020 is our base year. Our largest emissions in 2021 arose from packaging material, transport, heating, and investments in warehouse equipment.



¹ CO₂-neutral operations are defined as annually reduced emissions in Scope 1-2-3 by the corresponding 6.7% calculated from the base year 2020. The remaining part is compensated for through surplus production of electricity from own solar cell plants.

Significant topic:

Recycling and handling of waste

Speed shall contribute to a circular utilization of waste resources by minimizing waste that goes to incineration and landfill and increasing the proportion that goes to material recycling. Furthermore, activities will be conducted to initiate recycling and waste minimization to reduce the total amount of waste.

Measurement:

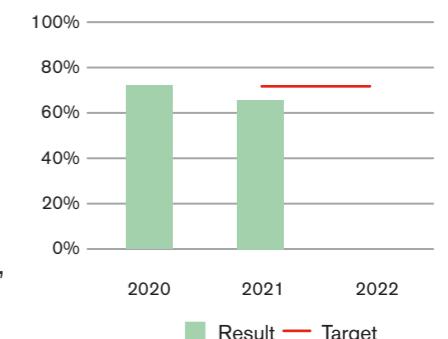
Share of waste by category

Type of target: Risk reducing
 Goal of positive impact

Result 2021: 66% recycling

Target 2022: 76% recycling

Comment: The largest fractions for material recycling were corrugated cardboard, plastic, and paper. Of the waste that went to incineration, the largest fraction was wood. Waste to landfill was <0,2%.





Significant topic:

Energy consumption

Speed will reduce its energy dependence by switching to more energy-efficient equipment, e.g. automation, more efficient battery operation of trucks and lower energy consumption for lighting. Furthermore, properties must have a high performance from an energy perspective in order to reduce the need for supplied energy for heating.

Measurement:

Energi intensity district heating and electricity

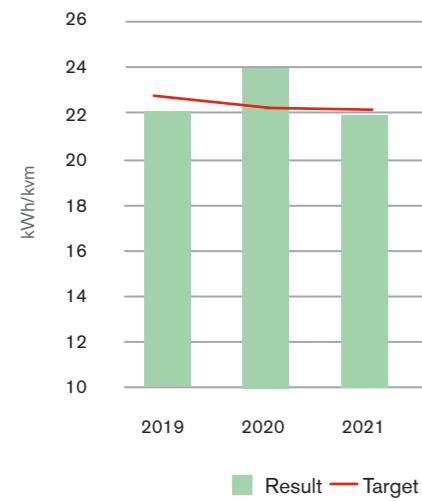
Type of target: Risk reducing
 Goal of positive impact

Result district heating: 21,87 kWh/m² (target: 22,16 kWh/m²)

Result electricity 2021: 9,28 kWh/kr (target: 18,1 kWh/kr)

Comment: For district heating, we see that our stocks of utilized premises reach the expected energy efficiency in terms of heating. For electricity, we see clearly that we do not increase our consumption at the same rate as operational volumes increases, which is very satisfying. We far exceed our goal.

ENERGI INTENSITY DISTRICT HEATING



ENERGI INTENSITY ELECTRICITY

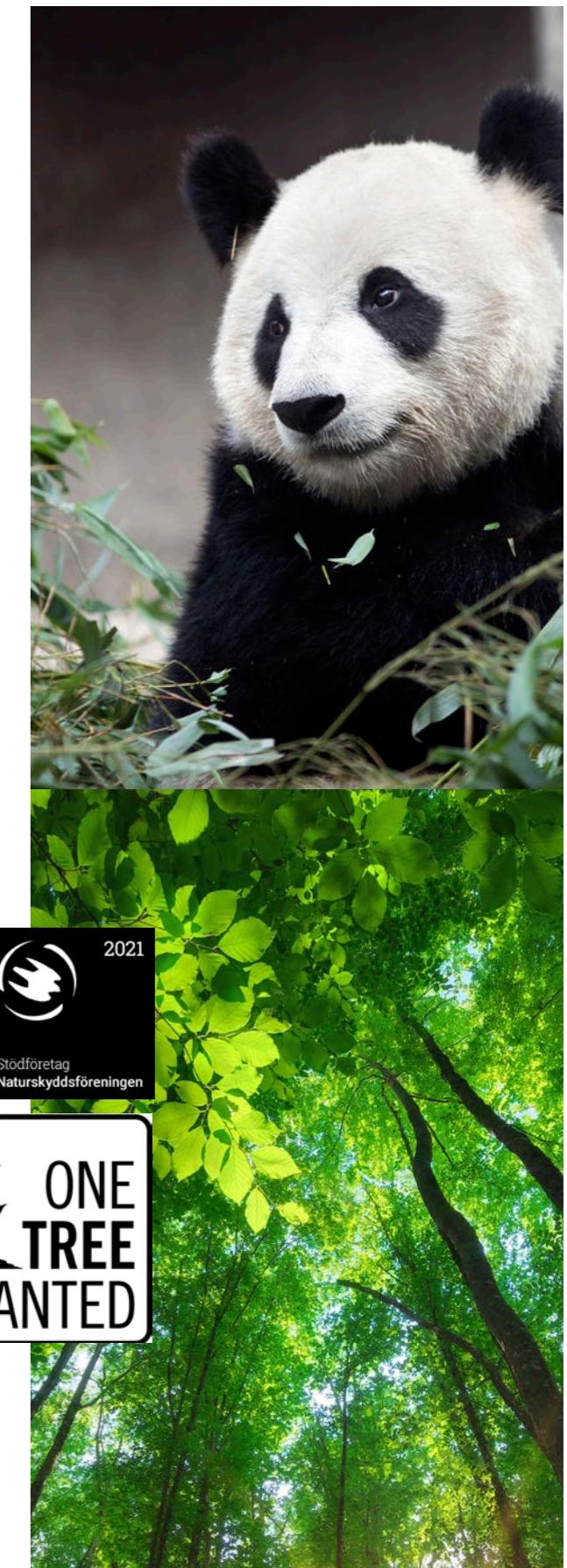


For the transports that take place within the business, both goods and passenger transports, our work continues with electrification of the internal vehicle fleet. We see that most of our pool and company cars already have electric or hybrid operation. Another important part is to inspire and enable sustainable commuting for our employees in the future. Here, we believe that activities that promote carpooling and cycling as an alternative to cars as well as a good range of public transport solutions will be central.

External commitment

We at Speed want to be a positive force and lead the development within our core competencies, but we have also chosen to support two selected organizations that work more broadly with the environment and climate issue, both locally and globally. The Swedish Society for Nature Conservation is Sweden's largest environmental organization and we at Speed have supported their activities since 2020. The Swedish Society for Nature Conservation is a national organization that works at several levels in society with issues such as climate, sea, forestry, agriculture and environmental toxins. Since 2019, Speed is a proud friend of the World Wide Fund for Nature (WWF), where we support their important work to protect the most endangered and unique species and habitats on the planet. We contribute to their important work in preserving biodiversity around the world.

This year we also chose to make a slightly more conscious choice of Christmas present for our employees. The organization One Tree Planted has contributed to the replanting of forests by planting a tree for each Christmas present we handed out.



Taxonomy

The EU taxonomy guidelines, which came into force on 18 June 2020, define what constitutes an environmentally sustainable economic investment with the help of a common classification system. The reporting requirements are set based on the proportion of sales, capex and opex that are environmentally sustainable economic activities.

In order to prepare for the new reporting requirements, we identified during the year which of the company's operations, revenue streams as well as expenses have the potential to meet the criteria for environmentally sustainable economic operations. In Speed's case, none of the company's activities fall within the scope of what from a taxonomy perspective can be classified as environmentally sustainable economic activity.

Recalculation of the climate inventory's base year

Due to minor corrections and a change in operational delimitation, the base year 2020 for climate inventory has been recalculated.

» **It is our duty to take responsibility
- as individuals and as a company
- to create the future we want to
live in.**

– Per Jonasson, CFO and responsible for the Sustainability Group



SOLAR ENERGY ARTICLE: TELGE ENERGI, FEBRUARY 2022

”It warms my heart”

Of course, there are companies that care about the environment. The Nordic region's largest roof installation of solar cells is the company Speeds' latest investment to achieve the goal of being completely CO2-neutral by 2025. The area is sufficient to cover both the main warehouse's need for energy - and contribute solar to the local community.

Of course, there are companies that care about the environment. The Nordic region's largest roof installation of solar cells is the company Speeds' latest investment to achieve the goal of being completely CO2-neutral by 2025. The area is sufficient to cover both the main warehouse's need for energy - and contribute solar to the local community.

- It is an offensive goal we set, to be CO2-neutral already in 2025 and at the same time incredibly encouraging. It not only gives us a unique selling point and also a very good feeling in the stomach, says Per Jonasson, CFO and responsible for the sustainability group at Speed.

The sun is reflected majestically in Viaredssjön, four kilometers west of Borås. A forest and a long stone's throw away, a large concrete building spreads out over green-shiny lawns. The building is the company Speeds' warehouse in Viared, a company that offers sustainable logistics, staffing and recruitment with offices and warehouses in Borås, Gothenburg and Stockholm. It is not possible to see from the ground, but on the upper side of the building is the Nordic region's largest roof installation of solar cells. The area, which covers 60,000 m², is estimated to produce 4 gigawatt hours of renewable electricity per year. The electricity from renewable sources is sufficient to cover both the property's own needs for energy and also contributes solar to the local community, where 2.6 million kilowatt hours go straight into the electricity grid.

A unique selling point

- It is a comprehensive initiative made possible together with Telge Energi. In an environment where sustainability is becoming increasingly important for our current and future customers, it gives us a unique selling point. And of course a good feeling in the stomach as employees and fellow human beings, says Per Jonasson.

Speed has been a customer of Telge Energi since 2018. The electricity agreement was from the beginning that Telge Energi delivered renewable electricity to the company. Today, the collaboration has been developed, which also includes an electricity production agree-

ment, where Telge Energi buys surplus electricity generated from Speeds' sunroof system. That the choice fell on Telge Energi as a partner when a new electricity contract was to be procured was based on several control points, where the most important was to have an electricity supplier who, like Speed themselves, values sustainability highly and who lives that vision to the fullest.

The result exceeded expectations

- In addition to professional and accessible service and a good agreement, the choice fell on Telge Energi because they only sell energy from renewable sources. Our customers place high demands on us when it comes to sustainability and since we do not want to be associated with fossil fuels, our electricity supplier cannot do that either. And not even at the smallest micro level, says Per Jonasson.

He describes the last two years as characterized by profitable growth and a strong focus on further developing the company for continued sustainable growth. And the result is clear. A climate inventory from 2020 showed that Speed had a CO2 impact of 2,334 tonnes. Through most initiatives, where solar cells on the warehouse roof have been an important part, the result has exceeded expectations. The target of 2,200 tonnes for 2021 landed at 1,271 tonnes. The positive development means that Speed has good conditions to achieve the overall goal: to be completely CO2-neutral by 2025. The choice to care for the environment has also resulted in positive figures purely financially for the company. Speed has strengthened the position of existing customers in the industrial segment and gained market shares in both the local staffing market in Sjuhärad and book distribution - as they stock and distribute books to publishers.

Growth of 50 percent

- The new business has also resulted in total growth of approximately 50%. I feel incredibly proud of this journey and that I get the opportunity to work at a company where the environment, employees, society and responsible business are genuine and integrated in everything we do. And which also gives us a powerful tool for attracting new customers and new skills, says Per Jonasson.

Going forward, Speed will continue to work according to the strategic plan set for the coming years with a focus on profitable growth, increased efficiency, better quality and proud employees. Part of the process is to install sunroofs on the properties in Gothenburg and Stockholm, in collaboration with the landlords.

Speed in 10 years

- It is our duty to take responsibility as both individuals and companies and create the future we ourselves want to live in. Therefore, our goal is to run all facilities through renewable energy sources and deliver value to our stakeholders; customers, employees, suppliers, owners and not least to society, concludes Per Jonasson.

EMPLOYEES AND SOCIETY



As a service company with many employees, the social sustainability issues are of great importance to Speed. Creating a safe and good physical and psychosocial work environment for our employees is high on our agenda, as is an inclusive climate where gender equality, equal treatment and personal development are promoted. In order to take a broader responsibility, which extends beyond our own operations, we work actively to support the local community in issues such as integration and education.

With a pandemic that gripped Sweden and the world in 2020, 2021 has largely continued to be about creating a safe and secure workplace for our employees by continuously, based on the authorities' guidelines, take measures to prevent the spread of covid-19. A clear and ongoing information about rules, routines and advice has been central to our communication strategy.

The effect of the pandemic and the stricter restrictions on when employees need to stay home from work, also in 2021 led to a higher sickness absence than normal, where the total sickness absence for the year was 9.3%.

Our work environment efforts

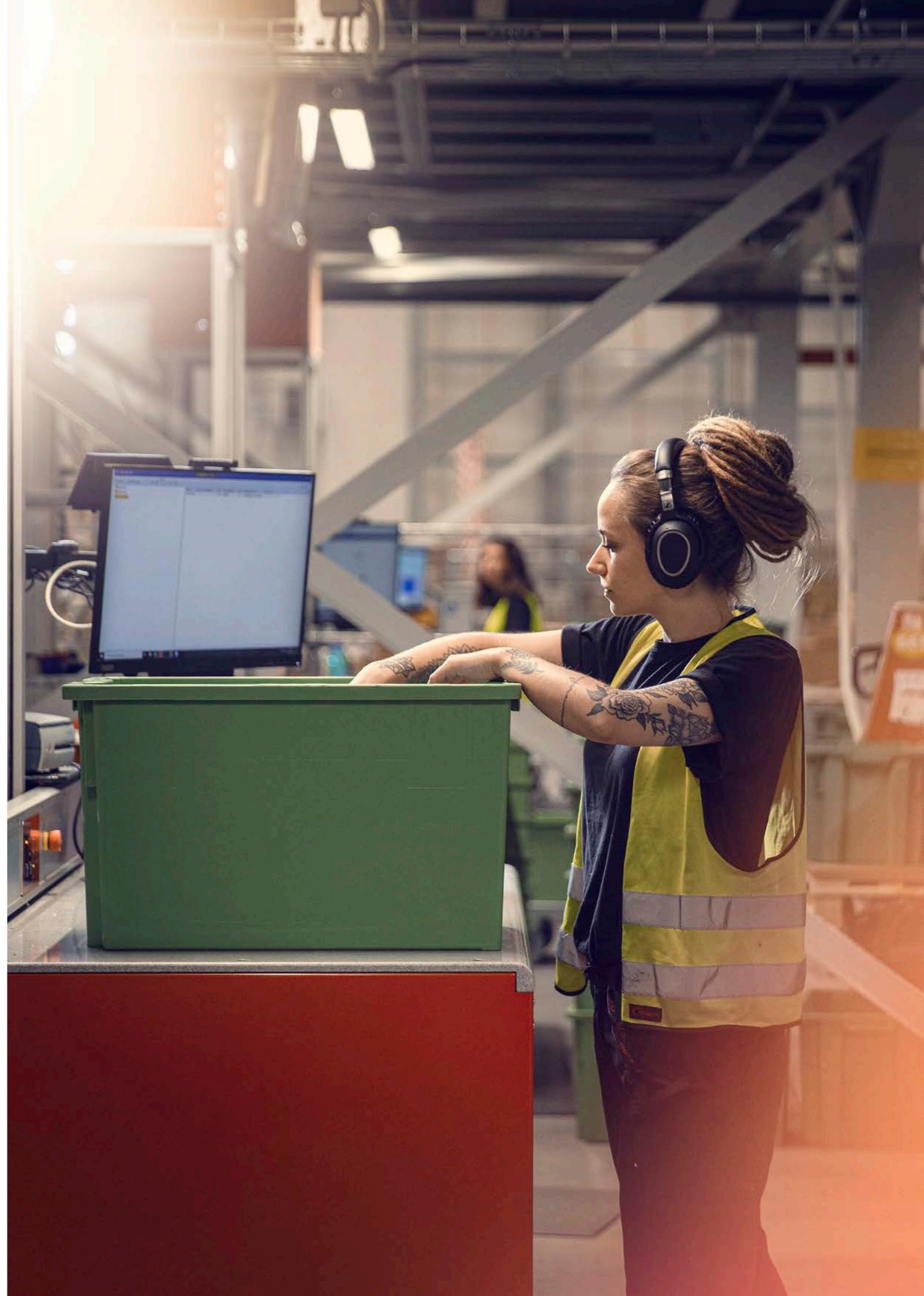
The goal of Speeds' work environment work is to create a physically and psychosocially healthy and developing workplace for all employees, where risks of work-related injuries and work-related ill health are prevented. Our work environment work is based on Swedish legislation through the Work Environment Act and its regulations. As an advisory party in the preventive work, we cooperate with occupational health care in places where we have operations. Occupational health care also plays an important role in the event of an occupational injury or illness. Speeds' goal is to have no serious accidents.

In 2021, there will be four serious accidents, which means that we will not succeed in reaching our goal of zero. This is an outcome that is not acceptable and we are therefore making efforts to meet the target. Analysis and risk assessments are made in particularly vulnerable areas in the business so that the local management team can act preventively. During the year, a dialogue was conducted with the customer where there are special risks in the work to find improvements and reduce risks. The work environment work is followed up and coordinated overall in the work environment committee, at quarterly meetings, where representatives from Speed and trade unions are present. In our internal operational activities, safety patrols are conducted every quarter and in our offices once a year. To ensure a safe workplace, risk assessments are made continuously, both from a work environment and environmental perspective.

When it comes to the work environment for our hired employees in the staffing business, we set clear requirements for and follow up this closely with our customers, with the goal of ensuring a good work environment for our employees and a systematic work environment work.

Mobile-free activities are an example of a preventive measure. We have assessed the mobile phone as one of our biggest risks for accidents in the warehouse operations and after evaluation therefore decided to make all Speeds warehouse units mobile-free. The operations in Gothenburg are mobile-free from before and during the year the operations in Stockholm have also become this. Last out is Borås, where the introduction will take place on 1 January 2022.

As a preventive measure for 2022, a collaboration with a customer whose container handling poses a major work environment risk will also be terminated.



Our ambition in 2021 was to complete an updated introductory program for internal employees, collectives and salaried employees, in order to address the shortcomings in the existing program. Due to a high operational and administrative burden during the year, we have started the work but have not been able to complete this. The purpose of the introduction is partly to give employees a good introduction to the company, operations and tasks, and partly to provide clear information about safety routines. As a result of workplace accidents that have occurred, we are now reviewing the assurance of truck competence as part of the introduction of new employment. During the year, a new document was produced to clarify the role and responsibilities of employees and managers at Speed. The purpose of the document is to contribute information and clarity about the way in which the employee contributes to leading Speed in the direction of mission, vision and goals. This will be part of the introduction for all new employees and managers in the future. The work of developing our introductory program will continue in 2022.

In order to ensure a good and safe physical and psychosocial workplace, incident reporting, measures and the visibility of risks are important instruments. Reporting incidents and accidents is something that is encouraged and encouraged and included in the tasks of all employees within Speed. There are clear routines for how an employee should act in the event of an incident, accident or a perceived risk, both regarding their own employees and others staying in the business. Both the responsible manager and the work environment representative take part in the incident report and ensure that improvement measures are taken.

During the first quarter of 2021, an improved incident reporting system was implemented, with the aim of simplifying reporting for staff. We see an increase in reported incidents in 2021 but have challenges in the next step for follow-up of preventive measures. For the coming year, the ambition is therefore to produce an indicator of the total number of remedied incidents, to ensure that we follow our process of preventive work, both in our own operations and in our customers'.

To detect and prevent mental illness, we have individual employee interviews and interviews in the event of repeated sick leave. Speed also has a separate digital system where employees can report incidents regarding mental illness, both for their own part and in case of concern that a colleague is affected.

Prosperous groups

Knowing how our employees feel is important for our leaders to be able to act quickly on trends and create participation in order to maintain or strengthen organizational or psychosocial areas. To measure the employee experience and take the temperature of the organization in real time, we have since 2018 the digital tool Winingtemp to our aid. At present, the survey has been implemented only for our internal white-collar groups, but the plan is to introduce the system on the collective side in 2022 as well. This then replaces a traditional employee survey. The fact that the overall temperature for Speeds' internal civil service has fallen slightly in 2021 is not surprising due to the challenging year we have had. We are leaving

the year with a level of 7.0 on a 10-point scale, compared to 2020 when we landed at 7.8.

To measure the extent to which our employees are ambassadors for Speed, we also measure the employee Net Promoter Score (eNPS), based on the question "How likely is it that you would recommend your workplace to a friend or acquaintance?". The result is a value between -100 and 100, where values above 0 mean that there are more ambassadors than critics in the organization. Here, too, there are direct links to the strenuous year we had in 2021, which meant great strains for the staff and where we, at all levels, were forced to have full focus on daily operational activities and could not put the little extra to create a better Speed. We went out of 2020 with the strong value of 30. During the autumn of 2021, we have seen how the number has gone down and we have actively put in a number of activities to break the trend. We land at -14 for the year, but we see that the trend for the end of the year points upwards again. We have listened to the staff and their wishes for improvement, which has given rise to a number of initiatives. Competence development in leadership for the next level of leaders in Speed and work with our values has continued to have a high focus within the organization also for 2022. Organizational efforts have been made already in 2021, both through changes within the organization and also through the addition of resources. In addition, a decision was made to increase the probation allowance for all employees from SEK 1,200 to 2,500 / year from 2022.

Strong values

A strong identity is what has shaped us and has contributed to the company's success and growth. Here we believe that a strong culture with clear and well-known values is a key factor.

In 2021, we within the Group have therefore worked to make Speeds' values visible. Our goal is for our values to be fast, personal, empathetic, committed and dynamic, permeate everyday life throughout the business and for our customers to experience us as competent, creative and committed in all contacts with us. The year ended with the year's five values being crowned after nominations by colleagues and prizes awarded. For the next year, we will continue the work and the next step will be to continuously work the values into everyday life in different ways.

Diversity and gender equality

At Speed, we are convinced that a forward-looking workplace characterized by diversity, equality and openness is the best way to achieve set goals and at the same time retain and attract talented employees. As a cornerstone, we have a diversity policy and a gender equality policy where we clearly describe how we should act and think when we build Speed for the future.

Speed operates in traditionally male-dominated industries, which is why the focus on retaining and recruiting women is extra important to us. We also strive to get more women in senior positions, where the goal is for the proportion of female managers to correspond to the proportion of female employees in the organization. In connection with recruitment and internal career development, gender equality



Significant topic:

Safe and good working environment

Speed must ensure a safe workplace and a good psychosocial work environment with a high health presence for all employees.

Measurment:

Employee Net Promoter Score (eNPS)

Type of target: Risk reducing
 Goal of positive impact

Target: eNPS 30

Result 2021: eNPS -14

Measurment:

Sick leave

Type of target: Risk reducing
 Goal of positive impact

Target: Maximum of 6,0% total sick leave / year

Result 2021: 9,0%

Measurment:

Number of serious accidents

Type of target: Risk reducing
 Goal of positive impact

Mål: 0 serious accidents / year

Result 2021: 4 serious accidents / year

Comment: The majority of incidents are related to truck traffic and handling of goods.

INCIDENTS AND SERIOUS ACCIDENTS



and balanced groups are an important starting point, in addition to competence. The proportion of female managers has increased from 12% in 2018 to 20% in 2020, and 21% for 2021. This should be set in relation to the proportion of female employees, which is 26% for 2021. We thus see a positive development, but will continue work continuously with the issue to ensure that we reach the goal and then manage to maintain a good level over time.

Continuous leadership and competence development

Our operations require that our employees and leaders are constantly developed and the pace of change is high both in our operations and the industries in which we operate. A prerequisite for being effective, relevant and proactive is to constantly develop, educate and train in various tasks and areas of competence. We see a strength in working together as teams and groups to solve our customers' needs in an efficient, sustainable and sometimes unique way.

As part of our strategy, we invest in leadership and strengthening employees in senior positions. As a first step, therefore, leaders with results responsibility go through a comprehensive training starting in 2021, with the aim of strengthening them in a value-driven leadership, budget and result follow-up as well as change and improvement management. Step two will begin in 2022, where a similar education adapted to the role will take over for supervisors and consulting managers within the Group.

In addition to daily learning, we at Speed systematically conduct various courses and skills-enhancing initiatives in, for example, leadership, work environment, truck training and soldering. To ensure that each individual receives the training and education needed, the area of competence development has a special chapter in the employee interviews that each employee has annually with their manager. Our goal is to continuously achieve 100% held employee interviews for internal employees within Speed. The outcome of 76% for 2021 shows that we have potential for improvement in this area.

In 2021, a further developed personnel system was implemented, with the aim of simplifying follow-up of employee interviews and the opportunity to digitally ensure that there are always staff with the right skills and training, based on the needs of the business. The fact that documents and information are stored in a common system makes it easier for both manager and employee.

Contribute to society

For Speed, it is important that we, as a large employer with many employees, make a strategic positive contribution to the society in which we operate. We strive to be a safe, stable and long-term employer with good working conditions in accordance with collective agreements and laws.

To contribute to integration and counteract exclusion in society, we have engaged in projects that give people who are a little further away from the labor market an opportunity for work. We are proud that in 2021, seven people have been permanently employed in a project together with Agape Borås, Save the Children and the Working Life Administration at the City of Borås, which aims to help

young, unaccompanied refugees to a job and life in Sweden. We also contribute by offering internships in our internal operations. Speed wants to be seen as a company where we look at all individuals' opportunities and willingness to contribute, regardless of challenges. We therefore always accept trainees when we have the opportunity. These come from both schools and channels in the labor market.

Sponsoring

At Speed, we believe we have a responsibility to give back to society and our surroundings. We take part of that responsibility by sponsoring and getting involved in important community initiatives. Prior to 2021, the sponsorship strategy was revised somewhat, to be in line with the overall strategy for the company. The result was three main focuses on the types of commitment that Speed should have:

- Employee health / sports
- Education / tomorrow's workforce
- Environment / climate

To promote good health among our employees, Speed sponsors associations which in turn offer our employees training in the sponsor's business. By encouraging and promoting physical activity, we hope to contribute to a healthy lifestyle, increased health and reduced sick leave.

As one largest employers in the region of Sjuhäradbygden, we actively want to support tomorrow's workforce in the community near us. Part of that work is to offer internships, another to support local initiatives that contribute to knowledge and education. Since 2015, Speed has been a sponsor of Destination Gymnasiet, an initiative aimed at young people in year 9 who risk failing mathematics. Thanks to free, individualized coaching, just over 90% of the students at Destination Gymnasiet have gone from a failed to a passing grade in mathematics.



Significant topic:

Increased diversity and gender equality

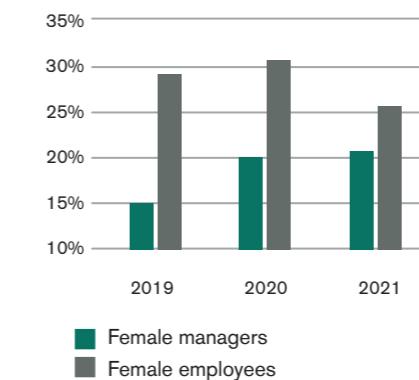
Speed shall promote an inclusive work climate and work actively to promote diversity, gender equality and equal treatment throughout the business.

Measurment:

Proportion of female managers

Type of target: Risk reducing
 Goal of positive impact

Target: The proportion of female managers must correspond to female employees
Result 2021: 21% female managers, 26 % female employees



	FTE	WOMEN / MEN	AGE
			<30 / 30-50 / >50
BOARD			
2021	4	0 / 100	0 / 25 / 75
2020	4	0 / 100	0 / 25 / 75
2019	3	0 / 100	0 / 33 / 67
MANAGEMENT			
2021	8	13 / 87	0 / 62 / 38
2020	6	17 / 83	0 / 67 / 33
2019	4	25 / 75	0 / 50 / 50
EMPLOYEES			
2021	1 020	26 / 74	47 / 36 / 17
2020	699	31 / 69	42 / 42 / 16
2019	736	29 / 71	52 / 37 / 11

Significant topic:

Continuous leadership and competence development

In order to be competitive and retain competence within the company, Speed must ensure that we continuously motivate and develop our employees to meet tomorrow's needs and requirements.

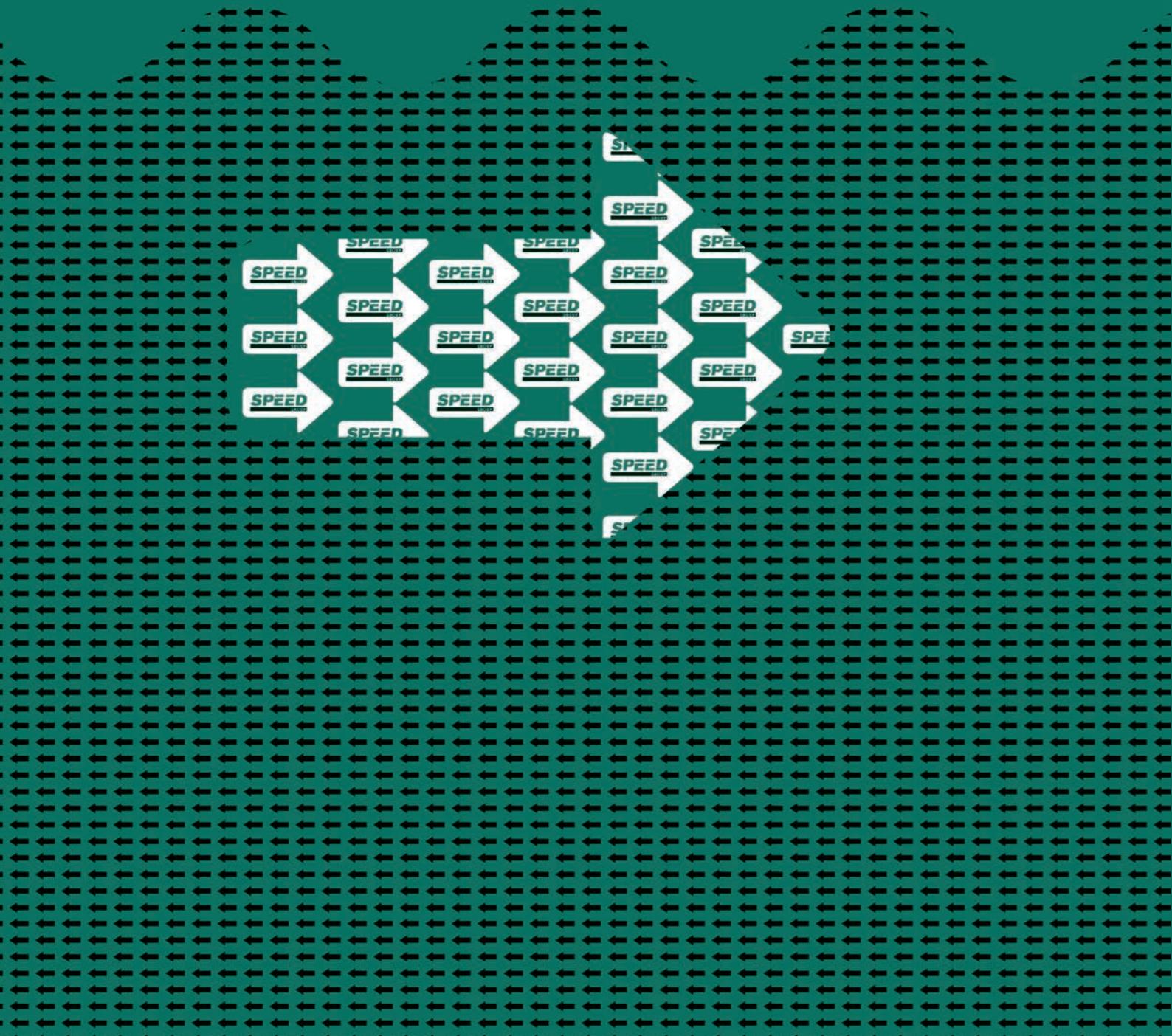
Measurment:

Proportion of completed employee development talks

Type of target: Risk reducing
 Goal of positive impact

Target: 100% completed development talks / year
Result 2021: 76%

Getting everyone to pull in the same direction is a challenge in strong growth



2021 was a record year for Speed in various ways. Among other things, sales reached an all-time high, we welcomed just over 350 new Speedare to an already large group at the same time as an acquisition led to a new team in a new office in a new geographical location. Building culture and getting everyone to pull in the same direction can be challenging at times, but in a situation like this it is extra tough.

Since the start in 2004, Speed has continuously grown both in terms of sales and in terms of number of employees. Our belief is that through diversity we create a dynamic and successful company and have therefore always recruited people with different backgrounds and origins. 2021 was characterized by massive growth and became a record year that placed high demands on integrating new offices and new employees, while we handled extreme volumes. In December, Dreamlogistics Spedition was acquired and an integration process was immediately started based on a well-established model.

» I like that we are so many different cultures under the same roof, we work as one big family. <<

– Shawn Abbas Othman, "Speeder" since 2012

Building a common identity and getting everyone to pull in the same direction in relationships like these is of course a challenge. Many of our employees are also hired out to customers and work in their organizations, and these are a little extra challenging to get included in a culture and in our valuation work. In 2021, we invested extra in clarifying our common identity, what makes us Speed, our common values. Employees have received information from their managers, from our internal media channels, we have worked to give each other feedback based on the values, mailings have been made and the values have permeated the business in the daily a little extra during the year.

» Speed succeeds very well in spreading the values internally, orally and digitally in an engaging way. <<

– Markus Bernhardsson, "Speeder" since 2017

SPEED make us attractive

Super fast - but not fast and wrong! We show drive and work proactively and try to understand what the customer wants before they themselves have discovered the need.

Personal - and completely unpretentious. Being personal is basically based on honesty. Against ourselves and others.

Empathic - see, listen and think. To care is to show others respect. And if you show respect, you also get respect back. It's not harder than that.

Engaged - creates credibility in depth. Those who are genuinely interested and committed always win in the long run..

Dynamic - is the glass half empty or half full? At Speed, we see it as an opportunity to refill, add ice and a pinch of lime.

Building and developing a common identity and values is a continuous work and a process to get a company with over 1000 employees to pull in the same direction. Our employees are the most important thing we have and our ambition is for everyone to feel job satisfaction, motivation and well-being. We want you to feel that Speed is an employer where you can develop and stay with.

» If your goal is to develop, Speed offers the possibilities to realize it through good work. <<

– Jonathan Axell, "Speeder" since 2018

GRI-index

Beskrivning	Information / kommentar	Sida
» GRI 102: Generella upplysningar 2016 (kärnnivå)		
Organisationsprofil		
102-1	Organisationens namn	Speed Group AB
102-2	Verksamhet, märken, produkter och tjänster	8-15
102-3	Huvudkontorets lokalisering	Borås
102-4	Länder där organisationen har verksamhet	Sverige
102-5	Ägarstruktur och organisationsform	12
102-6	Marknader som organisationen är verksam på	8-13
102-7	Organisationens storlek	12
102-8	Information om anställda och andra som arbetar för organisationen	Anställningsform hos personal fördelat på ort och kön (FTE 2021-12-31):
		Borås Göteborg Stockholm
		Kvinnor Män Kvinnor Män Kvinnor Män
	Tillsvidare	134 538 29 78 28 45
	Viss tid	99 295 14 29 0 1
102-9	Beskrivning av leverantörskedjan	8, 15, 20
102-10	Väsentliga förändringar gällande organisation och leverantörskedja	Förvärv av Dreamlogistics Spedition, 2021.12.31
102-11	Försiktighetsprincipen	5, 7, 24
102-12	Externa initiativ om hållbarhet som organisationen stödjer/omfattas av	20
102-13	Medlemskap i organisationer	27
	Speed är inte medlem i någon organisation med specifik koppling till de frågor som lyfts i denna rapport.	
Strategi		
102-14	Uttalande från ledande befattningshavare	4-5
Eтик och integritet		
102-16	Värderingar, principer och etiska riktlinjer	14, 20-21, 30-37
Styrning		
102-18	Styrningsstruktur	14
Intressentdialog		
102-40	Lista över intressenter	12,16
102-41	Kollektivavtal	Samtliga anställda inom Speed omfattas av kollektivavtal
102-42	Identificering och urval av intressenter	38
102-43	Metoder för intressentdialog	16
102-44	Viktiga frågor som lyfts	16-19
Redovisningspraxis		
102-45	Enheter som ingår i redovisningen	Speed Group AB Speed Group Holding AB Speed Competence AB Speed Professionals AB Speed Logistics i Borås AB Speed Logistics Local AB Speed Logistics i Stockholm AB Speed Education AB
		556878-0927 559017-4578 556562-7642 556702-8765 556742-8585 556772-6566 556042-9887 556730-3937

Beskrivning	Information / kommentar	Sida
102-46	Definition av redovisningens innehåll och frågorna avgränsning	2, 14-15
102-47	Lista över väsentliga frågor	17-18
102-48	Förändringar av information	27
102-49	Förändringar i redovisningen	Omräkning klimatinventeringens basår
120-50	Redovisningsperiod	1 januari- 31 december 2021
102-51	Tidpunkt för publicering av senaste redovisningen	April 2021
102-52	Redovisningscykel	Speed hållbarhetsredovisar på årlig basis.
102-53	Kontaktperson för redovisningen	Mats Johnson, VD, Speed, +46 733-67 75 45
102-54	Redovisning i enlighet med GRI-standarder	GRI-standarder på Core-nivå
102-55	GRI-index	38-39
102-56	Extern granskning	Hållbarhetsredovisningen är inte granskad av tredje part.
Väsentliga frågor: Ekonomiska standarder		
» GRI 103: Hållbarhetsstyrning 2016 och GRI 205: Anti-korruption 2016		
103-1 - 103-3	Frågans avgränsning, styrning och uppföljning	20-21
205-1	Verksamheter bedömda utifrån risker kopplade till korruption	20-21
205-2	Kommunikation och utbildning kring policyer och förfarande kring antikorruption	20-21
205-3	Bekräftade korruptionsfall och åtgärder	20-21
Väsentliga frågor: Miljömässiga standarder		
» GRI 103: Hållbarhetsstyrning 2016 och GRI 305: Energi 2016		
103-1 - 103-3	Frågans avgränsning, styrning och uppföljning	24, 26
302-3	Energiintensitet	d: Energiintensitet baseras på intern förbrukning.
» GRI 103: Hållbarhetsstyrning 2016 och GRI 305: Utsläpp 2016		
103-1 - 103-3	Frågans avgränsning, styrning och uppföljning	22-25
305-1	Direkta utsläpp av växthusgaser (Scope 1)	e: UK Government GHG Conversion Factors for Company Reporting 2021, US Environmental Protection agency, Circle K.
305-2	Indirekta utsläpp av växthusgaser, energi (Scope 2)	e: Telge energi, Energiföretagen, Göteborgs Energi, Energimarknadsinspektionen 2.3.4: Market based: 0 ton CO ₂ e, location based: 1 961 ton CO ₂ e
305-3	Övriga indirekta utsläpp av växthusgaser (Scope 3)	f: Lenova, Apple, 2030calculator, worldsteel.org, VTI, hotelfootprints.org, NTM, SJ
» GRI 103: Hållbarhetsstyrning 2016 och GRI 306: Avfall 2020		
103-1 - 103-3	Frågans avgränsning, styrning och uppföljning	24-25
306-1	Afvalsmängd och betydande avfallsrelaterad påverkan	24-25
306-2	Hantering av betydande avfallsrelaterad påverkan	24-25
306-4	Afval till återvinning	c: Materialåtervinning: 630 ton, biobehandling: 0 ton, energiåtervinning: 359 ton, deponi: 2,5 ton. Återanvändning förekommer utan uppmätt data. All data baseras på internt avfall.
Väsentliga frågor: Sociala standarder		
» GRI 103: Hållbarhetsstyrning 2016 och GRI 403: Hälsa och säkerhet i arbetet 2018		
103-1 - 103-3	Frågans avgränsning, styrning och uppföljning	30-33
403-1 - 403-7	Upplysningar om ledningsmetod	30-33
403-9	Antal allvarliga olycksfall	Avsteg: mätning visar endast faktiskt utfall av allvarliga olycksfall, i enlighet med beskrivning från Arbetsmiljöverket.
» GRI 103: Hållbarhetsstyrning 2016 och GRI 404: Utbildning och kompetensutveckling 2016		
103-1 - 103-3	Frågans avgränsning, styrning och uppföljning	34-35
404-3	Andel genomförda medarbetarsamtal	Avsteg: mätningen visar andel av totalt anställda medarbetare, ej fördelat på olika ålderskategorier.
» GRI 103: Hållbarhetsstyrning 2016 och GRI 405: Mångfald och likabehandling 2016		
103-1 - 103-3	Frågans avgränsning, styrning och uppföljning	32, 35
405-1	Mångfald hos styrelse, ledning och anställda	35

» **We, as entrepreneurs, all need to contribute a little more. »**

Mats Johnson, CEO Speed



RECYCLE ME!

