



Sustainability

2025

SPEED



A word from the CEO

2025 is a year where we are sharpening our focus on our core business and strengthening Speed for the future. We are making major strategic investments – including the extensive redevelopment in Borås, our new site in Falkenberg, and a new warehouse in Gothenburg. Together, these initiatives increase our capacity and enable us to offer more sustainable solutions to our customers.

Sustainability remains a natural and integrated part of how we operate. We continue to develop our energy solutions, improve material flows, and strengthen the way we follow up on our suppliers in line with our Supplier Code of Conduct. These efforts ensure that we are well prepared to meet both customer expectations and upcoming reporting requirements.

Per Jonasson, Acting CEO Speed





A sharper focus on logistics

We divest our staffing business to industry peers NearYou in order to fully focus on logistics.

Automation in focus for redevelopment in Borås

We start the redevelopment of our Borås facility, transforming it into a multi-client setup with the latest in automation and innovation.

Carlsberg becomes a new customer in Falkenberg

We win Carlsberg as a new customer and initiate the development of a new logistics facility in Falkenberg, from which we will manage their logistics operations.

New freight customers and acquisition

We acquire Nord Logistics, strengthening our offering within freight and forwarding – globally and independent of transport mode.

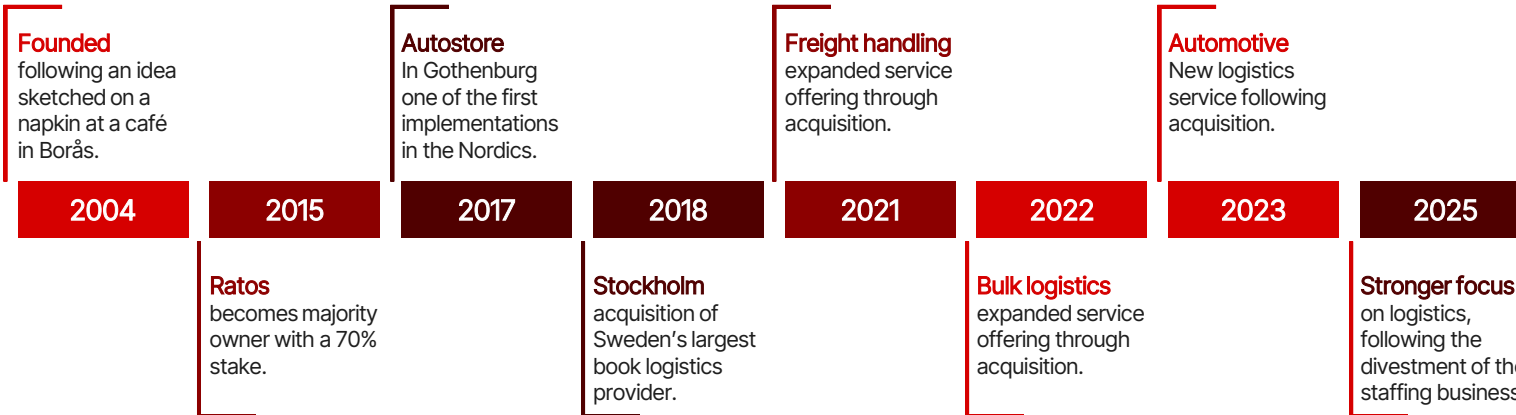
Plantagen win brings new logistics sites

We secure Plantagen as a new customer and, as part of this, are taking over two logistics facilities – one in Helsingborg and one in Moss.

This is Speed

We take on complex logistics challenges

Speed is a leading Swedish 3PL partner, creating business value through efficient, innovative, and climate-smart logistics and transport solutions. We combine the strength of a large player with the agility of an entrepreneur, making us flexible, reliable, and highly capable in complex flows. Through automation, quality-assured processes, and a clear sustainability focus, we help our customers reduce costs, increase efficiency, and achieve their climate goals.





Our offering - Logistics Solutions

Sustainable logistics with a high degree of automation

Speed is one of the leading independent third-party logistics providers in the Nordics, with more than 290,000 m² of modern warehouse space in Borås, Gothenburg, Helsingborg, Falkenberg, Moss, Stenungsund, and Stockholm.

Through high flexibility, advanced automation solutions, and integrated IT systems, we deliver logistics of the highest international standard. All our logistics facilities are, of course, certified in line with quality and environmental standards, and operate with climate-smart solutions powered by self-generated solar energy.

Our expertise spans multiple segments, where we specialise in industry, retail, e-commerce, bulk handling, and automotive logistics.



Our offering - Freight Management

Lower freight costs and increased control

Our customers outsource their freight management to us, making us a strategic partner responsible for the entire transport flow. We handle bookings, invoicing, monitoring, and follow-up.

By reducing administrative workload, we help our customers gain greater control, clearer reporting, and lower overall costs.



Stakeholders	Foundation	Resources & Assets	Results	Value created
Customers Employees Suppliers Owners Society Interest organisations	BUSINESS IDEA We provide sustainable, flexible, and innovative solutions for complex logistics solutions.	EMPLOYEES 884 FTE	Sustainable, flexible & innovative solutions within logistics & freights.	FOR CUSTOMERS Sustainable business Increased competitiveness
	MISSION We take care of it.	OWNERSHIP 70/30 Ratos/Founders	ECONOMIC EBITA: MSEK 13 Corruption Cases: 0	FOR EMPLOYEES Safe working environment Good working conditions Skills development
	VISION The natural choice for sustainable logistics.	FINANSIAL Company Structure: Limited Company Revenue.: MSEK 926	ENVIRONMENTAL CO ₂ emission: 13.709 tonnes CO ₂ -e, Net emissions in own operations: -1.094 tonnes	FOR SUPPLIERS Sustainable business Strong business ethics
	CORE VALUES Creative Competent Committed	OPERATIONS Sites: 8 Head Office: Borås Warehouse: 290.000 m ²	Energy use electricity: 14,1 kWh/tkr Dist. heat.: 13,3 kWh/m ² Material recycling: 85%	FOR OWNERS Sustainable investment Growth
	STRATEGIC AREAS Market & Sales Operational Excellence Sustainability	HUMAN CAPITAL Professional Expertise Skills Development Business Development ISO Certifications Licenses & Systems	SOCIAL Serious accidents: 2 Absenteeism: 7,3% eNPS: 26 Employee reviews: 76% Women leaders.: 24%	FOR SOCIETY More job opportunities Minimal climate impact Increased knowledge Stronger business community
		INTANGIBLE ASSETS Strong Brand		



Our approach to sustainability

Sustainability in everything we do

Sustainability is a central part of Speed's operations and guides how we develop our logistics and transport solutions. We focus on environmental, social and economic sustainability, working closely with customers and partners to create solutions that reduce climate impact and strengthen long-term competitiveness.

Through innovation, digitalization, and continuous improvement, we streamline processes and make better use of resources. Our facilities operate in accordance with ISO-certified management systems, and we continue to develop energy solutions, circular flows, and emissions reductions. We have been CO₂ neutral since 2023 and are driving initiatives such as solar panel installations, improved energy systems, climate calculations, and higher sustainability requirements for our suppliers.

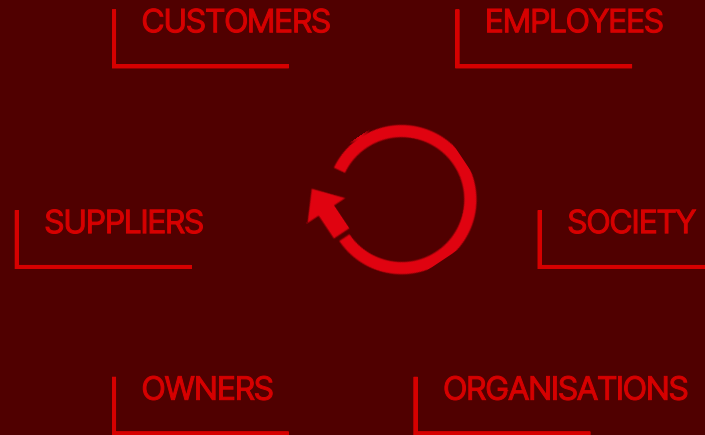
We create value through both larger initiatives and smaller, tangible improvements – from new climate tools and construction logistics solutions to local initiatives that support biodiversity. Our sustainability work is followed up by the Board of Directors and management through clear targets, processes and policies for risk management, environmental performance, safety and transparency.



Stakeholders

At Speed, our sustainability work is built on close dialogue with our stakeholders. Their insights, together with our internal expertise, guide the issues we prioritise. We continuously gather input from employees, customers, suppliers, owners, interest organisations, and relevant societal stakeholders.

Together with our customers, we track key metrics such as energy, climate impact, and transport, and complement this with ongoing dialogue with suppliers, owners, potential customers, as well as universities and authorities. Being responsive and attentive is essential to ensuring that our sustainability efforts remain relevant and forward-looking.



Material Topics

Focus areas for our sustainability efforts

Speed approaches sustainability through three focus areas: Responsible business conduct, Environment and climate, and Employees and society. Together, these reflect the economic, environmental and social dimensions of sustainable development and help us align both our strategy and our day-to-day operations.

Within each focus area, we have identified a number of key topics that are particularly relevant to our business and our stakeholders. These priorities enable us to focus our efforts where they have the greatest impact – while also contributing to several of the UN Sustainable Development Goals.

Responsible Business



Good business ethics
Policy Compliance
Information security

Environment & Climate



Reduced climate impact
Energy efficiency
Resource use & waste
Supplier dialogue

Employees & Society



Diversity & Equality
Leadership & skills development
Safe & good working environment
Integration & Training





Financial Sustainability

Responsible business

In 2025, the global situation will continue to be uncertain, which affects both our customers and our own demand. In this situation, responsible business conduct and stable economic governance are crucial to maintain profitability without compromising social or environmental sustainability. Through orderliness, long-term priorities and continuous efficiency improvements, we ensure that the business stands strong when the market changes.

Responsible behavior permeates the whole of Speed. Our business ethics and Code of Conduct are key governance tools that describe the values and norms that all employees are expected to follow. The Code of Conduct is based on the UN Global Compact and is supplemented with digital training that supports compliance in everyday life. We regularly carry out risk analyses in anti-corruption and work actively to maintain a high level of IT and information

security at a time when external threats are increasing. An external whistleblower system gives all employees the opportunity to anonymously report suspected irregularities, which contributes to transparency and trust.

We also continue to prepare for the increased requirements of the CSRD and ESRS through improved processes, clearer procedures and a system that ensures a more structured and quality-assured data collection. This strengthens our ability to follow up on the impact of the entire value chain and to report in a way that meets the demands of the future.

At the supply level, we work according to our purchasing policy and supplier code to ensure that the products and services we purchase meet our requirements for ethics, environmental sustainability and social responsibility. We continue to have active dialogues with suppliers about material choices, climate impact and long-term sustainable alternatives. In 2025, we will take an important step forward by starting to implement a system for structured supplier follow-up and ongoing audits. This strengthens control in our supply chain and helps us ensure that our partners share our values and contribute to sustainable development.



Goals & Measurements

	Material Topic Good Business Ethics	Material Topic Policy Compliance	
	<p>Speed will continue to be a responsible company with transparency, good business ethics, and corporate governance in focus.</p>	<p>Speed will 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 authorisations, which form a framework for responsible business.</p>	
Measurement	Number of corruption cases	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 External whistleblower system ISO 9001:2015 ISO 14001:2015 Lean & 5S Supplier Code Code of Conduct
Type of goal	Risk mitigation		
Target 2025	0 Corruption Cases		
Outcome 2025	0 Corruption Cases		





Environmental sustainability

Environment & Climate

Integrating environmental and climate considerations into our business model is crucial to meet customer expectations and society's increased demands. Our environmental work focuses on climate impact, energy efficiency, resource use, waste management and close dialogue with suppliers to reduce impact throughout the value chain.

The climate issue is central to both our stakeholders and our strategy, and we have already achieved climate neutrality in our own operations through, among other things, self-produced renewable electricity. At the same time, we are working long-term to reduce emissions throughout the value chain in line with the Paris Agreement, where the majority of our emissions are in Scope 3.

Waste

Waste is an important resource for us, and we work to minimize the amount that is generated and increase reuse and material recycling in our waste streams. Our largest fraction is wood waste, and from 2025 this will be recycled into furniture instead of going to energy recovery.

By following the waste ladder and optimising sorting, reuse and material flows, we reduce both waste volumes and environmental impact throughout the business.

Energy efficiency

Energy efficiency is central to our sustainability work, where we both reduce our energy consumption and produce our own renewable electricity through our solar cell systems. We continuously optimise the use of electricity and district heating in all our warehouse properties and monitor consumption on a monthly basis to quickly identify opportunities for improvement. From 2025, we will use district heating labelled with Good Environmental Choice, which further strengthens our focus on sustainable and resource-efficient energy use.

Supplier dialogue

To ensure that our suppliers live up to our sustainability requirements, we have a close and needs-based dialogue based on the relationship and the type of service or product in question. We work long-term to choose solutions with a lower climate impact, for example by prioritizing reuse, a high proportion of recycled materials and carriers with ambitious sustainability work. In 2025, we have also started the implementation of a system for following up and evaluating suppliers based on our Supplier Code, which further strengthens our responsibility in the value chain.



Goals & Measurements

	Material Topic Reduce Climate Impact	Material Topic Resource Use & Waste	Material Topic Energy efficiency
	Speed should not contribute to global warming above 1.5 degrees, which means an actual reduction in emissions by 50% by 2030 compared to the base year 2020. We will be climate neutral in our own operations by 2025.	Speed will contribute to circular resource use by reducing waste to incineration and landfill and increasing recycling. We will run activities that promote reuse and reduce the total amount of waste.	Speed will reduce its energy dependence by switching to more energy-efficient equipment in the business. Furthermore, properties must have high performance from an energy perspective to reduce the need for supplied energy for heating.
Measurement	CO ₂ emissions	Share of waste by category	Use of elec./service turnover district heating/m ²
Type of goal	Risk mitigation	Risk mitigation	Risk mitigation
Mål 2025	CO ₂ neutral in own operation	76 % Recycling	Electricity: 14,7 kWh/TKR
Utfall 2025	-1.094 tonnes CO ₂ -E	85 % Recycling	Electricity: 14,1 kWh/TKR
Mål 2025	Emission > 3.771 tonnes CO ₂	Max 1% landfill	District heating: 19,0 kWh/m ²
Utfall 2025	13.709 Ton CO ₂	0.3% landfill	District heating: 13,3 kWh/m ²
Comment	The fact that we do not achieve emission reductions in line with the goals of the Paris Agreement can be traced to sold transports in Transport Management, a business where we have challenges in steering customers to climate-smart choices depending on the cost picture.	In 2025, material recycling increased significantly as a result of collaboration with Stena Recycling, where the wood waste now mainly goes to material recycling.	Both goals achieved, a sharp reduction in district heating consumption (reduction of 24% compared to 2024) as a result of energy-saving measures. Electricity consumption reduced by 9% compared to the previous year.





Social Sustainability

Employees & Society

Social sustainability is a central part of our mission "We take care of it". We work to create a safe, inclusive and developing workplace where people thrive, grow and can contribute to high quality in the delivery to our customers. Diversity, participation and present leadership are fundamental to our culture and our long-term success.

In 2025, we will continue to strengthen the work environment through preventive and systematic work. We use the IA system to follow up on risks, incidents and actions, and we develop our safety procedures with a focus on forklift environments and other risk areas. Training Dojo – our hands-on training environment – is being built on and is now also being established at our facility in Gothenburg to increase safety competence

throughout the organization. Competence and leadership development is an important part of our work. Through Speed Online Academy, our internal training and a clear training plan, employees and leaders get the tools to develop and succeed in their roles. Winningtemp is used on an ongoing basis to monitor the employee experience, strengthen the dialogue and provide managers with support in acting on trends and needs. Investments in well-being, health and community also help us to build sustainable and well-functioning teams.

As one of the region's major employers, we also take responsibility for contributing to the development of society. We offer internships, collaborate with schools and labour market initiatives and continue our long-term commitment to Destination Gymnasiet, where we help more young people succeed in school and get a better start in working life. We encourage blood donation during working hours and engage in activities that promote health and associations.

Through these efforts, we build a workplace where people feel good, develop and feel pride, and where we together make a difference both within the organization and in the society around us.



Goals & Measurements

	Material Topic Safe and good working environment	Material Topic Diversity & Equality	Material Topic Leadership & skills development
	Speed shall ensure a safe and good workplace and provide a good psychosocial work environment with a highHealthy attendance for all employees.	SPEED shall promote an inclusive working climate and work actively to promote diversity, equality andequality throughout the business.	To be an attractive employer, Speed must continuously motivate and develop employees.
Measurement	eNPS, sickness absence, serious accidents	Proportion of female managers	Number of employee appraisals completed
Type of goal	Risk mitigation	Risk mitigation Goal of positive impact	Goal of positive impact
Target 2025	eNPS 20	Female leaders = female employees	100% completed perf appraisals
Outcome 2025	eNPS 26	24% leaders, 27% employees	76% completed perf appraisals
Target 2025	Maximum 6% sick leave		
Outcome 2025	7,3% sick leave		
Target 2025	0 serious accidents per year		
Outcome 2025	2 serious accidents		
Comment	eNPS over target. Sick leave still above target, some improvement compared to last year. The accidents both happened outside the workplace.	We do not reach the target, but the difference is small and still indicates a relatively even gender distribution.	The completion rate for performance appraisals is higher than last year, but we are still not reaching the target. The work to increase the outcome continues.



SPEED

The word "SPEED" is rendered in a bold, italicized, white sans-serif font. It is centered horizontally and partially overlaid by a series of horizontal motion blur streaks. The streaks are primarily orange and red, with some lighter, blue-tinted streaks near the center of the text. The background is a dark, gradient blue.