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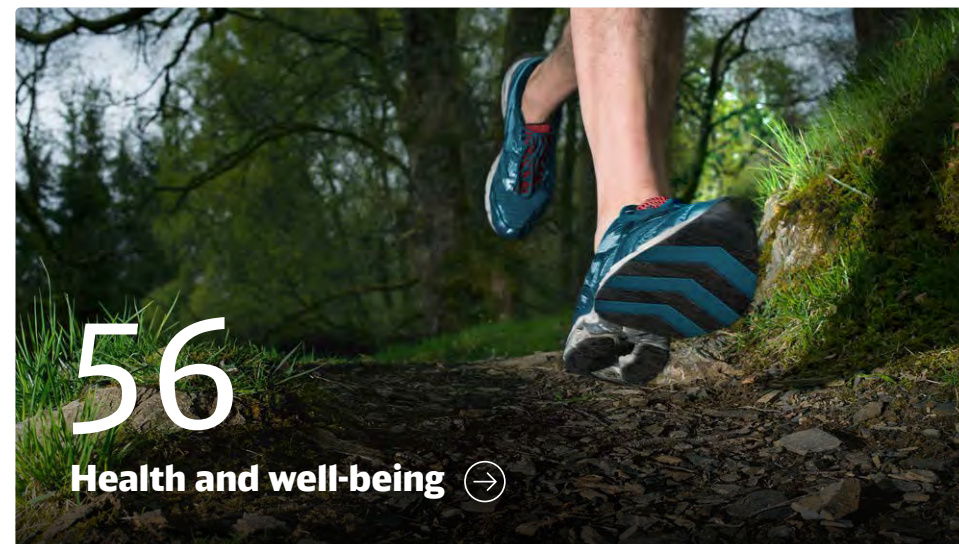
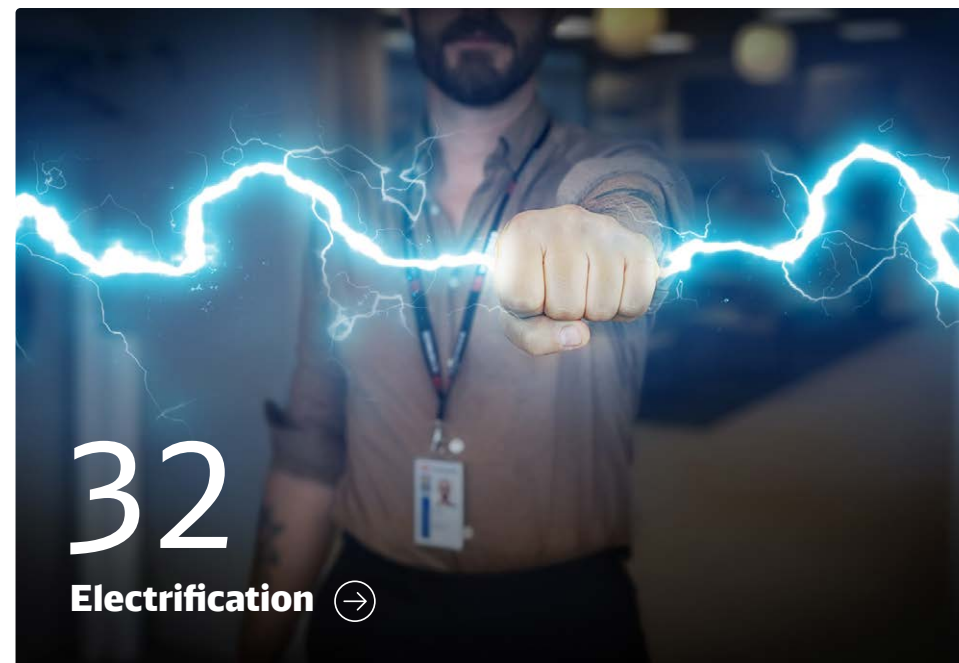
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Sustainability at DB SCHENKER Nordics

Sustainability Report 2024





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This sustainability report for DB SCHENKER Cluster Nordics describes our sustainability work in 2024. The production of this report is led by DB SCHENKER's Nordic Sustainability team. Contact person: Hanna Melander, Head of Sustainability DB SCHENKER cluster Nordics.





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About us and the wider world

The world around us is constantly changing and there are many global challenges that need to be tackled. Despite this, the commitment to create a sustainable society remains strong and we can see many positive developments. In this section, you can read about important developments throughout the year, about our sustainability strategy, and how we work together with our stakeholders to ensure success.

Sustainability year 2024

Looking at the year 2024, it seems the world has lost some of its momentum in the transition towards a more sustainable society. We have seen a decrease in political unity and an increasing in geopolitical uncertainty. This can sometimes feel a bit discouraging, but we are also constantly reminded of the quiet, but forceful transformation, driven by the business sector, authorities, and academia. There are many strong, ambitious, passionate and creative people working relentlessly to build a society for future generations, and this spreads hope.

Sustainability is essential when you are building a competitive business, and we work tirelessly to reach our goals. The Nordic countries are frontrunners, and we want to show strong leadership. We are continuously finding profitable, sustainable solutions that help build a strong and competitive business and we want to share these findings with our colleagues around the world.

For us, 2024 has been an eventful year. We have many enthusiastic employees driving the transformation and we have made significant progress. The share of renewable fuel is high and the number of electric vehicles is increasing each month. We also have a good understanding of how to build the prerequisites for electrification and how to optimize the use of energy.

Another important initiative is our numerous training sessions. We have trained our employees on the key aspects of the sustainable transformation, and we have conducted trainings related to leadership, safety, and psychological health.

2024 has been an exciting year, and we are now looking forward to an even more exciting 2025 with many changes to come.

We hope you enjoy reading this year's sustainability report. Our 29 yearlong Swedish tradition of producing a sustainability report is now a Nordic tradition where we share the progress in the Nordic countries.

Hanna Melander,
Head of Sustainability,
DB SCHENKER Cluster Nordics



DB Schenker's approach to Corporate Sustainability Reporting Directive (CSRD)

We would like to provide an overview of how we are preparing to comply with the Corporate Sustainability Reporting Directive (CSRD) and the associated European Sustainability Reporting Standards (ESRS) as part of the DB Group's preparation project.

The Corporate Sustainability Reporting Directive (CSRD), which entered into force on the 5th of January 2023, aims to enhance transparency, accountability, and comparability of sustainability information across the European Union (EU). While transposition of provisions of the directive into national legislation is at different stages in different EU Member states; companies must prepare reporting on sustainability matters based on the double materiality principle, addressing both the impact of sustainability on financial performance and the company's broader impact on the environment and society. Furthermore, the directive requires companies to obtain independent limited

assurance on the accuracy of the sustainability data reported.

Schenker AG as a subsidiary of Deutsche Bahn AG and its DB SCHENKER group companies do not have an obligation to publish separate DB SCHENKER CSRD report(s) but will be part of Deutsche Bahn CSRD reporting. Reporting obligations for publicly listed companies or as per national regulations in Germany do not apply to Schenker AG and its group companies. After closing of the sale of DB SCHENKER to DSV, DB SCHENKER will be included in DSV's CSRD reporting.

Deutsche Bahn (DB) Group's first CSRD report is expected to be published in 2026 as part of the group's Integrated Report*, available on the » Deutsche Bahn corporate website. For DB SCHENKER, this means providing data pertaining to Schenker entities to Deutsche Bahn for the period from 1st of January until conclusion of the sale of DB SCHENKER to DSV. The auditing process of this data is expected to take place by an external assurance provider from Q4/2025 to Q1/2026. While DB SCHENKER is not required to prepare a standalone CSRD

report, we are taking significant steps to ensure we can provide the necessary data to our parent company.

Step 1: Building a CSRD Team: A dedicated team was created to oversee non-financial reporting.

Step 2: Conducting a Double Materiality Assessment (DMA): An independent third-party consultant was onboarded to assist with the DMA. As a result of the DB Group materiality assessment (including DB SCHENKER), material ESRS topics for DB Group were identified. These also apply to DB SCHENKER.

Step 3: Gap assessment and closure: Following the DMA exercise, a gap assessment was also conducted to evaluate the current state of our sustainability reporting and identify areas that require improvement.

Step 4: Development of internal controls: Design and implementing additional internal controls to ensure the accuracy, reliability, and assurance-readiness of our sustainability data in line with CSRD requirements.



Step 5: Consolidating data and process flows: We are consolidating our data and process flows into a single source methodology document to streamline reporting, audit processes, and ensure consistency.

Step 6: Providing assurance-ready data to DB/DSV: For 2025, DB SCHENKER will provide data pertaining to DB SCHENKER

group entities to Deutsche Bahn AG for the period from January 1st until conclusion of the sale of DB SCHENKER to DSV and, afterwards, until December 31st to DSV. The auditing process of this data is expected to take place by an external assurance provider from Q4/2025 to Q1/2026 in line with reporting dates of DB and DSV.

*At the time of publication of this report, DB group awaits clarity on consideration and adoption of the 'Omnibus' proposal.

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A few words from Petteri

I am very proud to share the progress we have achieved in our Nordic cluster during 2024. Our Nordic collaboration has enabled us to take the best practice from each country and make it a Nordic best practice. There are many proofs of our united strength, especially within the sustainability area.

In this year's sustainability report, we share some of these stories. You can read the story about the rising number of low emissions vehicles and the continuously increasing amount of renewable fuel. We tell the tales of improved energy management, an increasing number of solar panels and the introduction of smart energy storage solutions.

You can also read about our numerous training programs where we develop our leaders and educate our workforce. We describe our focus on mental health and how we work to improve our safety culture through sharing our best practices in our Nordic Safety Forum.

There have been many improvements, and the year has been interesting from many perspectives. We have known for some time that we could expect a new owner and during the year, our current owner Deutsche Bahn (DB) signed an agreement with DSV to acquire Schenker. Schenker and DSV are two of the world's largest logistics providers and we see a great potential in this merger, as the two companies fit very well together. I hope you enjoy reading our Nordic sustainability report for 2024!

Petteri Nurmi
CEO, DB SCHENKER Cluster Nordics



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A few words from the Board of Directors at DB SCHENKER Cluster Nordics

Sustainability is one of our most important strategic focus areas and as directors at DB SCHENKER Nordics we are strongly committed to making our companies more sustainable. We are working to create sustainable logistics solutions for the future, and this sustainability report details our efforts to develop the logistics industry and make it more sustainable. The DB SCHENKER Group is working to accomplish several essential sustainability targets. Our most important sustainability aspect is climate change, and we are committed to becoming carbon neutral.

Dialogue with our stakeholders is very important as it provides us with valuable knowledge that helps us prioritize our work. This document is intended to describe our progress to our stakeholders. The information in the report reflects our progress in 2024. All data described in this report concerns our Nordic companies within the DB SCHENKER Group, apart from data concerning vehicles, fuel and emissions where we also include our partner hauliers' vehicle fleets.

environmental impact by conducting our sustainability work moving forward, following our environmental strategy, and investing in innovation for the future. We feel that investments in sustainability are valuable to our companies, and we look forward to continued development in 2025.

Our responsibility

We know that our actions affect economic, environmental, and social factors, both locally and globally. We also know that the transport services we provide have a major impact on the planet's climate. We accept our responsibility to reduce our



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About DB SCHENKER

DB SCHENKER is a large global company with approximately 73 000 employees in over 1 850 locations around the world. DB SCHENKER was founded in Vienna, Austria in 1872 by Gottfried Schenker and has during more than 150 years become a major global player on the logistics market. Our many years of experience have given us a fantastic opportunity to drive the sustainable transformation of the logistics industry and deliver sustainable transport solutions that will help our customers to develop and improve their operations, both nationally and internationally.

Our Nordic value chains

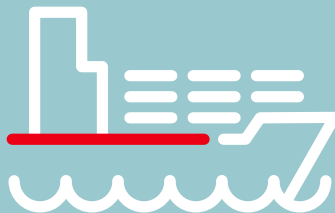
- We offer many different types of logistics services, but our core business is shipping goods by road, rail, air and ocean. These services are provided through the companies Schenker Oy, Schenker AS, Schenker A/S, Schenker AB and Schenker Åkeri AB, our own Swedish haulage company. Through these companies, we also offer customer specific solutions for Global Projects and Industry Solutions (GPIS) and Fairs, Events and Special Logistics..
- Schenker Oy and Schenker Logistics AB offer complete solutions for third-party logistics. This means we take care of everything from incoming deliveries of goods, sorting and storage, to order picking and delivery to retailers and end customers.
- Schenker Dedicated Services AB offer extensive tailor-made four-part logistics solutions for dedicated customers.
- Through our property company Schenker Property Sweden AB we own and manage 41 properties across Sweden.
- Our extensive experience in logistics optimization makes us ideally suited to helping our customers with their logistical challenges. Through our company Schenker Consulting AB, we offer our customers professional logistics analysis, logistics optimization and more.

For more details about our value chains and financial performance, please see the annual reports of each legal entity. Read more about our business here:
» www.dbschenker.com

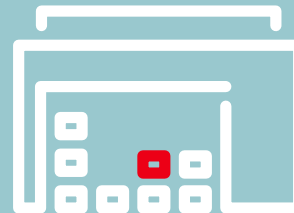
Our business units



Air Freight



Ocean Freight



Contract Logistics



Land Transport



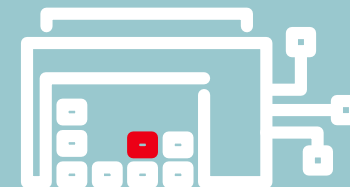
**Fairs, Events &
Special Logistics**



**Global Projects &
Industry Solutions**



Consulting



Dedicated Solutions

Organization

DB SCHENKER operates in all the Nordic countries and our Nordic operations are managed by our Cluster Nordics management team. DB SCHENKER has legal entities in Finland, Denmark, Norway, and Sweden. Our operation in Iceland is a branch operation connected to Schenker AB. Petteri Nurmi is the CEO of Cluster Nordics.

DB SCHENKER Cluster Nordics is a collective name for the following companies: Schenker Oy, Schenker A/S, Schenker AS, Schenker AB, Schenker Logistics AB, Schenker Åkeri AB, Schenker Consulting AB, Schenker Dedicated Services Sweden AB and Schenker Property Sweden AB (including Schenker Transport AB, Schenker Filen 8 Aktiebolag, Fastighets Aktiebolaget Orbyn, Trafikaktiebolaget NP Kågström, Långtradaren i Jämtland AB). The Swedish company Schenker Equipment AB is not covered by this report. All companies form part of the global DB SCHENKER Group, with its parent company Schenker AG based in Essen, Germany.

DB SCHENKER Nordics head offices are located in Helsinki, Copenhagen, Oslo and Gothenburg.

Schenker Oy, Schenker A/S, Schenker AS and Schenker AB employ central staff teams supporting all companies and the business units; Land Transport, Air Freight, Ocean Freight, Fairs, Events and Special Logistics, GPIS (Global Projects & industry Solutions) and Contract Logistics. Annual general meetings of shareholders are held for all companies.

Management team DB SCHENKER Nordics

CEO	Petteri Nurmi
Head of Air Freight	Carolina Liås
Head of Ocean Freight	Christian Flatum
Head of Contract Logistics	Håkan Nydén
Head of Land Transport Finland	Harald Knaapinen
Head of Land Transport Norway	Wolfgang Frank
Head of Land Transport Sweden/Denmark	Viktor Strömblad
CIO	Fredrik Nordin
CFO	Tom Bäckman
CCO	Stefan Isacson
CPO	Michael Ängbacken

Managing Directors

Schenker OY	Petteri Nurmi
Schenker AS	Petteri Nurmi
Schenker A/S	Petteri Nurmi
Schenker AB	Petteri Nurmi
Schenker Logistics AB	Håkan Nydén
Schenker Property Sweden AB	Bengt-Arne Björk
Schenker Consulting AB	Emelie Wramsby
Schenker Dedicated Services	Viktor Strömblad
Schenker Åkeri AB	Tomas Johansson

Global outlook 2024

2024 has been a year of uncertainty when it comes to sustainable development. The global dialogue has been dominated by the escalation of the war in the Middle East as well as the Russian invasion of Ukraine. This has shifted the focus of the international dialogue towards immediate and concrete threats to humanity, overshadowing challenges such as climate change.

International collaboration and dialogue are essential for us to reach the UN global sustainable development goals (SDGs). The most important meeting of the year was the COP29 meeting in Baku, Azerbaijan.

During the meeting, Inger Andersen, the Danish general secretary for the UN environmental program (UNEP), reminded the countries of the importance of new and updated climate plans (NDCs = National Determined Contributions). These plans need to be submitted to the UN by February 2025 and will determine whether we will reach the 1,5-degree target.

As always, the hopes for the COP29 summit were high and the disappointment was therefore strong when the Argentinian president Javier Milei decided to leave the meeting, nine days early, also threatening to withdraw from the Paris Agreement.

Despite this, the UN summit resulted in several positive measures. The target for climate finance (NCQG) was tripled compared to the previous target and there was a breakthrough in the negotiations on carbon credits, where the countries agreed to allow regulated emissions trading between states. Leadership was shown by many of the summit's participants. Businesses from all over the globe made significant contributions and many Nordic companies showed strong

leadership. We also learned that the United Kingdom set a new target to reduce their emissions by at least 81% by 2035 compared to year 1990's figures.

Other positive news from 2024 have been that China reduced its energy consumption by 2,5%. China also communicated a strong ambition to produce an increasing amount of renewable energy and improve their energy efficiency. Another big player, India, has made progress by introducing several measures

such as national funding (NDCs), increased production of renewable electricity and electric transport. India has also launched an initiative called LiFE (Lifestyle for Environment) aimed to encourage individuals to adapt a sustainable lifestyle and contribute to mitigating climate change.

The UN warning that we may not meet the 1,5-degree target is alarming and the quality of the NDCs will be crucial for all our futures. We follow the progress very closely.



Sustainable development in Europe and the Nordics

2024 has been a particularly important year in Europe due to the European election which took place in the beginning of June. A total of 365 million European citizens from 27 member states voted and naturally, the result had a significant effect on the sustainability work in the EU.

The result of the election signals that the EU will continue to implement existing sustainability policies, such as the “European Green Deal” and the “Fit for 55” package, but there will likely be more focus on industrial competitiveness and economic growth.

The initiatives that have had the biggest impact during 2024 has been CSRD and ETS. CSRD is significant because of its requirements for all companies to measure, evaluate, report, and improve their sustainability performance. ETS is a gamechanger as it sets a price on carbon

and therefore also on fossil fuels. For each year, the price of emission allowances will increase which will affect the price of fuel for all our business units. Air Freight and Ocean Freight are already affected through the ETS1 Emission Trading system, and Land Transport will be affected when the trading of emission allowances in the ESR system (ETS2) starts at the beginning of 2027.

Progress in the Nordics

There have been many positive developments in the Nordics, and we see several initiatives from our respective governments. The Danish government has launched the national plan for charging stations and both the number of charging stations and electric vehicles have increased substantially. Subsidies are offered to companies investing in electric trucks and starting from the 1st of January 2025, Denmark will introduce a road tax for trucks over 12 tons based on mileage and CO₂ emissions.

According to the Finnish Climate Change Act, Finland’s goal is to achieve carbon neutrality by 2035. This work is driven through “The National Energy and Climate Strategy” and the “Medium Term Climate

Plan”. During 2024, the Finnish government has increased the number of electric trucks and is expecting a fast development with approximately 2 400 electric trucks by 2030.

In Norway, we continue to see a strong development. All new passenger cars and light vans should be electric by 2025 and 50% of all new heavy-duty trucks by 2030. The Norwegian ministry reports a steady increase in the number of sold zero emission vehicles and the main policies driving the shift have been tax exemption, user incentive (e.g. free road tolls, fees on ferries, parking, and access to bus lanes), investment support and regulations (road tax exemption).

In Iceland, 18% of the total vehicle fleet is electric and the country has a fund called “Icelandic Energy Fund” to support installations of fast charging stations. Iceland has a clear decarbonization plan that includes CO₂ import tax on vehicles as well as VAT exemptions and exclusion of road tax for electric vehicles.

The most important initiatives used in Sweden to achieve climate neutrality is called “The climate leap initiative” targeted to aid for example vehicle investments, charging infrastructure and biogas production plants.





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Our sustainability framework

Our sustainability strategic framework helps us future-proof our company. The strategy is the result of an extensive materiality analysis conducted by our global sustainability team. This holistic ESG (Environmental, Social, Governance) approach focuses on three strategic dimensions:

Environmental: Clean Logistics



Clean Logistics

Reducing the environmental impact of our products and operations on the **Planet**.

Social: Thriving Workplace



Thriving Workplace

Ensuring safe and inclusive work conditions that empower **People** to drive success for themselves and the business.

Governance: Trusted Supply Chain



Trusted Supply Chain

Increasing transparency and striving to maintain high governance standards and practices beyond compliance with **Partners**.

Sustainability measures in the Nordics

Clean Logistics



13. Climate action

- We reduce our dependence on fossil fuels
- We transition to zero-emission technologies
- We increase awareness of and commitment to decarbonization



7. Affordable and clean energy

- We buy hydro, solar and wind electricity
- We continuously increase our number of solar panels
- We systematically reduce our energy needs



11. Sustainable cities and communities

- We develop new transport solutions for urban environments
- We transport goods using electric vehicles
- We shift to renewable fuels



12. Responsible consumption and production

- We increase our share of renewable fuels
- We choose products made from renewable or recycled materials
- We recycle the resources we have used
- We minimize our use of chemical products

Thriving Workplace



3. Good health and wellbeing

- We work systematically to ensure a healthy workplace
- We implement a number of wellness initiatives
- Our employees receive a wellness allowance



5. Gender equality

- Our steering group for equal treatment runs our equal treatment program
- We conduct regular salary surveys
- We train our staff in equality



8. Decent work and economic growth

- We have good union collaborations
- We have zero tolerance for harassment
- We have a supportive environment for parents
- We work closely with our partner hauliers



10. Reduced inequalities

- Our steering group for equal treatment runs our equal treatment program
- We play the LIKA game – our game to provoke discussion about prejudice and discrimination

Trusted Supply Chain



9. Industry, innovation and infrastructure

- We pursue innovation projects to find new sustainable solutions
- We improve our infrastructure to support sustainable operations



4. Quality education

- We provide training for our own and our partner hauliers' employees
- We provide training for our managers



17. Partnerships for the goals

- We collaborate with customers, suppliers and other key stakeholders
- We meet with authorities and other decision-makers to discuss the effects of different policies

Stakeholder dialogue

It is important to us to keep a close dialogue with our stakeholders. We collaborate with a significant number of stakeholders on various levels of our company and these dialogues give us important insights on how to best allocate our resources. Here, you can read about the most significant stakeholders for the Nordic organization.

Stakeholder group	Type of dialogue
Customers	Facilitating our customer dialogue is done through customer meetings, events, newsletters, customer service and our website www.dbschenker.com . Every year we conduct a global customer satisfaction survey where we are evaluated by our customers » page 43 .
Employees	Naturally, one of our most important stakeholder groups is our employees, as motivated and committed employees contribute to the development of our operations. We are provided useful feedback on how to be an even better employer through a yearly global employee survey » page 52 .
Owners and the DB SCHENKER Group	The Nordic organization is part of the company's European region and there is a close collaboration across Europe regarding sustainability issues. We are integrating these sustainability issues and our global strategy into our ordinary business development and our strategy work is supervised and followed up by steering groups on a global, regional and cluster sustainability level.
Hauliers and suppliers	Our largest and most important category of suppliers in the Nordics is our domestic hauliers. For us to meet our sustainability targets it is essential to keep a close collaboration with our suppliers. Read more about our supplier dialogue on » page 34 .
Society	The transport industry has various impacts on society, e.g. air and noise pollution. Our ongoing efforts to reduce these impacts have resulted in emission free city distribution in larger cities in our Nordic countries. Find out more on » page 18 .
Authorities	To drive sustainability efforts, instruments and policy decisions are crucial. Decisions concerning subsidies, taxes, environmental technology, infrastructure, vehicles and fuel have a huge impact. We use our knowledge to promote sustainable development in our dealings with representatives from authorities, government, and other civil society partners. Read more on » page 18 .
Non-governmental organizations	To develop the transport sector in an effective manner, collaboration within the industry is necessary, as well as collaborating with society and academia. Find out more about what forums and collaborations we participate in on » page 18 .



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17 PARTNERSHIPS
FOR THE GOALS



International collaboration

Smart Freight Centre (SFC)

Smart Freight Centre is an international non-profit organization focused on reducing greenhouse gas emissions from freight transportation. The mission of the collaboration is to facilitate global collaborations to quantify impact, identify solutions and propagate logistics decarbonization strategies.

Global Maritime Forum – Getting to Zero Coalition

The initiative “Getting to Zero Coalition”, which was formed by the Global Maritime Forum, aims to accelerate the decarbonization of the maritime shipping industry by developing and deploying commercially viable deep sea zero emission vessels by 2030, aiming for a full decarbonization by 2050. As a member of the “Getting to Zero Coalition” alliance, we collaborate with more than 200 organizations within the maritime, energy, infrastructure, and finance sectors, with support from a number of governments.

Sustainable Air Freight Alliance (SAFA) and Clean Skies for Tomorrow Coalition

The “Clean Skies for Tomorrow Coalition” is an international partnership formed by Sustainable Air Freight Alliance (SAFA)

together with World Economic Forum (WEF). The aim of this coalition is to work together within the aviation industry to enable and accelerate the transition to sustainable aviation fuels. Sustainable Air Freight Alliance (SAFA) is a buyer-supplier cooperation between airlines, shippers and freight forwarders where supply chain stakeholders are collaborating to find ways to meet fuel demand without fossil fuels.

CLECAT

CLECAT is a European association for freight forwarding, logistics and customs services that aims to strengthen and improve the industry’s representation in Europe. CLECAT represents around 19 000 European companies and regularly liaises with a wide variety of other transport industry representative groups such as shippers, ship owners, ports, express carriers, intermodal/combined transport operators, airlines, road transport operators and railways. Sustainability is of course high up on the agenda in these collaborations.

Nordic collaboration

National confederation for the transport industry

In each Nordic country, we are members of national industry collaborations, for example, [Confederation of Finnish Industries \(EK\)](#), [NHO Logistikk og Transport Norway](#) and the [Swedish Confederation of Transport Enterprises \(Transportföretagen\)](#). These organizations work to create competitive business environments. They play an important role in facilitating different sustainability collaborations, for example creating joint positions papers aimed at the EU, produced together with their Nordic sister companies.

E-Mobility (Sähköinen liikenne ry)

This organization focuses on collaboration with regards to e-mobility, such as charging stations, investment support, emission calculations and effects of national and EU legislation.

Finnish freight forwarding and logistics association (FIFFLA)

The purpose of this association is to improve conditions for members operating in the freight forwarding and logistics service business in Finland and to increase recognition and appreciation of the industry.

The Finnish Transport and Communication Agency (Traficom)

Traficom focuses on knowledge sharing and collaboration. Their mission is to build the connections that keep people, data and goods moving smoothly, securely, and sustainably.

Grønt landtransportprogram (GLP)

The Green Land Transport Programme is a Norwegian binding public-private partnership, established with funding from the Ministry of Climate and Environment in 2021, to realize the green shift in land-based commercial transport. The program focuses on increased production and distribution of biogas, emission-free long distance bus routes and big scale pilots for electrical and hydrogen trucks with necessary infrastructure.

CLOSER

CLOSER is a neutral, Swedish arena for collaboration with regards to research, development, and innovation within transport efficiency. DB SCHENKER is an active partner in CLOSER and has a seat on CLOSER's Board of Directors. We also act as the chairman of the CLOSER collaboration: "Energiförsörjning och logistik" (Energy supply and logistics).

Network for Transport Measures (NTM)

NTM is a Swedish organization working to promote and develop the environmental efforts of the transport sector and contributes to qualitative measurement of the transport sector's environmental impact.

Nätverket för Hållbart Näringsliv

This is a Swedish domestic network of organizations that wish to share knowledge, experience and ideas regarding sustainable trade and industry.

Chambers of Commerce

DB SCHENKER is a member of several domestic and overseas chambers of commerce. One example is the [German-Swedish Chamber of Commerce](#), which works to strengthen the cooperation between the two countries' business sectors. Another is the [Finland Chamber of Commerce \(Kauppakamari\)](#).

In addition to the above, we also participate in many local collaborations.

The Confederation of Danish Industry – The Network for International Transport and Logistics

This network is designed for companies involved in the delivery of goods abroad, particularly within the EU. It caters to transport companies with subsidiaries abroad and those offering international logistics services both in Denmark and abroad.

Danish Freight Forwarders

Danish Freight Forwarders Association represents most of the professional freight forwarding industry in Denmark. The association provides services and support to its members, who are involved in planning and dealing with transport and logistics services. They offer legal advice, political networking, industry news, insurance solutions, and more to help businesses navigate in the logistics and transport industry.

For our Planet – Clean Logistics

Addressing climate change and minimizing our use of fossil fuels is a top priority for us. This is the most important part of our clean logistics strategy, and we work relentlessly to reach our targets.

In this section you can read about our progress. We describe how we shift to renewable energies, increase own production of more renewable energy, increase our energy efficiency, and how we contribute to a circular economy.



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The importance of becoming carbon neutral

Climate change has a profound effect on our world and its inhabitants. The constant rise in temperature increases the severity of the situation and the evidence of that is becoming more and more alarming.

In 2024, the world has witnessed unprecedented events such as devastating wildfires in Australia and California as well as severe flooding in Europe and Asia.

The impacts of climate change have become more frequent and intense, and it causes both human and economic loss. Extreme weather events, such as heatwaves, hurricanes, and floods, pose direct threats

to human lives. In 2024, record-breaking heatwaves led to increased mortality rates, particularly among vulnerable populations such as the elderly and those with pre-existing health conditions. The month of April 2024 was the hottest April ever recorded.

By reducing greenhouse gas emissions and limiting global warming, we can decrease the frequency and severity of these extreme weather events. Mitigating climate change is also crucial for preserving biodiversity and ecosystems.

We are working tirelessly to reduce our scope 1–3 emissions as fast as possible. We can see clear progress within all our areas and are constantly increasing the pace.

DB SCHENKER's greenhouse gas emissions

About our emission calculations

DB SCHENKER's global emission calculations are aligned with the Greenhouse Gas Protocol (GHG) and the ISO 14064, EN 16258 and ISO 14083 standards.

The calculation of our emissions is based on an extensive amount of data from many different internal and external data sources. We are continuously improving the data quality, and our principle is to always use conservative assumptions to prevent us from underestimating the amount of produced CO₂.

It is important to know that the data used in the emission calculation can vary significantly between companies as there are few guidelines for data quality and how to aggregated the data. Unfortunately, this means that emission reports are hard to compare.

Greenhouse Gas Emission Scope 1, CO₂e (ton)

	Denmark	Finland	Norway	Sweden*
Emission from own vehicles	94	13 839	492	30 716

Greenhouse Gas Emission Scope 2, CO₂e (ton)

	Denmark	Finland	Norway	Sweden*
Hydro power	0	0	78	193
Solar power	0	17	1	7
Wind power	4	48	0	0
Propane gas	0	0	427	0
Natural gas heating	1	486	0	0
Geothermic heating	0	89	0	0
District heating	12	1 243	133	1 634
Other	0	0	5	5
Total	17	1 883	644	1 839

Greenhouse Gas Emission Scope 3, CO₂e (ton)

	Denmark	Finland	Norway	Sweden*
Ocean freight export	1 020	5 285	7 258	11 097
Ocean freight import	5 153	7 149	9 887	25 772
Air freight export	5 148	17 665	66 171	25 013
Air freight import	1 827	12 821	4 197	22 182
Land transport domestic	300	42 285	18 620	54 173
Land transport export	14 681	50 299	11 558	41 555
Land transport import	19 713	46 642	20 040	61 040
Other	10	138	0	98
Total	47 852	182 284	137 731	240 930

*Iceland is included in Schenker AB

Sustainability at Contract Logistics

Our business unit Contract Logistics (CL) offers tailored third party logistics (3PL) solutions to our customers. We support businesses in all stages of the supply chain and today, operate logistics facilities in Finland, Sweden and Denmark.

CL offers warehousing, inventory management, order fulfillment, and other value-added services. We support businesses in optimizing their supply chains, reducing costs, and improving overall operational efficiency. Our facilities are top of the line, and we have the highest level of certification which makes us well-prepared to handle everything from reverse logistics to aftermarket support, healthcare services, or cloud logistics.

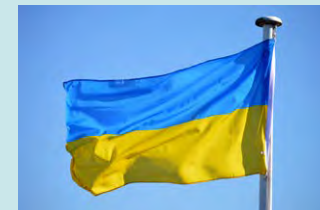
The sustainability journey looks a bit different within CL compared to our other business units that are more focused on transport, but it is nevertheless of great importance. During 2024, sustainability road maps have been submitted by all countries focusing on greenhouse gas emission reduction, resource efficiency and work-related injuries. There are many detailed global targets,

but the most significant are 100% reduction of absolute CO₂e by 2040, 100% renewable electricity at all our own sites by 2025, 100% renewable electricity at all sites by 2030 and 60,5% recycling rate by 2030. In the Nordic countries these targets have already been met. We therefore have a slightly different focus, such as own energy production, charging for electric vehicles, and achieving a much higher recycling rate.

In addition to our own sustainability efforts, CL also offers solutions supporting a circular economy. CL can facilitate a shift from a linear economy to a circular economy by offering logistics solutions where materials and components of all kinds are kept in a continuous and sustainable cycle. Circular economy is also supported, by solutions focusing on return initiation, return processing and repair processing.

“We strive to meet our global targets and are well on the way with our road map.”

Håkan Nydén,
Head of Contract Logistics,
DB SCHENKER Cluster Nordics



DB SCHENKER and Volvo Group support the Red Cross in Ukraine

Sustainability is also about solidarity. In a time of disaster and suffering, we want to make a difference. During 2024, through our business unit Contract Logistics, we joined a partnership with Volvo to support the humanitarian work done by the Red Cross in Ukraine. This is done by ensuring the efficient warehousing and transportation of hospital equipment to war-torn Ukraine. Thanks to this partnership, we can quickly and safely deliver the vital supplies needed to support the overburdened health care system. [Learn more here.](#)

Tailor-made solutions

We have three smaller business units focusing on logistics solutions with specific complexities, namely Global Projects and Industry Solutions (GPIS), Fairs, Events and Special Logistics (FESL), and Schenker Dedicated Services (SDS).

Global Projects and Industry Solutions (GPIS)
GPIS specializes in providing tailored logistics solutions for complex industrial projects, such as transporting an 80-meter-long wind turbine wing. GPIS manages everything from fast deliveries to complex project movements, ensuring the customers' cargo reaches its destination efficiently and safely. Our services benefit various industries including power plants, renewable energies, mining, and civil construction. We offer a wide range of sustainable options, but as with all tailor-made solutions, the level of sustainability is determined by our customers. The projects managed by GPIS often play an important role in the sustainable transformation as they create the prerequisite for the transformation of the energy sector.

Fairs, Events and Special Logistics (FESL)
Fairs, Events and Special Logistics also offer tailor-made logistics solutions. The focus of this business unit is to arrange logistic solutions related to fairs, events and special logistic solutions. FESL ensures that the

customer can focus on their fair or event, whilst we take care of the logistics from door to stand. As with GPIS, we offer a range of sustainable options, however the level of sustainability is largely determined by our customers.

Schenker Dedicated Services (SDS)
Schenker Dedicated Services offers 4PL business solutions and creates customized set-ups that are built to meet the customer's specific needs. SDS has worked as an independent company since 1996 and is

unique in our company group as it cooperates with more than 500 logistics service actors across all transport modes. SDS creates neutral and independent set-ups, while at the same time having access to DB SCHENKER's tier 1 global network of talents, logistics experts and operating infrastructure.

During 2024, SDS has been working closely with customers to develop and provide relevant CO₂ reporting. This collaboration enables our customers to analyze the environmental impact of their transports that SDS is managing, as well as working on

improvements. We have also continued our efforts to enhance data quality by identifying areas of improvement and initiating technical solutions to increase the accuracy of the CO₂ calculations.

SDS has been awarded a gold medal by [EcoVadis](#) which is a platform that assesses the sustainability performance of companies. This is a recognition that indicates a strong performance in sustainability practices across key areas such as environment, labor and human rights, ethics, and sustainable procurement.



The shift to carbon free air freight

Emissions from air freight transport account for a significant proportion of our Scope 3* emissions and we are committed to becoming independent of fossil fuels. To achieve this target, we collaborate globally with the aviation industry.

The EU uses several legislative measures to aid the transformation. One important regulation is the ReFuelEU Aviation, which promotes the increased use of sustainable aviation fuels (SAF). The regulation requires a 2% share of SAF in EU airports, rising to 70% by 2050. SAF is a second-generation biofuel typically derived from renewable resources, such as plant-based feedstocks (like used cooking oil, algae, and waste fats), agricultural residues, forestry by-products, and municipal

waste. There are various pathways to produce SAF, such as:

- HEFA (Hydroprocessed esters and fatty acids). At present, HEFA is currently the most viable and technologically advanced way to produce SAF derived from feedstocks such as waste oils and animal fats.
- ATJ (Alcohol-to-jet) is a promising technology to produce SAF. It is typically derived from alcohol-based feedstocks, such as agricultural crops (e.g. corn stover), waste materials or industrial by-products (e.g. forestry residues).
- Gasification followed by a Fischer-Tropsch synthesis of biomass (e.g. municipal waste).
- PtL (Power-to-Liquid) is a synthetic fuel ("e-fuel") produced using renewable hydrogen, renewable electricity, water, and captured carbon dioxide. Under the ReFuelEU Aviation

regulation, 1,2% of aviation fuel must be synthetic fuels at EU airports from 2030.

The prerequisites for switching to different types of renewable fuels vary in terms of feedstock availability, scaling up production to meet industry demand, and cost. Our long-term goal is to use only fuel produced from renewable electricity, but until that is possible, we will use SAF. During 2024 we have seen many large investments into production of SAF, both in the US, in Europe and in Asia Pacific. While SAF is initially more expensive than traditional (fossil) jet fuel, the gap will narrow over time. The economies of scale will reduce the price of SAF, the cost of emitting greenhouse gases will increase, and the production of aviation fuel from biofuel and electricity is expected to be scaled up.

We contribute to the shift from fossil to

renewable fuel by joining partnerships with our carriers. We have SAF partnerships with our twelve partners including Lufthansa Cargo, United Airlines and Virgin Atlantic. During 2024, we bought close to 10,000 tons of SAF which helped reduce almost 35,000 tons of CO₂e. We offer our customers the option of purchasing SAF for their air freight. The SAF paid for by the customer may physically be filled on other flights, however the total emissions are reduced, and the climate benefits goes to the customer. This type of solution is the most widely available solution in the industry. It is known as mass-balance, virtual application, or the book and claim principle. The process is audited by an independent third party.

Ocean freight reducing its emissions

During 2024, important steps have been taken towards a carbon neutral ocean freight sector. The supply of sustainable marine fuel (SMF) is increasing, and the strengthened legislation continues to drive the transition, especially within the EU.

From 1st of January 2024, shipping lines have been required to report their emissions and purchase an equivalent number of allowances on the EU ETS1 market (emission trading system). At the beginning of 2025, this mandate was increased from 40% to 70% and will rise to 100% at the beginning of 2026. The mandate applies to all ships with at least one stop within the EU. Shipping companies need to report 100% of the emissions produced during transport between EU ports. If the transport is between an EU and a non-EU port, 50% of the emissions need to be included in the ETS1 system. In addition, all emissions produced in an EU port needs to be included.

During the year, we also saw stricter regulations outside the EU, like in North America where new emission regulations and new quality standards for fuel were introduced. During the annual meeting with the International Maritime Organization (IMO), also further negotiations to reduce greenhouse gas emissions took place, e.g.

regarding a possible fuel standard or a price for carbon emissions.

The transition to carbon neutral shipping is accelerating and several new fuels are emerging. Our global goal is to move to electric fuels (eFuels) for all modes of transport, but we need to use SMF as a bridge technology until eFuels can be scaled up.

Electric fuels like eFuels, or synthetic fuels have a great potential, but, for shorter distances, battery-electric technology is a good option. This type of technology can be seen on the ferry traveling between Helsingborg and Helsingør. Most of the ocean freight emissions are generated over longer distances, where the battery-electric technique is insufficient. Here, renewable hydrogen and other “non-biogenic” (RFNBO = Renewable Fuel of Non-Biological Origin) fuels such as e-methanol and e-ammonia are explored. Before these alternatives can be scaled up, several barriers need to be overcome, such as improving infrastructure, increasing production, and ensuring that the economic and governmental prerequisites are met.

Sustainable marine fuels

SMF will play a significant role. This technique is more mature compared to e-fuels and the fuel is available on a larger scale. We use SMF produced from certified used oils (UCOME, brown grease). We have several SMF



partnerships with carriers like MSC, CMA-CGM and Hapag-Lloyd. Another example in the Nordics is our partner Viking Line, which uses biogas to reduce emissions on its ferries between Finland and Sweden.

As a freight forwarder, we do not own our own vessels, but work in close partnership with selected partners in the shipping industry. We discuss and share experiences to enable collective influence and transition

to carbon neutrality. We also maintain a close dialogue with the IMO and the EU Commission to keep our customers informed of the latest developments and changes in the regulatory framework. Our customers also play an important role in the transition to carbon neutral shipping, as their demand for sustainable solutions is essential for the fuel supply. If you want to learn more, [please see our webinar here](#).



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Nordic rail transport

Compared to other modes of transport, rail has significantly lower emissions. We are therefore happy to offer several rail solutions across our network.

Rail plays a particularly important role in Norway. In 2024, we transported approximately 51 000 containers (TEU's) from Oslo to Kristiansand, Bergen, Stavanger, Trondheim, and the northern parts of Norway. These volumes account for 68% of the consignments between the largest cities in Norway and the shift to rail helps us reduce emissions by up to 97% on these transport lanes.

In Sweden, a rail shuttle service was launched back in 2013 as a collaborative project between us, our customer Jula Logistics and the municipality of Falköping. This is now a successful rail solution transporting goods between the Port of Gothenburg and Dryport Skaraborg.

The initiative has proven to be a huge success and the development has continued throughout 2024, resulting in a 500-meter-long railway track with roof protection to load and unload goods along with an adjacent terminal building. In October all facilities were in use, for us to offer a sustainable and efficient transshipment operation for some of Sweden's core industries – paper, paper pulp, sawn timber and other industrial goods. During 2024, we transported around 32 000 containers (TEU's) for our customers.



Land Transport Europe

Our efforts to become carbon neutral is shared by our colleagues around the world. Here are some wonderful examples from our European colleagues.

“I am very proud to say that in our French network 50% of our own fleet is with alternative vehicles. We have 132



battery electric trucks, 60 biogas trucks and 420 HVO100 trucks. In addition, 32 of our cities have deliveries with cargo bikes. I am also very proud to share that we have raised our EcoVadis score to 71. The score for environment is even 80%!”

Taniel Chamerois,
Head of Sustainability, Cluster France & Maghreb

“In the Benelux Cluster we are very proud of our strong collaboration with our customers. Together with a renown sports multinational company, we have established a HVO100 Shuttle service between its Belgian DC and Schenker Eupen & Mechelen and we have launched a BEV/H2 truck delivery for all its five city stores in Berlin. Another successful case is the HVO100 Linehaul lane between Eupen and the hub in Berlin.



In the Benelux we have also extended the contract with our partner BijZaak who placed beehives at our sites. We were now able to add even more beehives at our sites. In addition to this, we also successfully launched, for the second year in a row, a Cycle2work day, in which many colleagues participated in.”

Hanno Sterrenburg,
Head of Sustainability, Cluster BeNeLux

“At DB Schenker in Germany, we have been using the first BEV trucks since 2018. A lot has happened since then, and the fleet has grown continuously. Today, in addition to BEV trucks, we also use various hydrogen trucks, cargo bikes, and HVO100 fuel for combustion engines.



We are very proud to be one of the first logistics companies to test the eActros 600 and MAN eTGX, which represent the next milestone on the way to decarbonizing heavy loads.

As the Germany/Switzerland cluster, we are delighted to be driving sustainability forward with our colleagues from various clusters. Together, we are #OnTheWay”

Armin Humer, Head of Sustainability,
Cluster Germany/Switzerland

How do we make it happen?

All DB SCHENKER's land transport organizations have submitted country specific decarbonization road maps to each of DB SCHENKER regions, clusters and countries. Our Nordic land transport organizations: Finland, Norway, and Sweden/Denmark, have submitted their plans to our European region.

The political landscape and market conditions differ in our countries which affects how fast we can decarbonize our business, but each country has produced a plan looking at vehicles, fuel, and infrastructure.

To meet our targets, we ...

- ... shift to electric vehicles.
- ... shift from fossil to renewable fuel.
- ... test new techniques and solutions enabling sustainable transport.
- ... increase our transport efficiency and minimize our use of energy.
- ... educate our employees about sustainability and our road maps.
- ... work together with external stakeholders to share knowledge and drive the change.
- ... collaborate with our customers to create sustainable business agreements.
- ... improve data quality, visualizing our progress to improve decision making.
- ... closely monitor new and coming legislation to ensure the right decisions are made at the right time.

Viktor Strömblad, Head of Land Transport Sweden & Denmark, Wolfgang Frank, Head of Land Transport Norway, Harald Knaapinen, Head of Land Transport Finland.



Emission free city distribution

It is important to us to prioritize decarbonization in areas where people live. Emissions affects the climate, but it also affects people's health. Therefore, we focus especially on decarbonizing our cities. Additionally, we see a higher level of maturity looking at the shift to the smaller electric vehicles operating in the cities.

Norway leading the way

DB SCHENKER in Norway has an ambitious target for the domestic land transport. We aim to be carbon neutral by 2027 and we have come a long way since this target was established in 2019. We started with the introduction of the Oslo City Hub and today

our distribution of goods is fully carbon neutral in 33 major cities in Norway, and partially in 15 more. Reducing emissions is not only about changing the type of fuel used, but also about increasing transport efficiency. During 2024, we have optimized our distribution routes, reduced the time for loading and unloading at our terminals and changed the size of vehicles. This have given us a 6% increase in transport efficiency and reduced the need for 27 trucks.

Emission free city distribution in Finland

In Finland we drive several battery electric vehicles in Oulu, Jyväskylä, Lieto and Lempäälä. Our experience with these vehicles has been very positive. Surely, the weather in the Nordic countries can be very cold, and, unfortunately, we have experienced

problems with limited range when the temperature drops. However, the vehicles run very smoothly and there is less noise, which improves the working conditions for the drivers, as well as the surroundings.

Improved regulation helps the transition in Sweden

On the 1st of July 2024, new rules came into force in Sweden making it possible to drive parcel vans with a total weight of 4.25 tons with only a class B driving license, if the vehicles are powered by alternative fuels and if an application for exemption is granted. The change facilitates the transition to carbon neutral transport. Schenker Åkeri has been granted permission to participate in the trial and this participation will accelerate the transition to carbon neutral transports.

“We see a need to use vans with a total weight of 4.25 tons in certain areas

where a larger and therefore heavier battery is required to get the range we need. Vans with a total weight of 4.25 are also equipped with a digital tachograph, which also makes it easier for us to follow up on driving and rest times. Our first 4.25 parcel van will run in Visby, where we have had challenges with the range of our 3.5-ton vans.”



Daniel Vahlberg,
Head of Innovation and Purchasing,
Schenker Åkeri AB



Carbon neutral heavy-duty trucks

Heavy-duty trucks account for close to 90% of our land transports emissions and this segment is therefore particularly important in the shift to carbon neutrality. In the short term, biofuel plays a particularly important role, but we also work to shift to renewable electricity.

Electric heavy-duty trucks driving long distances

The Swedish project eCharge focuses on researching electric heavy-duty trucks, driving long distances. In this project DB SCHENKER and 13 other leading stakeholders*; vehicle manufacturers, academia, logistics companies, power grid providers and energy providers, join forces with the Swedish government to learn about electrification of heavy road transport.

The purpose of the project is to conduct research and test all necessary aspects such as vehicles, megawatt charging systems (MCS), energy supply, infrastructure, and risks. The project includes several vehicles, one of which is a truck driven by Schenker Åkeri. In 2023, charging infrastructure was installed to enable the tests and in the beginning of 2024, we started to drive the truck. All employees involved have taken part in tailored trainings looking at the electric



Anna Hagberg, Head of Network & Linehaul Management.

truck, safety aspects, handling of deviations and charging. The drivers play a particularly important role in the project as they are responsible for reporting abnormalities that are then thoroughly analyzed.

*Project participants: ABB, Chalmers, Circle K, DB SCHENKER, Schenker Åkeri, Lindholmen Science Park, ICA, OKQ8, Linköping University, Lund University, Scania, Tommy Norberg Åkeri.

Electric HCT truck in Finland

In the beginning of November 2023, we proudly presented our first, all-electric, HCT (high-capacity transport) truck running entirely on electricity in regular traffic between Vantaa and Lempäälä. In addition to the main service operating in the evening and at night, the truck is used for the pick-up and delivery of goods between Lempäälä and Hämeenlinna, which is run in the morning. The 33-meter long HCT truck, is a fully electric Volvo FH Electric truck pulling two semi-trailers and the maximum permissible total weight is 68 tonnes. The truck is charged between shifts using chargers installed at our terminals. The experience with the HCT has been very positive and encouraging, and we have been able to collect important data on the use of electric HCTs in different weather conditions throughout the year. However, further investment in dedicated heavy-duty charging stations is needed to scale up all-electric heavy-duty transport.

HCT trucks reduce fuel consumption

The amount of fuel used per tonne kilometer (tkm) can be significantly reduced using HCT trucks. In Finland, HCT trucks are permitted to operate throughout the entire road network. However, in Sweden, HCT vehicles have just recently been given the approval to operate on Sweden's main roads that are in good condition and have sufficient load-bearing capacity for heavy vehicles. Additional approval is needed by each municipality to operate on municipal roads and local routes.

For several years, Schenker Åkeri has operated two HCT vehicles between Gothenburg and Malmö. Considering the opening of the national road network, they have now investigated the possibility to introduce more HCT trucks. Schenker Åkeri has identified three routes where we intend to invest in six HCT trucks. In 2025, Schenker Åkeri will deploy two additional HCT vehicles, however for the additional four, we are still awaiting decisions from the municipalities of Stockholm and Malmö to open the necessary local roads leading to our terminals.

As a Nordic organization, we are naturally interested in establishing HCT transports between our countries, and during 2024 we were very happy to implement a HCT truck between Finland and Sweden. This DUO-2 truck has two trailers with 13,6 loading meters each and a capacity to load 37 tonnes.



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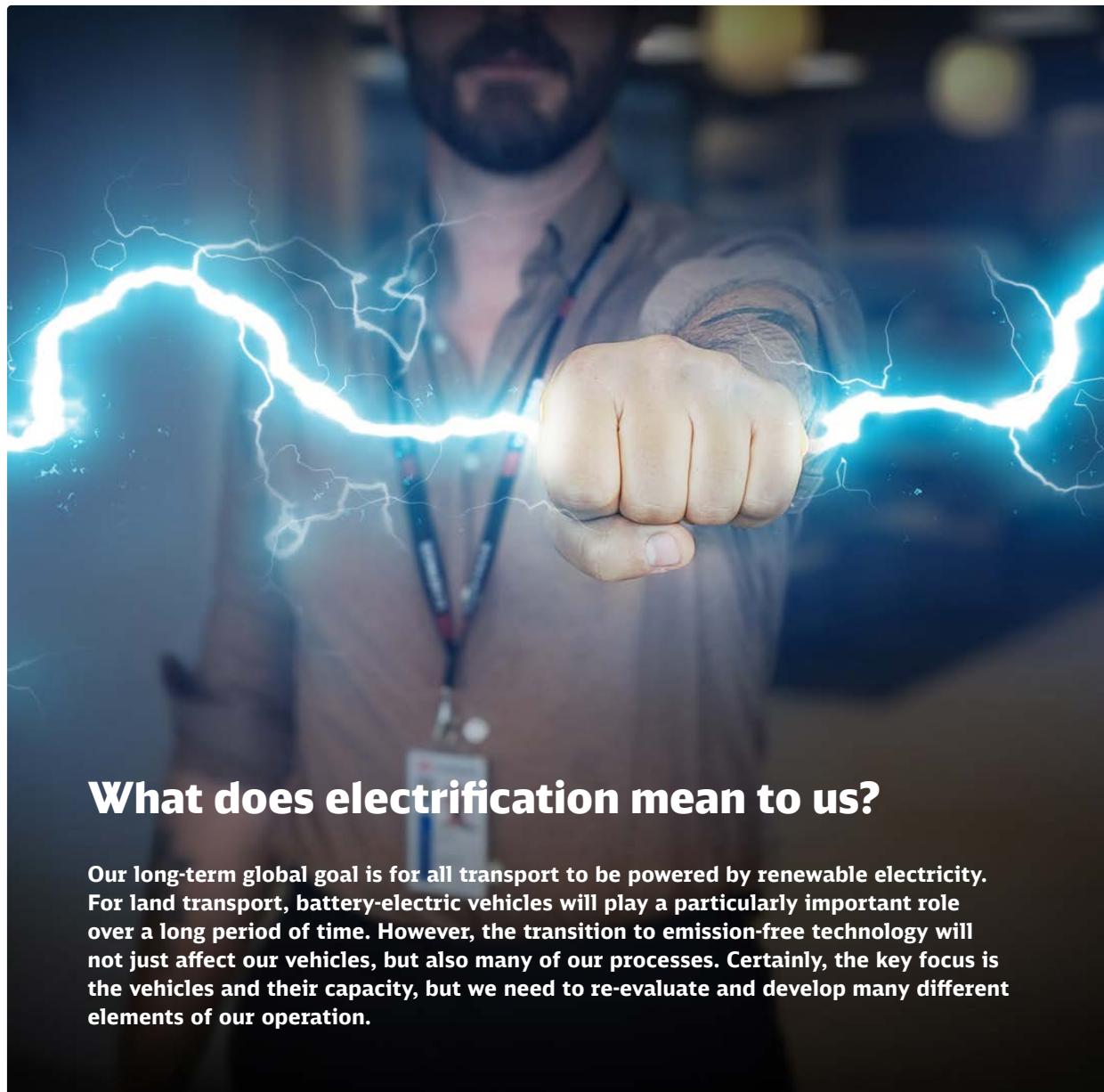
For our Planet



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What does electrification mean to us?

Our long-term global goal is for all transport to be powered by renewable electricity. For land transport, battery-electric vehicles will play a particularly important role over a long period of time. However, the transition to emission-free technology will not just affect our vehicles, but also many of our processes. Certainly, the key focus is the vehicles and their capacity, but we need to re-evaluate and develop many different elements of our operation.

Charging infrastructure

We need to ensure that the charging infrastructure we put in place enables us to charge vehicles in the right place, at the right time. We also need to consider effects on transport efficiency, effects on the vehicle, the work environment and driving and rest times for drivers.

Design of terminals

We need to evaluate the design of our terminals and adapt it to ensure optimal charging infrastructure.

Electricity supply

We need to continue to ensure a cost-effective supply of renewable electricity. We also want to produce more of our own renewable electricity and to map the need for storing electricity at our facilities.

Power

We need to ensure that we have enough power in the electric grid to cover our energy needs. The transition increases the demand for electricity which fuels the need for cutting power peaks in the electric grid. This can affect our business resilience and therefore needs to be taken into consideration.

Transport efficiency

We want to use as little energy as possible and maintain our level of transport efficiency when we conduct our assignments. With that in mind, we must ensure that electrification does not result in suboptimization of the transport system, i.e., we do not want to use two vehicles instead of one.

Quality

We aim to safeguard our high-quality standards and must ensure that we, as we transition, can maintain and further improve our delivery precision, so that customers can continue to rely on our transport services.

Business agreements

We develop business agreements with our partners based on new cost drivers.

Products and offers

We develop new products and offers that can be adapted to ever-changing market conditions.

Risk mitigation

We investigate new risks linked to electrification, such as fires, and develop relevant plans to mitigate these risks.

Electric and biogas vehicles in the Nordics

Parcel van (battery)

DK: Copenhagen (1)

FI: Oulu (2), Jyväskylä (1)

NO: Ålesund (1), Bergen (8),
Hamar (1), Bodø (3), Førde (2),
Fredrikstad (1), Kristiansand
(4), Mo i Rana (1), Oslo (15),
Stavanger (7), Sandefjord (2),
Trondheim (2)

SE: Borås (1), Gothenburg (9),
Gävle (1), Halmstad (1), Karlstad
(2), Linköping (3), Malmö (3),
Norrköping (4), Södertälje (2),
Stockholm (18), Vänersborg (1)

Cargo bike (battery)

FI: Helsinki (2)

NO: Oslo (3)

SE: Gotland (2)

Line-haul HCT truck (battery)

FI: Vantaa–Lempäälä (1)

SE: Växjö (1), Jönköping–
Södertälje (1)

Distribution truck (battery)

FI: Lieto (1), Lempäälä (3),
Kuusamo (1)

NO: Ålesund (1), Bergen (1),
Drammen (2), Molde (1),
Oslo (16), Sandefjord (3),
Trondheim (1)

SE: Borlänge (1), Gotland (4),
Karlstad (1), Umeå (1),
Vänersborg (1), Värnamo (1),
Västerås (2), Östersund (2)

Distribution truck (biogas)

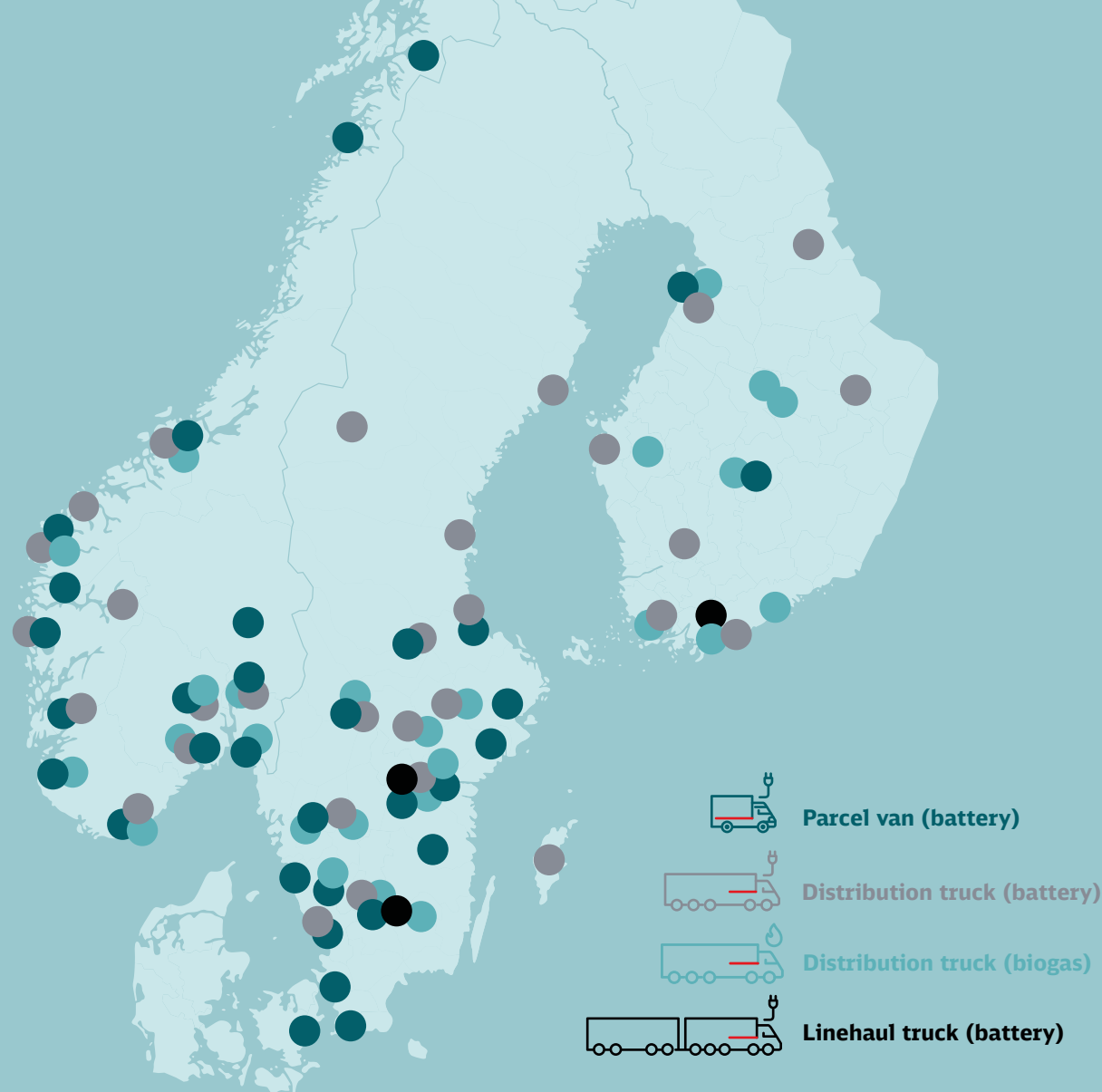
FI: Oulu (3), Jyväskylä (3),
Turku (2), Seinäjoki (2), Kuopio
(2), Vantaa (1), Tampere (1)

NO: Drammen (1), Fredrikstad
(2), Oslo (12), Stavanger (2),
Trondheim (4)

SE: Karlstad (6), Linköping
(3), Örebro (6), Skara (2),
Vänersborg (4), Värnamo (5),
Västerås (9), Växjö (3)

Distribution truck (electric hybrid)

SE: Borlänge (1), Gotland (2),
Karlstad (1)



Haulier collaboration

In the Nordics, we work together with hundreds of hauliers. The collaboration with these hauliers is of particular importance for us as it creates the foundation for the sustainable transformation of our land transport operations. We enable a close collaboration in all Nordic countries and work closely together to learn and share knowledge to find the best path forward.

Norwegian dialogue

In 2023, an important meeting was held with the hauliers in Norway to discuss how to reach the target to become carbon neutral by 2027. We discussed the available options and how to shift the remaining fossil fueled fleet to carbon neutral alternatives. From 2023 we have had regular meetings with our hauliers to ensure consistency and progress. In 2024, we also arranged a meeting with eleven of our line-haul hauliers in eastern Norway, to discuss biogas. Our suppliers of biogas presented their plan for the coming infrastructure throughout Norway, we

discussed investments in biogas trucks and how to best make use of the planned biogas filling station at our Oslo branch, Alnabru.

Progress in Finland

Our Finnish land transport organization has had many successful collaborations with our hauliers. In the Helsinki areas, more hauliers continue to operate electric parcel vans in 2024, and together we have reduced the number of Euro 4 and 5 vehicles. In Vantaa, Vaasa and Tampere, we have increased the number of electric trucks used to collect and deliver (CoDi) goods. Through close collaboration

and optimization, we have achieved better utilization of line-haul trucks in both domestic and international transport, for example by using combined part load and system line-hauls and by increasing the number of HCTs (high-capacity trucks) in domestic line-hauls.

Swedish decarbonization road maps and Fair Transport certification

Our Swedish land transport organization has a close collaboration with our hauliers. We have regular meetings to discuss our common progress. During 2024, we met to specifically align our decarbonization road map with the hauliers' road maps. Our close dialogue helps us find answers and share knowledge, enabling us to find the best way forward. The progress of the decarbonization road maps is also discussed at our regular local meetings with our hauliers.

Collaboration is important, but it is also important to monitor our hauliers' progress and perform systematic evaluations, which you can read more about on [page 63](#). In Sweden, we have the possibility to use the Fair Transport certification to help evaluate the sustainability performance. Fair Transport is a sustainability certification for road freight transport developed to ensure that certified hauliers meet criteria for environmental responsibility, road safety, and social accountability. Today, more than 35 of our Swedish hauliers have this certification. One of them is our own haulier, Schenker Åkeri.



Fair Transport certification

Certified companies undergo third-party audits to verify their compliance with the following criteria:

- **Environmental responsibility:** Fair Transport-certified companies actively work to reduce their carbon footprint through efficient logistics and the use of eco-friendly technologies.
- **Road safety:** Fair Transport-certified companies ensure that the safety of both drivers and the public is a top priority. Certified hauliers follow strict safety protocols and invest in ongoing training.
- **Social accountability:** Fair Transport promotes fair working conditions, ensuring that employees are treated with respect and provided with a safe working environment.





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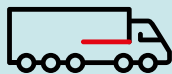
For People



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Driving the change

The shift to clean logistics affects most of our processes and we see great progress. The advantage of becoming a Nordic organization is that we can align our work and pick the best practice from each Nordic country. We drive the change by focusing on the following key areas:



Vehicles and fuel

We shift to vehicles and fuel that are independent from fossil fuels.



Innovation projects

We test new techniques and solutions enabling sustainable transport.



Transport efficiency

We increase our transport efficiency and minimize our use of energy.



Process visualization

We improve data quality, visualizing our progress to improve decision making.



Legislation

We closely monitor new and coming legislation to ensure the right decisions are made at the right time.



Training

We train our employees about sustainability and our decarbonization road maps.



Stakeholder dialogue

We work together with external stakeholders to share knowledge and drive the change.



Customer collaboration

We collaborate with our customers to create sustainable business agreements.

About Schenker Åkeri AB

Schenker Åkeri AB is a Swedish domestic carrier owned by DB SCHENKER. The company has been operating for 22 years and has 21 locations in Sweden, currently running 40 lines with 160 departures per day. The long-distance transportation extends throughout the country. Schenker Åkeri also has distribution operations in eleven locations in Sweden. In 2024, Schenker Åkeri drove 31 702 330 km, which corresponds to 791 laps around the world.

Our road to carbon neutrality

We are working tirelessly towards carbon neutrality. During 2023, Schenker Åkeri AB approved a decarbonization road map based on a thorough analysis looking at many factors such as availability of new technologies, prerequisites like infrastructure and availability of renewable fuel.

It will likely take another ten years until the zero emission vehicles are expected to have sufficient capacity and economic competitiveness to replace 95% of existing vehicles. Therefore, biofuel and increased transport efficiency will play a significant role for many years to come. All details are included in Schenker Åkeri's decarbonization road map, which is very thorough and includes the key financial data and details of needed investments. One important step to reduce emissions is to use a modern and fuel-efficient vehicle fleet and from 1st of January 2024, Schenker Åkeri has 100% Euro 6 engines. Knowledge is another strategic aspect that is essential to build the operational experience needed to optimize the use of new technology. Schenker Åkeri is therefore participating in several projects to learn and share experiences to drive the transition forward.

Last mile deliveries

When investing in a 3,5 ton van today, we invest in electrically powered vans. We know that they work well, and we look forward to the next generation of parcel vans with longer range. At the end of 2024, 22% of Schenker Åkeri's fleet consisted of electrically powered vans. Read more about the progress of this segment on » [page 29](#).

The electric trucks used in distribution traffic, the 16–18-ton trucks, have good capabilities. However the commercial competitiveness is still too low. Today, Schenker Åkeri operate seven vehicles in distribution traffic to learn about the technology and how it works in daily operation.

Long-distance vehicles

For long-distance vehicles, 26 tons, there are limited electric vehicles on the market, other than vehicles in pilot studies. We want to be at the forefront of the transition, and we are therefore part of the project eCharge, with one vehicle in traffic between Jönköping and Södertälje. For us, the purpose of participating in this project is to learn and collect knowledge how to ensure the necessary prerequisites.

Biofuel is particularly important when decarbonizing our long-distance vehicles, and for now, we think HVO100 is the most competitive option. It is however important that we have long-term market conditions. Our plans to invest in vehicles driven by biogas have been re-evaluated due to unclear development of infrastructure, reduced governmental support for biogas vehicles and uncertainties in tax exemptions for biogas. Read more about the transformation of long-distance vehicles on » [page 30](#).

“The transition to carbon-neutral operations is one of our most significant and vital challenges. Our understanding of what is required to achieve this goal is constantly evolving. We face both technical and commercial obstacles, as well as the need for society to advance, for a systemic shift to occur. Political support is essential to ensure access to competitively priced energy and to establish long-term solutions, including taxes, fees, and reliability. The business sector must make substantial investments to meet emission targets. For this to happen, the conditions provided by politics and society must be competitive and sustainable.”



Tomas Johansson, CEO,
Schenker Åkeri AB



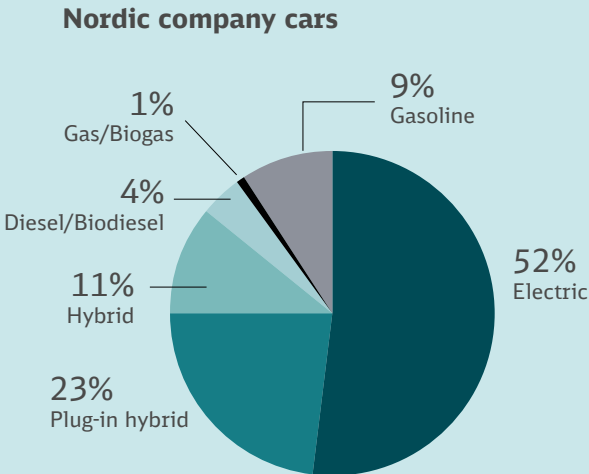
Vehicle fleet data

Euro classes	Nordics	Europe
Euro class 3	0,6%	1,1%
Euro class 4	0,9%	4,8%
Euro class 5	9,3%	11,0%
Euro class 6	89,3%	81,3%
Euro class 7	0,0%	0,1%
Battery electric	4,6%	1,7%

Nordic biogas fleet	2023	2024
Biogas light vehicles <3,5 ton	2	2
Biogas vehicle 3,5–7,5 ton	0	5
Biogas heavy vehicle 7,5–12 ton	8	0
Biogas heavy vehicle >12 ton	87	123
Total	97	130

Nordic electric fleet	2023	2024
Electric light vehicles <3,5 ton	109	122
Electric vehicles 3,5–7,5 ton	29	33
Electric heavy vehicles 7,5–12 ton	3	0
Electric heavy vehicles >12 ton	19	49
Total	160	204

Nordic fleet	Denmark	Finland	Norway	Sweden
Light vehicles <3,5 ton	5	140	117	354
Vehicles 3,5–7,5 ton	0	32	42	23
Heavy vehicles 7,5–12 ton	2	40	6	71
Heavy vehicles >12 ton	92	887	484	2 188
Total	99	1 099	649	2 636



Schenker Åkeri

Vehicle fleet	2022	2023	2024
Light vehicles <3,5 ton	120	152	143
Heavy vehicles 3,5–7,5 ton	0	0	0
Heavy vehicles 7,5 - 12 ton	0	0	0
Heavy vehicles >12 ton	580	485	498
Number of vehicles, total	700	637	641

Euro classes	2022	2023	2024
Euro class 5	5%	0%	0%
Euro class 6	95%	100%	100%

Battery electric	2022	2023	2024
Number of vehicles, total	8	39	43



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Biofuel reduces dependence on fossil fuels

We would like all transport to be fueled by renewable electricity. However, the time is short, and we need to move away from fossil fuels as soon as possible. Therefore, biofuel plays a vital role when minimizing our dependence on fossil fuels, especially for heavy-duty vehicles.

The EU regulates biofuels primarily through the Renewable Energy Directive (RED III). This directive sets binding targets for the use of renewable energy and sets sustainability criteria that need to be met by the producers. By 2030, EU countries need to achieve a 29% share of renewable energy in transport or reduce the emission intensity of transport fuels by 14.5%. EU promotes the use of advanced biofuels made from sustainable feedstocks, such as waste and residues, and the sustainability criteria describe the requirements for transparency and traceability, greenhouse gas emission savings and land use restrictions. The EU has also established a database for biofuels aiming to prevent fraud and double counting.

Biofuel in the Nordics

Biofuel plays a key role in most of the Nordic countries. Iceland is less dependent on biofuels due to their unique availability of geothermal energy; however, Norway, Finland,

Denmark, and Sweden use it on a larger scale. The most commonly used biofuels are HVO and biogas.

HVO

HVO (Hydrogenated Vegetable Oil) is widely available in the Nordics. It is produced from biological residues such as vegetable oil, tallow, pine, animal fat, or used cooking oil. HVO is chemically identical or very similar to fossil diesel and can therefore fully substitute or be blended with fossil diesel. HVO reduces net CO₂ emissions by approximately 90% compared to gasoline or diesel.

All the Nordic countries, except Iceland, have introduced a biofuel mandate to steer the transition. This means that biofuels such as HVO and ethanol are blended with diesel and gasoline to reduce the CO₂ footprint. In 2024, the biofuel mandate was 7.5% in Denmark, 13.5% in Finland, 19% in Norway and 6% in Sweden. In 2025, the mandate is expected to increase to 16.5% in Finland and 10% in Sweden.

Biogas

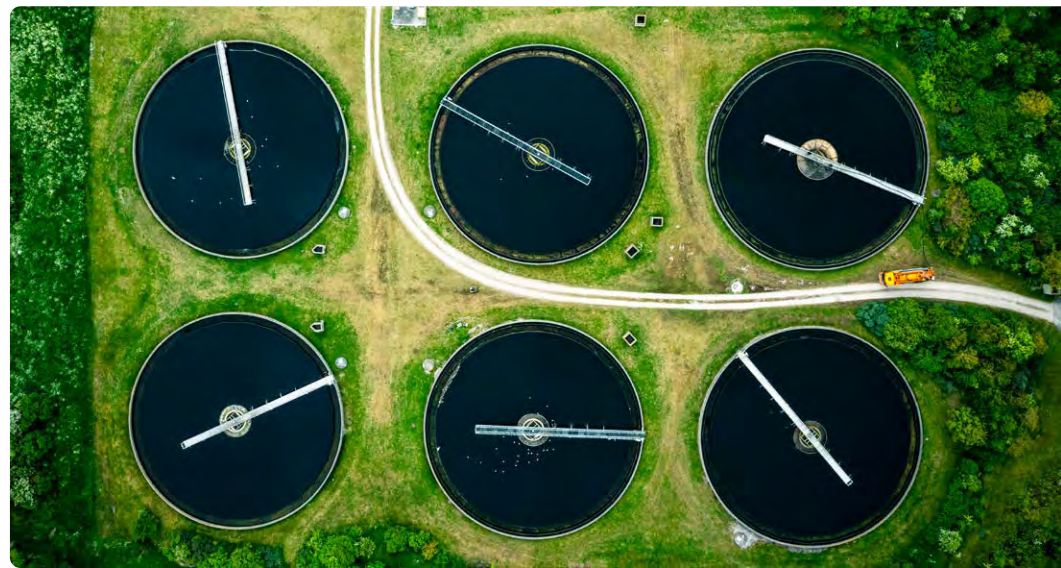
In the last years we have seen an increase in biogas production and strengthening of the biogas infrastructure, partly supported by governmental financial subsidies. The governments in Finland, Sweden, and Norway also provide subsidies to support investments into biogas trucks.

Biogas is a fully renewable fuel produced by a natural decomposition process of biological materials such as food waste from households or sludge from sewage plants. Biogas is available in liquid (LBG) and compressed (CBG) form. During the production process, biofertilizer is also produced. Biogas reduces net CO₂ emissions by approximately 95% compared to gasoline or diesel. One of our Nordic suppliers of biogas even reports that the average emission factor of liquefied biogas (LBG) was actually negative (-2.7 kg CO₂ /kg) in 2023, which equals a 103% reduction compared to the RED II reference value for fossil transport fuel. This is explained by the production of

biofertilizer which replaces regular fertilizer.

The number of biogas stations has increased, particularly in Norway where we have been able to convert 17 of our long-haul transport lanes from diesel to biogas.

In Sweden, there has been a lot of uncertainty with regards to tax on biogas. In 2020, the EU approved that Sweden could introduce a tax exemption for biogas from 2020–2030, however, in December 2022, Sweden was forced to remove the tax exemption for biogas due to a procedural error. In 2024, almost two years later, we received a very welcomed message that the tax exemption could be reintroduced.



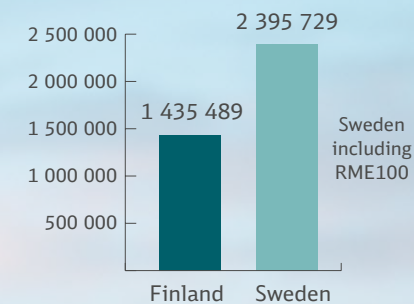
Fuel data

Transitioning to electrical vehicles is crucial, but biofuels also play a significant role. Therefore, all Nordic countries are replacing fossil fuels with renewable alternatives.

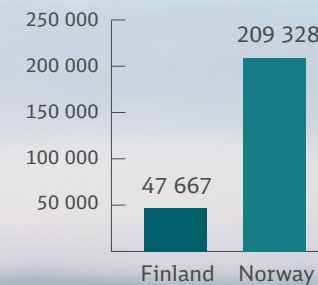
Sweden
domestic
network, 38%
biofuel

CBG: Compressed biogas LBG: Liquid biogas

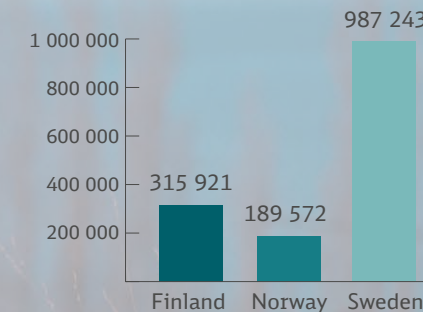
HVO100, liters



CBG, kg



LBG, liters





Nordic innovation

Innovation is an essential part of finding new sustainable transport solutions and we participate in a variety of innovation projects in our Nordic cluster. We have several updates from 2024 that you can read about here and on » [page 40](#).

In Finland, we drive three especially exciting projects. One of them is a project run at the Contract Logistics site in Nurmijärvi, where we are testing autonomous forklifts for shelving and picking of full pallets. A second project, Urbane, tests innovative last-mile delivery solutions in Helsinki, including autonomous robot deliveries. DB SCHENKER's part is now complete, though the project continues until 2026. From June to July, we delivered 464 parcels using a cargo bike and the two autonomous

delivery vehicles HeRo and NeRo. The city of Helsinki is interested in developing a larger city center logistics hub to support urban sustainability plans.

Finland's third and most important innovation project is the test of an electric HCT truck. This is truly groundbreaking and helps us learn how to create the prerequisites for successful decarbonization. Read more about this project on » [page 29](#).

Projects related to electric long-haul vehicles are particularly important. In the Swedish innovation project eCharge, Schenker Åkeri drives a pilot with Scania to test electrification of long-haul trucks. The pilot is running during one year between our terminals in Jönköping and Södertälje and is expected to end during Q2 2025. Read more about this project on » [page 29](#).

Schenker Consulting

Schenker Consulting is an independent consultancy firm within the DB SCHENKER Group, specializing in supply chain management and logistics. Through this company, we offer both DB SCHENKER and external clients a comprehensive range of services, including supply chain design, warehouse design and transport solutions.

With extensive experience across multiple industries and a global presence, with a focus on the Nordic region, our team combines deep expertise with a customer-focused approach. Schenker Consulting delivers innovative and sustainable solutions tailored to each client's unique needs.

Many of the innovation projects led by DB SCHENKER have been driven by our experts at Schenker Consulting.



Back row: William Nordgren, Anton Brännmark, Andreas Andersson, Edvin Sjöberg, Andreas Söderlind. Front row: Emelie Wramsby, Simon Eliasson, Hanna Pernbert, Heléne Giaina, Jesper Olsson, Albin Bengtsson.

Innovation

Energy capacity study

The energy capacity study has been essential for us as it helps us forecast the future need for electricity at our branches. The study was conducted in collaboration with Göteborgs Energi and Lindholmen Science Park who acted as the project leader. The study investigated the need for energy at our terminal in Bäckebol, Gothenburg, focusing on the need for electricity when shifting to electric vehicles. The goal of the project was to estimate the time and cost needed to increase grid capacity. The findings show that a big part of the vehicles collecting and distributing goods in Gothenburg could be electrified, however an expansion is necessary to meet the future need of electric vehicles. The methodology of evaluating the energy capacity has since been used at several of our branches to ensure good planning.

Sustainable road freight transport – scenario analysis

This relatively new study is led by the Swedish organization RISE and the 2030-secretariat. The study investigates

how the climate targets implicate road transport in terms of fleet composition, infrastructure needs, costs, and changes in logistics arrangements and implementation. The study looks at different scenarios and the measures needed to enable them. It also identifies who needs to take these measures and when.

REDIG

With the initiative Gothenburg Green City Zone, DB SCHENKER Sweden is involved in the project REDIG, aiming to create an emission free logistics system for the city's event area. The project runs from October 2023 to October 2026 with the goal to enable emission free traffic and improve transport efficiency by consolidating goods by establishing a shared hub for goods.

TRASSEL

In the project TRASSEL, we worked together with a company called Viscando, that is specializing in sensor technology as well as AI for traffic and mobility. The aim of the project was to improve efficiency in our logistics terminals by solving problems such as long processing times, delays, and congestion. By using 3D sensing technology, data visualization and AI, the project focused on providing insights, forecasts, and visualizations of how goods move within terminals. The project also highlighted the ability for modern AI to predict

goods movement and space utilization. The objective of the project was to get valuable insights provided by visualizations. The study suggests that proactive decision-making based on AI predictions could greatly improve terminal productivity.

Environmental Zone (Miljözon) Stockholm

This project aims to ensure the best possible accessibility and transport efficiency in the Stockholm area Gamla stan, when introducing the new Swedish environmental zone class 3. The project seeks to understand the specific challenges and demands of businesses and residents in the area, as well as enabling stakeholders to suggest solutions to decision makers. The project's findings are expected to be transferable and adaptable, serving as a model for the introduction of environmental zones in other areas of Stockholm and Swedish municipalities. The expected outcome consists of a flexible toolbox of solutions suitable for introducing an environmental zone.

Smart urban traffic zones

Smart urban traffic zones is a pilot project to track and evaluate the usage of loading zones in Gothenburg. One of our hauliers participates with seven vehicles equipped with GPS to monitor patterns in route selection, loading zone usage, and other related activities. The aim is to develop more intelligent systems for the utilization and placement of loading zones within the city center.

How do we measure our emissions?

Most companies and organizations recognize that they must reduce their negative impact on the environment. Increasing focus on climate change and stricter laws and regulations make it important for companies to analyze their CO₂ impact and act to lower their emissions. Transport emissions are often a big part of our customers' scope 3 emissions and emission reports are therefore of great importance.

About our emission reports

We offer emission reports to our customers with air, ocean or land transport shipments. The emission is calculated in cooperation with EcoTransIT, a global third-party organization that specializes in emission calculations, using our customers' shipment data, combined with our transport data.

We offer our customers two tools to analyze their carbon footprint: [EcoTransIT](#), which is used to assess future transport, and [Emission reports in Connect](#), which present the approximate carbon footprint of our completed transport runs. Calculating emissions from transport can be very complex as it is calculated using big amounts of data that can be aggregated in different ways. Often a shipment is transported in different transport legs with different vehicles, fill

rate, choice of fuel and energy consumption. We use the best available data, which is a mix of primary and modelled data, i.e. averages. The emission report gives us a good estimate and it shows the emissions trend over time.

Global standards

DB SCHENKER's emission reports follow the Greenhouse Gas Protocol (GHG) standard and is aligned with the most widely used and accepted standards, namely GLEC, EN 16258, ISO 14064 as well as the new ISO 14083 standard.

Advanced emission reports

Our consultancy company [Schenker Consulting](#) helps our customers with advanced emission reports. Schenker Consulting's reports are more detailed and based on more use of primary data than the standard report that we offer via Connect. The level of detail in Schenker Consulting's emission reports, regarding fuel and vehicle type, for example, is determined in consultation with the customer. Schenker Consulting produces a comprehensive analysis, and the results can be presented in various ways depending on the customer's requirements and purpose. The emission report also includes an action plan with concrete measures that can help to reduce climate impact, such as change of fuel, greater consolidation, or alternative means of transport.



“We are continuously improving our emission calculations and reports, and we are now launching a new improved emission report for our customers. From 2025, we will include terminal emissions in our calculation to be aligned with ISO 14083.”



Christian Winther, Quality & Sustainability Manager, DB SCHENKER Norway



”Electrification in Finland requires joint actions and commitment from the government, transportation companies and the regulatory bodies to ensure that sufficient infrastructure is available for the increasing number of electric vehicles. We are committed to reducing emissions together with our customers and stakeholders. We are continuously working to offer the best logistics solutions for our customers that address the climate crisis and the continuously changing regulatory obligations.”

Joni Kovaniemi, Head of Strategy/Product and Solutions, DB SCHENKER, Finland

Successful customer dialogue in Finland

In Finland, we provide our customers with tailored solutions that go beyond compliance standards to help them achieve their sustainability goals. To do this, we engage with all our stakeholders on a long-term basis to make the end-to-end supply chain sustainable. The starting point is always routing optimization, complemented by the use of sustainable fuels such as

HVO100 and biogas, a modern, fuel-efficient fleet and of course electric vehicles. We also cooperate with ferry companies to develop scalable solutions for phasing out fossil fuels on Baltic Sea routes.

running in regular traffic. In 2025, Finland will continue to increase the amount of HVO100 and other alternative sustainable fuels, especially biogas. The number of electric vehicles in the fleet will also continue to grow.

Increasing number of electric vehicles

Finland has DB SCHENKER's first, all-electric, HCT (high-capacity transport) truck

Customer collaboration in Norway

One example of a successful customer collaboration in Norway is the one between DB SCHENKER and OneMed. We have worked with OneMed since 2017, providing carbon neutral transport to specific areas in Norway. This collaboration has been of great importance to both parties and we focus on different types of transport, collection, distribution and long-haul transportation.

We perform carbon neutral distribution for OneMed to Oslo and the surrounding area as well as other parts of Norway. OneMed's high focus on carbon neutral deliveries helps us to drive the shift to carbon neutrality as well as to improve our emission reporting.



Customer dialogue in Sweden and Denmark

It is always incredibly important to us to have a good dialogue and a close collaboration with our customers. These collaborations are essential for the sustainable transformation as they help us to jointly find the sometimes tricky path to carbon neutral transport solutions. For many years we have worked together with our customers to build customer unique solutions with renewable fuels such as biogas, HVO100 and renewable electricity.

The amount of Swedish and Danish customers' unique solutions focusing on reducing the environmental impact has increased over the years. Ahlsell, one of our largest domestic customers in Sweden, has for a long period of time had an extensive customer specific transport solution to reduce climate impact of their transports. In Denmark, we have worked together with L'Oréal to shift to biogas and HVO on their line-haul transport to Sweden and Norway. OLV in Filipstad transports snacks with a biogas truck and in Karlstad, we drive an electric truck for the coffee company Löfbergs Lila. Other customers with similar arrangements are Metsä Tissue, Toyota Material Handlings Manufacturing Sweden AB, Scania, AB Volvo and others.

When a customer's goods travel with dedicated vehicles, it is easier to find a low carbon solution, however when many



customers' goods are traveling together, it is more complex. Some customers are willing to pay the extra cost, whereas others cannot. This has been one of the trickiest issues for us to solve in a satisfactory way. On the 1st of December 2024, we were very happy to launch the new option "Renewable fuel" to all domestic Swedish customers.

Renewable fuel available to all Swedish customers

With the new option Renewable fuel, our Swedish domestic customers can choose to

buy renewable fuel corresponding to the energy consumption of their shipments. We ensure that a low-carbon fuel, such as HVO100, biogas or renewable electricity is used within the Swedish transport network. The calculations are made in accordance with a carefully developed model based on the weight of the transport, distance, and vehicle type. The process and model are continuously reviewed and verified by an independent third party.

[Learn more in this video \(in Swedish\).](#)



“We want to give all our customers the possibility to choose renewable fuel instead of fossil fuel. Our new option Renewable fuel does that. Our calculation is as close to the truth as possible, and we can guarantee that we buy the correct amount of fuel. Our process is verified by a third party.”

Niklas Ward,
Head of Production & Solution,
DB SCHENKER Land Transport
Sweden & Denmark



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What our customers think

Our most important stakeholders are our customers and we conduct several regular customer surveys to ensure our customers' satisfaction. Every year, we conduct a global survey focusing on customer satisfaction, customer loyalty and customer views of our brand compared with our competitors.

The areas of particular focus are:

- Sales
- Customer service
- Transport
- Customs clearance
- IT-systems
- Invoicing
- Complaint management
- Claims management

During 2024, this survey gave us good input on the customer satisfaction in the Nordics. Unfortunately, not all countries are included so we are missing results for Iceland and Denmark. However, we do get results for Finland, Norway and Sweden.

The Finnish 2024 results show a slight improvement compared to 2023, within all areas. Satisfaction with IT-systems and Complaint management had especially increased. Our Finnish organization has an extensive program in place to continue to improve the result, focusing highly on being even more customer centric.

We also see a positive trend in Sweden, where the result has improved in almost all categories. To improve even further, our Swedish and Danish team will focus on more sales training, and have increased emphasis on customer service, improved IT tools for our customers and systematic focus on operational quality. Like Finland, the biggest challenges lie within Complaint and Claim handling, and we are therefore launching several improvement measures within this area.

Unfortunately, the 2024 result for DB SCHENKER in Norway shows a slight decrease compared to the previous year. We are very committed to improve customer satisfaction. A plan with corrective actions has been created focusing on measures to improve customer service, complaint and claims management as well as data quality.

Our quality makes us more sustainable

Quality is the cornerstone of long-term success, and we take great pride in maintaining high standards. We understand that quality is crucial for our customers, as it enhances our efficiency and helps mitigate risks in our operations.

Within our different business areas we work with quality in a variety of ways. Quality development within our business units is led by our colleagues working with “Operational Excellence”. They focus on topics such as process excellence, process target achievement and risk assessment through our quality programs X-site and X-site goes Freight.

The quality work in the Nordics is also guided by the ISO standards and our listed companies are certified in accordance with the quality standard ISO 9001 and the environmental standard ISO 14001. Our Finnish company, Schenker Oy, is also certified according to the health and safety standard ISO 45001.

Nordic program for internal audits

The ISO standards help us work systematically with continuous improvement. They ensure that we maintain a high level of quality and fulfil set requirements. One important tool to ensure high quality is audits. During 2024 we conducted 902 audits; 472 external and 430 internal.

Audits 2024								
Internal	Schenker Oy	Schenker AS	Schenker A/S	Schenker AB	Schenker Åkeri AB	Schenker Logistics AB	Schenker Consulting AB	Schenker Dedicated Services AB
Quality & Environment (ISO 9001 & ISO 14001)	22	26	4	62	6	1	0	8
Health & Safety (ISO 45001)	22	6	0	54	0	1	0	0
Health Care (GxP)	0	2	1	47	0	8	0	0
Dangerous goods	22	6	14	54	7	1	0	0
Security	51	6	0	0	0	0	0	0
External								
ISO	1	5	1	15	5	0	0	1
Authority	15	3	1	7	0	0	0	0
Supplier	403	1	0	0	0	5	0	1
Customer	9	0	0	4	0	2	0	1
Other	TAPA			TAPA				SQAS

Internal audits are much more than a list of questions to check compliance. Internal audits provide an opportunity to objectively examine an organization’s operations and, when used correctly, provide a good basis for both checking compliance and identifying areas for improvement. The ISO standards state that the organization shall conduct internal audits to see whether the management system conforms to the

organization’s own requirements and the requirements of ISO standards in an effective way.
During 2024, we implemented a new Nordic audit program. This was an extensive work led by our Finnish quality manager Marjukka Rantanen. Instead of having to plan four different approaches, one Nordic approach was created which enables unity and ensures efficiency.

“One of the great advantages of the Nordic cluster is that we have the whole Nordic Schenker family at our disposal. We have been able to look at operations and processes in different countries and select the best practices as the Nordic way of working.”

Marjukka Rantanen, Quality Manager, DB SCHENKER Finland

“High quality is the result of a strong and committed teamwork were everyone plays an important part.”

Alfred Bülow, Quality Manager, DB SCHENKER Sweden, Nordic Team Lead

Sustainability at our Nordic properties

DB SCHENKER operates at 104 properties in the Nordics. 34 in Finland, 43 in Sweden, three in Denmark and 24 in Norway.

The management of our properties plays a significant role in our sustainable transformation. Good management of our properties reduces our environmental impact and helps us create the prerequisites needed to enable the shift to electric vehicles.

Reducing our energy consumption

Production of solar energy, energy storage and charging infrastructure are essential for emission free transport. Learn more about our work on » [page 47](#). In addition to this, we are working systematically to reduce energy consumption at our properties, and during 2024 there has been many improvements.

At our Danish site in Hvidovre, we have made a major improvement in 2024 by switching from steam heating/high pressure heating to district heating. This shift has led to a reduction in energy consumption, reduction in CO₂ emissions, and improved local air quality.

In Finland, all our owned properties have LED lighting, which significantly reduces energy consumption. One example is our office building in Viinikkala, Finland where we have reduced the energy consumption by 74%, shifting to LED lighting. The shift to LED lighting continues throughout the Nordics and during the year we have changed the fixtures at six of our properties in Sweden, more specifically Umeå, Gävle, Linköping, Örebro, Skara and Stockholm.

New buildings

There are many opportunities to consider environmental aspects when building new facilities. This can be seen in the building project of our new terminal site in Skellefteå, where the climate impact of the building project has been significantly lower than a traditional building project. A detailed action plan with 42 sustainability initiatives has been followed looking at, for example, the use of renewable fuel, green asphalt and biochar.

Another successful project has been the building of our new terminal in Seinäjoki, Finland. This terminal, which was opened during 2024, has been awarded an “A class energy efficiency scoring”. Also, our IT department has been part of a pilot project aiming to calculate the CO₂ footprint for a property’s lifecycle.

Other initiatives for the environment

There are many environmental aspects to consider when working with our properties. Recycling is a big topic when it comes to demolishing old buildings. One example of this can be shared from our site in Lunda, Sweden. When we recently demolished a building in Lunda, the frame of the building was carefully saved during the demolishing process to be reused in another building.



Energy management at our properties

Energy management at our properties is becoming increasingly important as it enables the electrification of our trucks and parcel vans. Production of electricity, energy storage and infrastructure for charging are important parts of the electrification puzzle.

Increasing number of solar panels

In the Nordics, we have a total of 24 solar production plants. During 2024, new solar production plants were installed in Värnamo in Sweden and in Jyväskylä, Ylivieska and Seinäjoki in Finland.

Energy storage

Energy storage or BESS (battery energy storage solution) as they are sometimes called, can help us store electricity and regulate how we handle power and electricity in the electric grid. During the year, we have learnt a lot regarding energy storage. In Viinikkala in Finland we are piloting a battery with 286 kWh capacity. We are investigating the possibilities to work with load shifting, peak shaving, reserve power and grid serviced. The results this far look very promising.

In Sweden, a master thesis was written by Ella Sibbmark and Tamás Nagy, with the purpose to explore the feasibility and implications of integrating BESS within Swedish distribution terminals. The conclusions were many, but most importantly we have learned that the success of implementing a BESS, varies depending on factors such



Ella Sibbmark and Tamás Nagy.

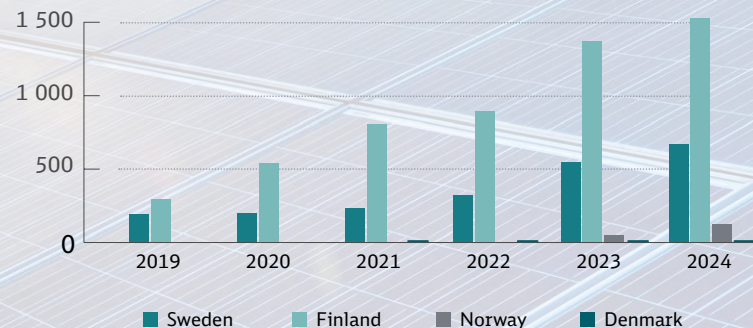
as the size of the terminal, grid connection, quality of energy infrastructure, size of battery, battery type, controlling systems and emergency preparedness. The findings of the study highlight the importance of gaining extensive knowledge about a vast range of areas to make a successful business case.

Charging infrastructure

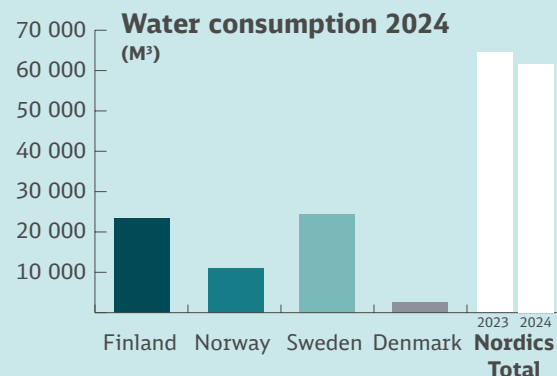
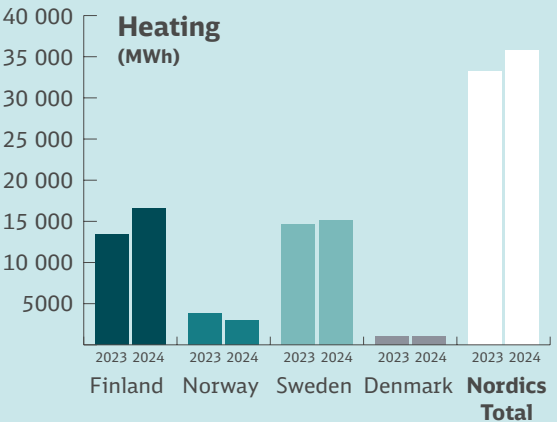
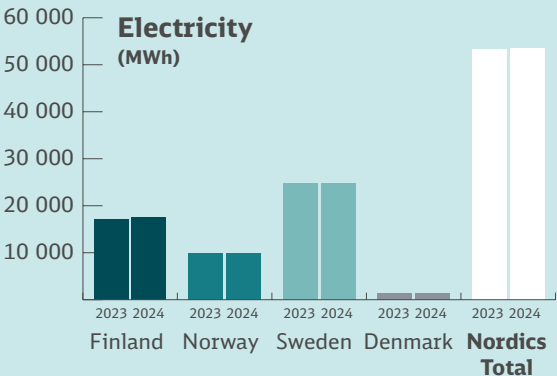
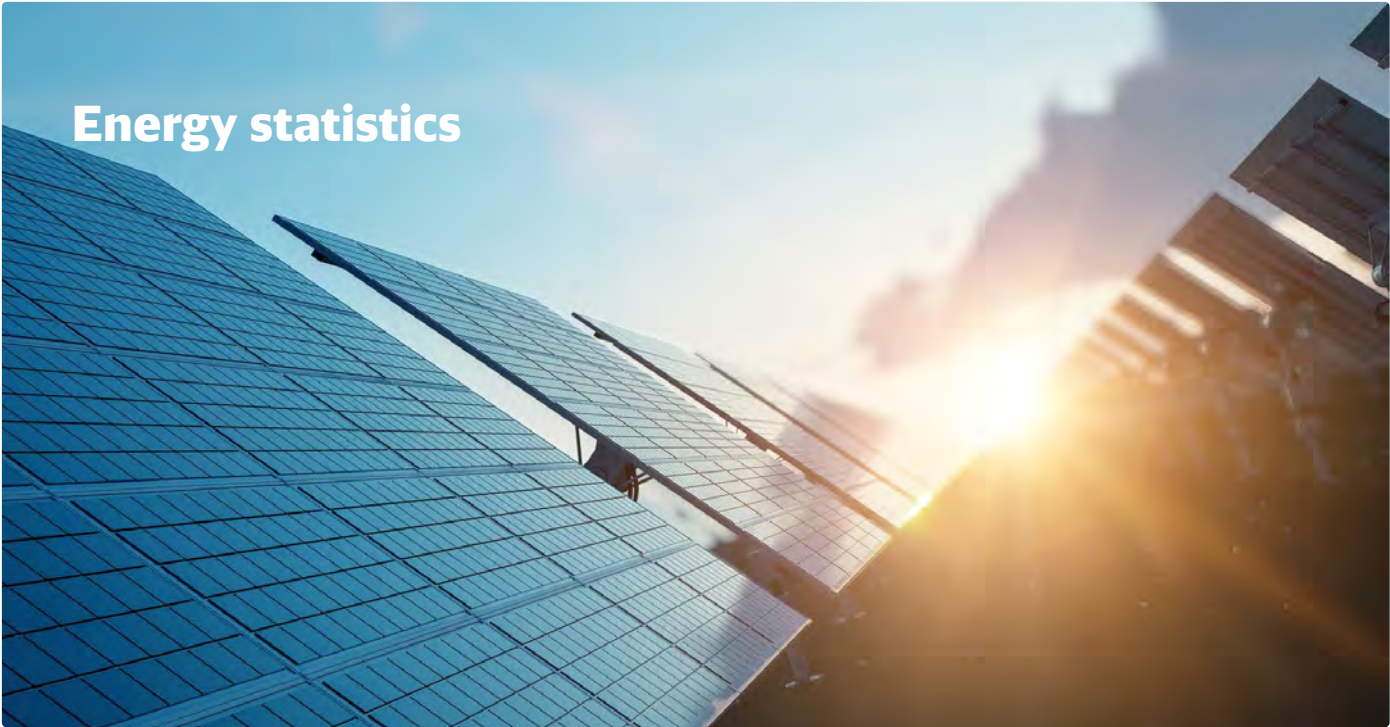
Our charging infrastructure is improving in our Nordic cluster. We have charging infrastructure for cars at a majority of our sites and the charging infrastructure for parcel vans and trucks is increasing at a steady pace.



Solar production (MWh)

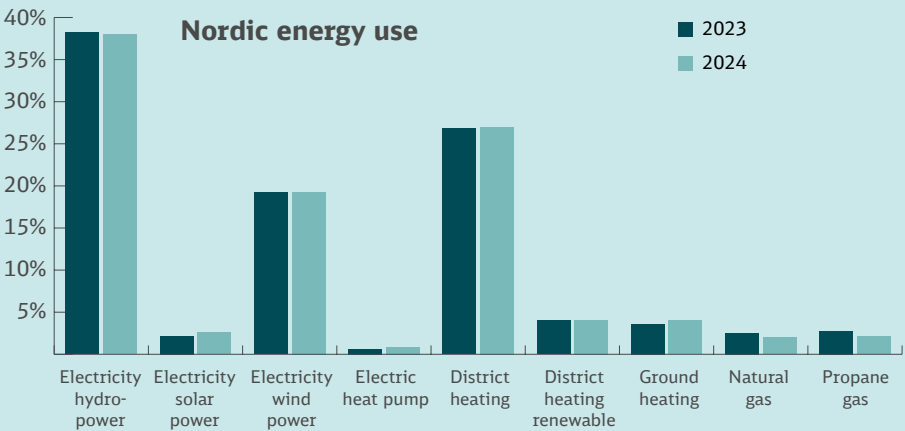


Energy statistics



100%
renewable electricity

Finland **Solar & wind power**
 Norway **Solar & hydro power**
 Sweden **Solar & hydro power**
 Denmark **Solar & wind power**
 Iceland **Hydro power**



Being responsible with resources

Circular economy is all about keeping resource use within the planetary boundaries. We need to move away from unsustainable and wasteful consumption and production patterns towards a circular global economy. This means being responsible with resources, minimizing waste and emissions, and extending the life cycle of products and materials. The transition creates further value, sustainable growth, and regenerates nature. For us, circular economy means focusing on two main areas: procuring sustainable products and managing waste.

Responsible procurement

We purchase everything from pens to vehicles, and both the requirements and the methodology for procurement vary. The fundamental considerations are, naturally, the materials of the products, the ease of recycling and the climate impact of production and transport. We prioritize products made from renewable materials and that products are easy to recycle. We also assess how the product has been produced and how far it has been transported to get to us.

Waste recycling

We are progressively stepping up our efforts to increase the recycling levels and we continuously share experiences between the Nordic countries to find the best solutions. A key success factor is working very closely with our waste management partners, and continually raising awareness internally and externally of why it is essential to recycle waste.

Addressing circularity through closed loop recycling

In 2024, the Viinikkala terminal in Finland started two pilot projects to increase the circularity in our terminals: plastic film recycling and reuse of wooden pallets.

In the plastic film recycling project, our used plastic film is collected and delivered to our partner, who uses it to produce new, recycled film for us. This is in line with the EU Packaging and Packaging Waste Regulation (PPWR), which requires transport packaging, including pallets, to meet the reuse targets of 40% by 2030 and 70% by 2040. In our second project, we take a closer look at wooden pallets. We want to shift from using disposable wooden pallets to using stronger brewery wooden pallets with painted corners. These pallets are easy to identify and to return to us for reuse.

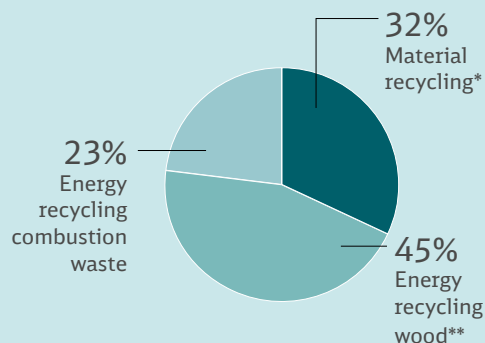
– The projects are great examples of how to go beyond recycling by focusing on the reuse of materials, says Juha Tuominen, Head of Terminal in Viinikkala.



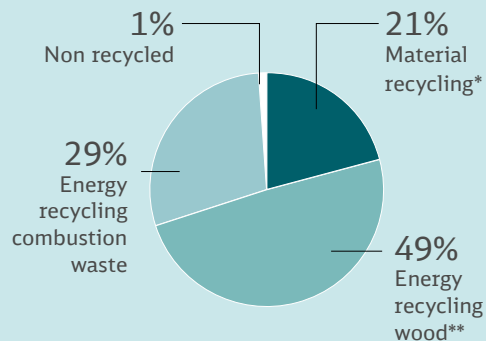
Juha Tuominen, Head of Terminal in Viinikkala.

Waste statistics 2024

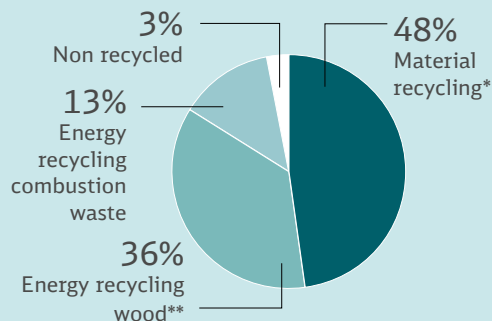
Finland



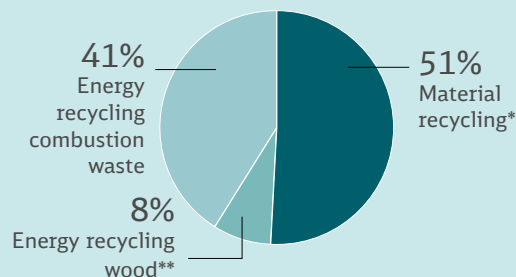
Norway



Sweden



Denmark



* Material recycling includes waste fractions such as: corrugated cardboard, plastic, glass and metal that are processed and recycled into new products.

** Energy recovery from wood means that wood waste is converted into wood chips, which are then used as biofuel, among other things. Energy recovery from combustible waste means that the waste is incinerated in special combustion plants where the energy is converted into district heating.



Type of waste (ton)	Finland	Norway	Denmark	Sweden	Total
Wood – material recycling	12	0	47	499	588
Wood – energy recycling	849	382	11	2 521	3 763
Cardboard	322	73	5	2 458	2 858
Paper	58	9	10	54	131
Plastic	102	21	4	193	320
Metal	35	37	0	144	216
Miscellaneous – recycling	17	12	0	40	69
Combustible – energy recycling	431	224	55	934	1 647
Landfill	7	0	0	2	9
Miscellaneous – non recycled	0	1	0	77	78
Organic waste – compost	72	8	2	0	82
Hazardous waste	17	11	0	167	195
Total	1 905	778	134	7 092	9 926



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For our Planet



For People



With Partners

For People – Thriving Workplace

For us, social sustainability is about creating a thriving workplace for our employees. In this section, you can read about how we are working with important topics such as gender equality, diversity, health and safety and much more.



74%

"I am proud to work
for my company"

72%

"In my work area/team,
I find most colleagues are
strongly committed to their
day-to-day work"

74%

"Taking everything into
account, I am satisfied
in my current job"

Working at DB SCHENKER

In the Nordics, approximately 6 300 employees work at our 84 terminals, warehouses and offices. We know that a company is only as good as its employees, and it is a high priority for us that our employees enjoy their work, feel safe and secure, and feel confident and motivated to take on exciting challenges.

Nordic employee survey 2024

A global survey was sent out to all employees worldwide in September 2024. This was the first survey for our new Nordic cluster and the response rate of 64,6% gave us good feedback from the employees.

The results for the three most important questions show that the great majority of employees are proud to work at DB SCHENKER, they feel highly committed and satisfied with their job. As always, we identify areas where we need to improve and our methodology for continuous improvement helps us follow up and work with the result.

Union cooperation

All Nordic employees are covered by collective agreements, and we have union collaborations in each country. The nature of the agreements differs somewhat depending on the country, however good relationships with our employees' unions are considered a priority in all Nordic countries and we have several forums to ensure this. We are confident that good collaboration contributes to improved decisions and a positive work climate.

Nordic union collaborations:

- Finland: Finnish Transport Workers' Union AKT, ERTO, The Union of Private Sector Professionals and Industrial Union.
- Denmark: HK (HK Funktionær overenskomst for Handel, Transport og Service) and 3F (3F Fælles overenskomsten).
- Norway: Fellesforbundet, Handel & Kontor and Parat.
- Sweden: Unionen, The Swedish Transport workers Union and Ledarna.

Number of employees	Iceland	Norway	Denmark	Sweden	Finland
Number of Men	7	736	178	2 314	1 300
Number of Women	5	245	96	945	308
Total number of Employees	12	981	273	3 259	1 608

Competence and leadership

Good leaders support and motivate their teams and inspire them to develop and unleash their potential. Good leadership leads to the continuous success of our company.

Leadership, as a set of attitudes and behaviors, should not be limited to those in the highest positions. It should be present at every level of our company. Every manager plays a key role in leading our organization towards achieving our goals.

Leadership training

We believe that regardless of your function, you have the potential to transform the organization and drive performance. Therefore, we implement our leadership principles to serve as a universal language used by all leaders in our organization. This universal set of values is essential to ensure that we work as one team, focused on achieving the best results.

During 2024, we held a total of 1 172 training days in the Nordics. One example is our current leadership trainings in Sweden based on the foundation of DB SCHENKER's leadership philosophy. This training is based

on the Full Range Leadership Model (FRLM), a well-researched and effective model that has dominated research for the past 20 years. FRLM describes three leadership styles with increasing impact on goal achievement and commitment.

In Sweden, we also conduct leadership trainings called "Basic leadership course" and "Course in Developing Leadership" (UL). The content of these trainings also aligns with the leadership principles and behaviors. These principles and behaviors can be used as complements in recruitment processes, self-awareness and diagnostic tools, global leadership

programs, and the performance evaluation tool (WHAT + HOW), focusing on behaviors.

Digital training helps us improve our quality

One of the benefits of being a Nordic cluster is that we can pick the best country solutions and make them Nordic. One example is the digital training platform Attensi, which provides our employees with easy access to trainings in a user-friendly format. During the year we have launched trainings in handling of dangerous goods and pharmaceuticals, which helps us improve our quality and reduce risks in our operations.



Gender equality

In general, gender equality is relatively good in the Nordic countries, but there is still work to be done, especially since the transport sector traditionally is very male dominated.

If we look at our office workers, gender equality looks rather good. However, within our production sites such as terminals, warehouses and truck driving, the male representation is still very dominant.

Every Nordic country annually produces a gender equality plan and each plan is reviewed by our company boards. Additionally this year, we have launched a number of initiatives to improve gender

“This initiative is part of our efforts to enhance equality and safety in our workplaces. We believe that free menstrual products should be as readily available as other hygiene products in our restrooms.”

Mattias Nilsson, Health & Safety Manager, DB SCHENKER Sweden

equality within our companies.

Work clothes for everyone

Workwear in the transport sector has previously been influenced by the fact that the industry has been so male dominated. The clothing has been more designed to fit men, and this is something we, as a company, naturally want to change. In recent years, we have developed clothing collections that are intended to fit everyone. For us, it is important that comfortable sizes and designs are available for all employees.

Free sanitary equipment

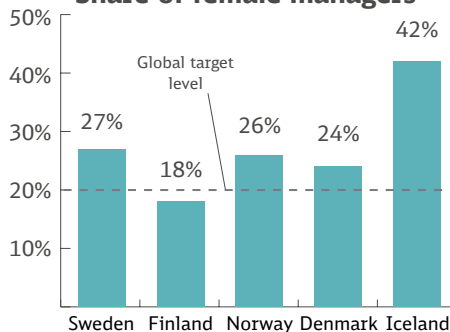
It is also important for us that all employees feel comfortable and safe at work. One initiative

launched during the year, focuses on making our workplaces more period friendly. Our branches in Sweden can now install dispensers stocked with sanitary pads and tampons in restrooms, making life easier for menstruating employees. These dispensers from PeriodPack, a school project, will gradually be installed at our terminals, warehouses, and offices. By normalizing and providing free access to menstrual products at the workplace, we hope to foster a culture where health, well-being, and equal opportunities are prioritized for everyone.



From left: Lova Svensson, founder PeriodPack, Rabi Asmar, Site Manager at Schenker Logistics in Landvetter, Sweden, and Mattias Nilsson, Health & Safety Manager.

Share of female managers



We supported Musikhjälpen 2024

Women's rights are important, and we were very happy to learn that the theme of this year's initiative for Musikhjälpen, the Swedish public radio charity initiative, was "Everyone has the right to survive their pregnancy". For the ninth year in a row, we provided free shipping for all auctions on Tradera in favor of Musikhjälpen. With free shipping, we want to make it easier to sell and bid, as the auctions raise money for an important cause.



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5 GENDER
EQUALITY



Diversity

We are committed to fostering an inclusive and respectful workplace and we believe that diversity and equality are essential to our success and sustainability.

Zero tolerance for harassment

We have a zero-tolerance policy towards any form of discrimination and harassment, including, but not limited to, sexual harassment, bullying, and any behavior that creates a hostile work environment.

We encourage all employees to report any incidents of harassment, and we promise our employees that all reports are thoroughly and promptly investigated to ensure that appropriate actions are taken.

By upholding these principles, we aim to create a workplace where everyone feels valued, respected, and empowered

to contribute. We believe that when our employees thrive in a positive and inclusive environment, our company thrives as well.

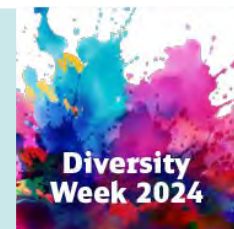
Anti-harassment campaign

This year, our company launched a comprehensive campaign to reinforce our commitment to our anti-discrimination policy. New posters have been sent out to create awareness and we have created training material and organized training sessions to educate our employees about the importance of diversity, equity, and inclusion. Our efforts have not only strengthened compliance with our policy, but also fostered a culture of mutual respect and understanding across the organization. The campaign also gives knowledge about how employees should act if any incident happens.

Celebrate diversity

At the end of October, we celebrated our Diversity Week 2024 which is a week-long festival filled with music, culture, and community. The event was held on a digital platform to ensure easy participation for everyone. It featured a variety of musical and cultural expressions, inviting everyone with a passion for music and a love for diversity to join in.

Participants were encouraged to share their musical talents by submitting photos and short videos showcasing their musical passion, whether it was playing an instrument, dancing, or any other form of musical expression.



Health and well-being

The health and well-being of our employees is determined by a wide variety of factors, which means that our efforts need to include a broad range of initiatives. This can be anything from ergonomics and hygiene initiatives, to supporting physical activities.

It is also important that we consider new environments, like for example, driving an electric vehicle. Our drivers are very positive towards the improved work environment in the electric trucks, but we must also be careful to evaluate new issues, such as range anxiety.

During 2024, we have particularly focused on psychological well-being and have conducted several initiatives.

Mindgram

During the year, we have implemented Mindgram, an advanced application available to all employees. Mindgram provides a range of tools to build healthy habits, develop personal skills, and create valuable relationships both in and outside of work. The tool is built on scientifically proven methods and modern technology. It helps our employees to develop resilience, inner strength, and psychological balance. Mindgram provides:

- Psychological care via chat or video consultations with psychologists, child and adolescent psychologists, nutritionists, business mentors, lawyers, and financial experts.
- Seminars and podcasts on sleep, hygiene, stress management, communication, as well as relaxation practices and meditations.

Our mission with Mindgram is to highlight the importance of psychological well-being and ensure everyone has equal

access to fast and quality psychological care. By promoting mental health, we contribute to a sustainable work environment where employees can thrive and develop long-term.

Mental health day in Norway

On the World Mental Health Day, the 10th of October, our Norwegian colleagues marked the occasion by arranging 15-minute talks about mental health at each department. Guided by an easy handbook, each department leader made a short presentation as well as facilitated a talk about the importance of mental health.

Mental health care program in Finland

In Finland, an extensive support service is available for teams, supervisors, and individual employees. Low-threshold support is available through various chat services and more extensive support is offered in physical meetings with work psychologists. In challenging situations, short-term therapy sessions are offered to support the employee's endurance. As an employer, we consider it important to offer early support as well as statutory occupational health care.

Smoke free workplace

Smoking has many harmful effects in the workplace that can impact both employees' health and workplace productivity. In Finland, we are a smoke-free company and support our employees in maintaining a smoke-free lifestyle. Quitting smoking significantly improves the work ability and our overall health. Through our occupational health services, we offer counseling to quit smoking. In addition, we also support the costs of medications that aid in quitting smoking.





Work environment

Creating a safe work environment requires resilience, commitment, and a strong engagement. We need to be fully aware of the risks at our workplaces, and use a systematic approach to identify and mitigate these risks. It is also important to maintain a culture where it is easy to highlight concerns.

Safety culture

Creating a strong safety culture can be a bit tricky. To strengthen our culture we decided to create a Nordic safety forum during 2024. The purpose of this forum is to provide a platform where we can share knowledge and best practices on how we can improve safety, with regards to the work environment and handling of dangerous goods.

The participants consist of our specialists within Health & Safety and Dangerous Goods for each country, as well as our responsible persons within each

business unit; Land Transport Finland, Land Transport Sweden/Denmark, Land Transport Norway, and Contract Logistics. The goal of the forum is to create a safe work environment and minimize the risk of incidents and accidents.

Safety training

We perform regular safety training in all Nordic countries. In Norway, we offer courses in health & safety and handling of hazardous goods for all employees at our terminals. These courses are delivered through a gamification application called Attensi. The course is mandatory for everyone, and new employees must take the course before they start to work at Schenker. To ensure the knowledge stays with the employees, the course needs to be repeated every 24 months.

Ergonomics

In early 2024, we conducted an e-learning course focused on office ergonomics for all our employees. This initiative was

part of the celebration of “The global day for Health & Safety at work”. The training covered essential topics such as proper workstation set-up, the importance of regular breaks, and exercises to prevent musculoskeletal disorders. Expert ergonomists led interactive sessions, providing practical advice and personalized assessments to ensure each employee could optimize their workspace. By investing in ergonomic education, we aim to reduce workplace injuries, improve job satisfaction, and contribute to a more sustainable future for our company.

Safety shoes

Another initiative that we launched in 2024 was the introduction of improved safety shoes. For challenging conditions, we provide employees with safety shoes featuring Michelin® grip soles, which are equivalent to car winter tires. They offer excellent traction on various surfaces, ensuring safe working conditions, especially during slippery winter periods.

Absence due to illness	
Schenker Oy	4,3%
Rengaslinja Oy	6,2%
Schenker AS	6,5%
Schenker A/S	3,1%
Schenker AB	4,6%
Schenker Åkeri AB	8,1%
Schenker Logistics AB	4,3%
Schenker Property Sweden AB	0%
Schenker Consulting AB	0%
Schenker Dedicated Services AB	3,4%

Near misses and accidents (number)	Near misses	Accidents
Schenker Oy	4 179	138
Rengaslinja Oy	854	11
Schenker AS	1 974	70
Schenker A/S	0	2
Schenker AB	7 095	395
Schenker Åkeri AB	114	174
Schenker Logistics AB	304	8
Schenker Property Sweden AB	0	0
Schenker Consulting AB	0	0
Schenker Dedicated Services AB	0	0

Accidents	LTI	LTIFR
Denmark	2	2,4
Finland	38	18,4
Norway	20	12,39
Sweden	65	11,8

LTI = Number of recordable work-related accidents for own workforce
LTIFR = Rate of recordable work-related accidents for own workforce

Safety in focus

We work with safety in a variety of ways, and we conduct a number of yearly risk assessments throughout our supply chain. There are certain areas where we need to take extra precautions to ensure the safety of our employees and other involved parties.

Safe transport of dangerous goods

We have extensive experience transporting dangerous goods and ensuring compliance with the various, often complex, laws and regulations.

“Dangerous goods” is a collective term for substances and items that can cause harm to people, the environment, or property if not handled correctly during transport. Throughout the year, our collaboration on the transport of dangerous goods across the Nordic countries has grown even stronger. As we move forward, we are better equipped to overcome any challenges that may arise.

To facilitate legal compliance for all involved parties, we have updated the information concerning dangerous goods on our external websites in all Nordic countries.

- **Norway:** [Send farlig gods trygt](#)
- **Finland:** [Lähetä vaarallisia aineita turvallisesti](#)
- **Sweden:** [Skicka farligt gods på ett säkert sätt](#)
- **Denmark:** [Send farligt gods sikkert](#)



We continuously review our processes through internal audits, in-house checks, and evaluations by external parties and authorities. To mitigate risks, we actively address issues related to dangerous goods at all levels within our organization.

All employees involved in the transport of dangerous goods receive dangerous goods training and participate in refresher courses to maintain their competence. Our drivers hold ADR driver’s certificates for the transport of dangerous goods or have completed ADR 1.3 training, depending on the type of goods being transported. We also regularly evaluate our subcontractors on their training requirements and other critical issues

related to dangerous goods. Recognizing that everyone in the transport chain plays a crucial role, we highly value our close collaboration with customers, hauliers, and other stakeholders. Safe transport of dangerous goods does not happen by accident.

Traffic safety

Thousands of vehicles with our logo are out on the roads every day and naturally we want to do our utmost to ensure traffic safety. The basic requirements are, for all our vehicles, to be well equipped, and for servicing and vehicle checks to be correctly performed. The requirement is also for all drivers to wear seatbelts, to observe signposted speed limits,

to comply with applicable driving and rest times, and to keep their eyes firmly on the road.

Every year we conduct spot checks and audits among our hauliers, checking compliance with our policies, that servicing is being carried out as per specified intervals, and that our hauliers’ working methods are as agreed. Many of the Nordic trucks have alcolocks installed and the figure is gradually increasing. In Sweden 58% of the vehicles have alcolocks (in vehicle or in key cabin). Our own haulier, Schenker Åkeri AB, has alcolocks in all vehicles.

How do we know when an accident has occurred?

To respond rapidly when accidents happen, we have three different systems in place: *HelpDesk Palvelu* in Finland, *Rayvn* in Norway and *Infolarm* in Sweden. These systems effectively ensure that the concerned parties receive the necessary information about the incident. They enable us to act quickly around the clock and allow us to analyze and follow up on cases in detail. The routines and criteria for reporting differs between countries.

System	Number of reported accidents
HelpDesk Palvelu, Finland	11
Rayvn, Norway	10
Infolarm, Sweden	49

Security, risk management and business continuity

To ensure that our customers and business operations run smoothly with minimal disruption and financial loss, we systematically manage risk through security, loss prevention, business continuity, and crisis management.

Ensuring a high level of security

Our security organization conducts numerous annual risk analyzes.

We perform a central analysis of overall safety and security risks, such as societal threats and violence. In addition, we do a local analysis at each branch to identify new risks and needs for investments. Every year, we conduct an internal audit to ensure we comply with our Minimum Prevention Protection Standard (MPPS). Our central security department supports the entire organization to ensure all requirements and needs are met. Our main terminals hold the highest security certification, Transported Asset Protection Association (TAPA-A), making us a leading transport company focused on security.

Our IT organization also implements various risk assessment processes, including comprehensive analyzes of the entire IT area and specific assessments for operational disruptions, resource shortages, external attacks, and more.

AEO* permits

DB SCHENKER in Denmark, Sweden, and Finland holds AEOF permits, ensuring security in handling our customers' goods. Norway does not have an AEO permit as it is not part of the EU.

The AEO authorization includes customs simplifications (AEOC) and security and safety (AEOS). AEOS requires that anyone entering our areas where goods are handled must be checked. In 2024, Swedish authorities conducted an extensive AEO audit looking into the processes, documentation, and the operations. These audits were successful and helped us enhance our operations and security for our customers.

Loss prevention

We focus daily on reducing losses and damages in our transportation processes. This includes preventing goods from damaging other items and minimizing incorrect labeling. These efforts help reduce problems and eliminate double work for everyone involved in the supply chain.

Business continuity – ensuring operations during disruptions

DB SCHENKER has a global framework for business continuity management that supports the organization when analyzing and planning measures for better resilience.

In the Nordics, our business continuity organization drives this work and ensure continuous improvement through training, practice and creating a culture where preparation is part of the daily operations. One example of this from 2024, is the workshops that we conducted within our Land Transport and Contract Logistics business units. The purpose of these workshops was to ensure that we can handle disruptions effectively.

Minimizing environmental risks

Environment-related risks are defined in our Nordic environmental evaluation, which is updated every year. The evaluation is extensive and covers all our operations in Finland, Norway, Denmark, and Sweden. It reports our total environmental impact, risks and how these are managed in order to minimize the risk of an accident, resulting in negative environmental impact. Environmental risks that are particularly relevant to us are linked to fire, refrigerants, and dangerous goods.

Prepared for crises

Crises can occur at any level, from global to local. We have systems and training in place to handle crises and minimize the consequences for everyone involved.

* Authorized Economic Operator

With Partners – Trusted Supply Chain

A trusted supply chain is created by establishing a close collaboration with our partners. In this section you can read about our framework for compliance and due diligence, how we collaborate with our partners and how we enable whistleblowing.

Compliance

Compliance is a broad topic that covers many areas of great importance. It is crucial that everyone working at DB SHENKER conduct themselves with integrity and comply with applicable laws when interacting with customers, competitors, public authorities, employees, and others we encounter in a professional capacity.

We have a clear set of rules to guide us, and our employees regularly attend training courses to ensure that everyone is familiar with applicable rules and ethical standards.

Code of conduct

Our code of conduct, based on the ten principles of the UN Global Compact, contains guidelines, binding principles, and the expectations we have of our daily conduct to maintain an ethical approach in our business. The principles are binding for all employees worldwide. Managers have a particular responsibility to act as role models and to ensure communication and implementation of these guidelines. You can read more about the requirements we set for our business partners on » [page 62](#). In accordance with the guidelines on conflicts of interest, employees are required to make work-related decisions based on the company's interest rather than personal interests or other interests that could be contrary to the interests of the company.



Competition legislation and dealings with competitors

To ensure fair competition, virtually all countries prohibit agreements and concerted practices which have as their objective or effect a restriction of competition. Violating those rules may have severe consequences for the company and the individual involved. We are committed to antitrust compliance globally, meaning all employees must meet legal requirements and the associated high standards.

Fair competition is based on the concept that every market player makes its own commercial decisions and does not align its market behaviour with competitors.

Preventing corruption

The Nordic countries have scores ranging between 72 and 90 in Transparency International's Corruption Perception Index, which generally represents a low risk of corruption. No reports of corruption have been received via our whistleblowing system

during the past year. We have a policy of adhering to the highest possible level of professional standards, such as honesty and integrity, when carrying out our business. Benefits such as gifts and invitations are gestures of politeness and must never be given with the aim of influencing business decisions.

Trade compliance

In times of war and instability in the world, it is particularly important to ensure that our processes relating to trade compliance are well-functioning. We work continuously to increase awareness about this topic by ensuring that we, our customers, and business partners are aware of and comply with applicable trade legislation. This includes, for example, awareness of sanctions, embargoes, and similar trade restrictions, which are a prerequisite for sound business. We also include clauses emphasizing trade regulations in our contracts with customers and business partners.

Handling of personal data

DB SCHENKER works actively to handle personal data in accordance with GDPR and other applicable data protection legislation. We collect, process, and use personal data in line with the fundamental principles of GDPR and corporate policies. Personal data is handled confidentially, stored securely and only disclosed to authorized persons. We have an organization and processes in place to ensure a high level of privacy and legal compliance when handling personal data.



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17 PARTNERSHIPS
FOR THE GOALS



Selecting the right partners

DB SCHENKER's transport services are, in most cases, carried out by one of our partners such as hauliers, shipping companies or airlines.

For us to successfully achieve our sustainability goals, we need to take great care when we choose who we collaborate with, and we need to have close and committed collaborations with our partners, as well as setting clear and demanding requirements.

Requirements for all our suppliers

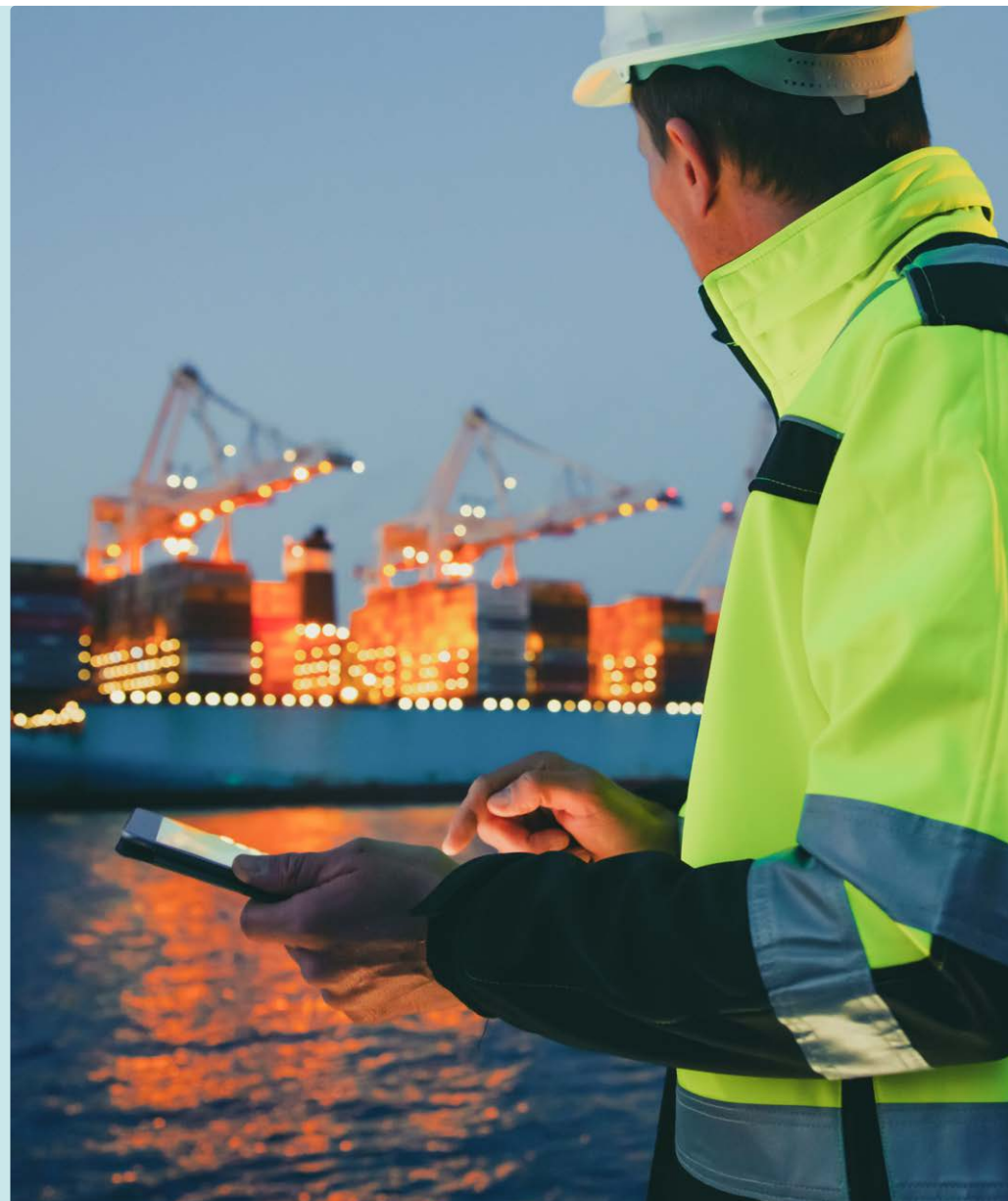
All our partners must comply with our basic requirements, and key among these are the [ten principles of the UN Global Compact](#), which form the basis of the [DB Code of Conduct](#) for Business Partners which apply to all partners. The requirements are binding and must be followed by all our partners. The UN Global Compact is based on the Universal Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and the United Nations Convention against Corruption.

Our basic requirements

- Sign the DB Code of Conduct for Business Partners
- Commitment and willingness to create strategic long-term relationships
- Well-established points of contact for employees at all levels of the organizations
- Low risk of capacity problems
- Successful environmental results
- Good communication, quick decision-making and short decision paths
- Global coverage to meet all of our customers' needs

International carriers

Our global partners, primarily within the ocean and air sectors, are evaluated by the central procurement department at our global head office in Essen, Germany. Each year our existing and prospective suppliers take part in a comprehensive assessment, on the basis of which we choose a number of key suppliers, known as Preferred Carriers. Collaboration is ongoing with our selected partners to enable us to collectively improve performance and contribute to achieving our sustainability goals.



Working with the right hauliers

Our largest and most important supplier group in the Nordics is our hauliers. In the Nordics we collaborate with approximately 700 hauliers. Many of our hauliers have long-term agreements with us and we have a close collaboration to expand both our sustainability and quality work.



Supplier evaluation of new hauliers

To become one of our partner hauliers, we conduct a thorough check to ensure that all important documentation is in order (corporate tax certificate, operating permit, certificate of registration, insurance cover, confirmation of liability and AEO security declaration), as well as a check against the UN sanctions list.

Regular supplier evaluations

Through numerous meetings regarding tactical, operational, and strategic issues, we maintain a close dialogue with our partner hauliers. We regularly conduct the following checks each year:

- **Check of tax assessment certificate**
- **Check of operating permit**
- **Local follow-up meetings**

Through local face-to-face meetings held at our branches, our staff discuss relevant matters and follow up results together with our hauliers and based on this, future action plans are created.

- **Central audits**

Supplier audits are conducted regularly to check compliance with transport contractor agreement, alongside several points in a specific checklist. Central and local staff as well as the haulier are involved in a joint discussion regarding status and scope of improvement.

National routines

Finland and Sweden follow additional routines according to national standards. To gather relevant information regarding quality, road safety, environmental efforts, work environment and more, our Swedish hauliers receive a yearly questionnaire. In Sweden, starting 2024, our vehicles and fuels are tracked in an internal system for higher data quality. To maintain the national standards in Finland, a weekly follow-up of the haulier's legal compliance is conducted, ensuring that the hauliers have a valid transport license, that taxes are paid and that the union contract for drivers are used, as well as several additional topics.

Important info to transport buyers

In Finland and Sweden, when purchasing road transport services, transport buyers need to comply with a law which entails specific responsibility. Thus, anyone purchasing a transport service must check that the provider holds an approved operating permit. By checking the road traffic register we make sure that all our hauliers hold such a permit. In Sweden this is done daily, whilst there are weekly checks conducted in Finland.



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8 DECENT WORK AND
ECONOMIC GROWTH



How do we support whistleblowers?

We aim to always act in an ethically correct manner and in accordance with applicable laws. However, just like all organizations we know that situations can arise where our guidelines are not being followed.

Our employees have an important role in identifying possible irregularities or violations of our standards. We encourage our employees to report such irregularities via our whistleblowing channels.

We provide a number of ways for our employees to report irregularities. In addition to the option of talking to a manager or someone from the Compliance department, there is also our whistleblowing system (BKMS). The system is accessible to all employees via our external website and enables anonymous reporting. The system can be used to report acts linked to corruption, fraud, misappropriation, money laundering, blackmail, violations of competition legislation, and other types of criminal acts.

Reports in the whistleblowing system are handled by our Compliance organization

and are covered by DB SCHENKER's internal regulations to protect whistleblowers from all forms of negative consequences.

All Nordic countries have implemented the EU Whistleblowing directive into local law and DB SCHENKER has taken measures to ensure that our whistleblowing process will meet the legal requirements.

According to the new whistleblowing legislation, anyone reporting irregularities in the public interest in a work-related context is protected against reprisals. This protection also covers the reporting person's colleagues and family members. All whistleblowing cases are strictly confidential, processed by designated report receivers.

The number of reported whistleblowing cases in 2022–2024 within DB SCHENKER Cluster Nordics:

Country	2022	2023	2024
DB SCHENKER Finland	0	0	0
DB SCHENKER Denmark	0	0	0
DB SCHENKER Norway	3	1	0
DB SCHENKER Sweden	1	3	0



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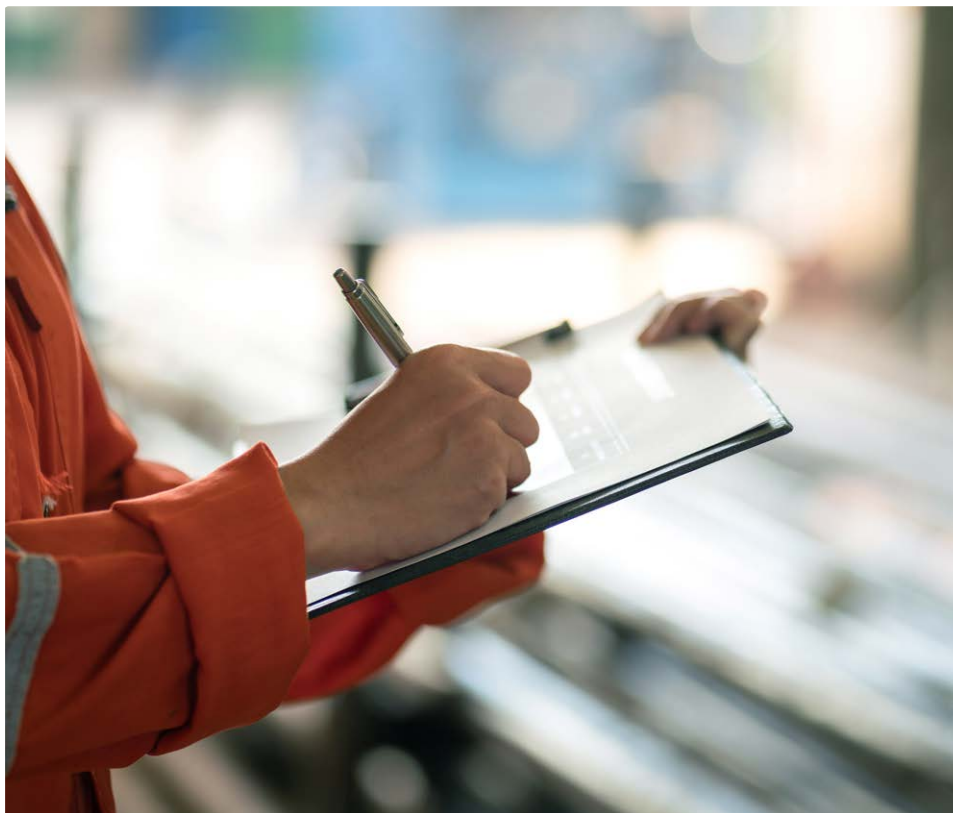
For People



With Partners

Due diligence

Due diligence is a term used to describe an investigation which is done to identify potential risks, liabilities, and opportunities. The purpose of the investigation is to ensure that we make an informed choice and avoid negative outcomes. A due diligence investigation can focus on many different areas such as financial, legal, commercial, human rights, or environmental factors. In essence, due diligence helps companies make smarter, safer decisions by providing a clear understanding.



Due diligence legislation

The EU Corporate Sustainability Due Diligence Directive (CSDDD) entered into force on 25th of July 2024 with requirements of reporting from the year 2027 for companies with more than 5 000 employees and a revenue of 1,5 billion EURO (>1000 employees and 450 million EURO from 2029). This directive aims to prevent, mitigate, and account for negative effects on human rights and environmental impacts in the company's own operations, their subsidiaries, and their value chains. The directive also requires large companies to have a plan to meet the 1.5°C target described in the Paris Agreement and it interlinks with other important EU regulations, such as CSRD and the EU Taxonomy.

Several national regulations are already implemented in Europe covering parts of the requirements in CSDDD. In Germany the German Supply Chain Act came into force on 1st of January 2023, and in Norway the Norwegian Transparency Act came into effect on 1st of July 2022.

How do we comply with CSDDD?

DB SCHENKER has its global headquarter in Germany, and it is therefore essential that all DB SCHENKER's subsidiaries and their supply chain, throughout the world, comply with the German Supply Chain Act. In addition,

we comply with The Norwegian Transparency Act, the French Corporate Duty of Vigilance law and other national variants of the law in the country where the law applies.

We analyze our supply chain and our operations to identify and manage risks related to human rights and environmental topics on a global level, and we have a climate reduction plan for 2030 and 2040. We have clear policies and procedures; we engage with important stakeholders to ensure compliance and we have clear routines for audits and reporting to build transparency. In this regard we should be well prepared to meet the CSDDD requirements from 2027.

At DB SCHENKER we have [set high standards](#) to ensure that our suppliers follow the standards and conventions, and that our drivers have fair working conditions. Our [DB Code of Conduct](#) and [DB SCHENKER Social Minimum Standards](#) as well as [DB Code of Conduct for Business Partners](#) form the basis for practical implementation of our commitments.



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Auditor's report on the statutory sustainability report

To the general meeting of the shareholders in Schenker AB,
corporate identity number 556250-3630

Engagement and responsibility

It is the board of directors who is responsible for the sustainability report for the year 2024 and that it is prepared in accordance with the Annual Accounts Act in accordance with the older wording that applied before 1 July 2024.

The scope of the audit

Our examination has been conducted in accordance with FAR:s auditing standard RevR 12 The auditor's opinion regarding the statutory sustainability report. This means that our examination of the statutory sustainability report is different and substantially less in scope than an audit conducted in accordance with International Standards on Auditing and generally accepted auditing standards in Sweden. We believe that the examination has provided us with sufficient basis for our opinion.

Opinion

A statutory sustainability report has been prepared.

Göteborg the date indicated by electronic signature
KPMG AB

Johan Kratz
Authorised Public Accountant