

# OKQ8 Scandinavia Sustainability Report 2024-2025



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The OKQ8 Scandinavia Sustainability Report 2024–2025 covers the financial year March 1, 2024, to February 28, 2025, and is OK-Q8 AB's (556027-3244) 12th Sustainability Report. The report is OK-Q8 AB's statutory sustainability report in accordance with the Swedish Annual Accounts Act in accordance with the older wording that applied before 1 July 2024 and has been prepared in accordance with the Global Reporting Initiative Standards (GRI) 2021.

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# This is OKQ8 Scandinavia

We have embarked on a transformative journey to align our business with a low or zero carbon emissions future. This means we take responsibility for, and seek to improve upon, our environmental, social and governance (ESG) performance across our value chain. Our commitment lies in the development of a portfolio featuring innovative products and services designed to provide mobility and energy solutions with lower climate impact, while ensuring responsible business conduct through all steps of the value chain. In this way we will not only create value for our employees, customers and members, but also for society in general.

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# We Are OKQ8 Scandinavia

Our ambition is to contribute to and support a low or net-zero carbon emissions future. We will do this by offering customers and members mobility and energy solutions with a lower climate impact, while improving the ESG performance throughout our value chain.

OKQ8 Scandinavia wants to play an active part in improving the future. We are aware of the global climate crisis and have formed our climate targets accordingly. By 2035, OKQ8 Scandinavia will achieve net-zero greenhouse gas (CO<sub>2</sub>e) emissions throughout our value chain, with a near-term goal in 2025 for our own operations.

## How We Operate

OK-Q8 AB is owned by OK Ekonomisk Förening (Economic Association) and Kuwait Petroleum Europe BV. OK Economic Association, with 1.3 million members in Sweden, holds a 50% share. Kuwait Petroleum Europe BV, known under the brand Q8, holds the remaining 50% share. In 2012, OK-Q8 AB acquired Q8 Denmark A/S. The operations of OK-Q8 AB and Q8 Denmark A/S are managed by, and referred to hereinafter collectively as, OKQ8 Scandinavia. The Swedish component is referred to as 'OKQ8', Q8 Denmark A/S as 'Q8' and the entire organisation as 'OKQ8 Scandinavia'. See page 58 for a further description of how OKQ8 Scandinavia, its subsidiaries and collaboration and franchise agreements are included in this report.

## What We Offer

OKQ8 Scandinavia operates an extensive organisation comprising more than 1,000 service stations and 11 fuel terminals. Our commitment to accelerating electrified mobility is evident as we strive to establish Scandinavia's largest network of High Power Chargers (HPCs) for private electric vehicles (EVs) and provide strategic infrastructure for long-haul vehicles powered by renewable electricity. Since 2023, we have ventured into hydrogen stations, seeing hydrogen as a fuel alternative, particularly for heavy long-distance transport. Moreover, OKQ8 has one of Sweden's largest service station networks offering biodiesel and biogas, and we are one of the Nordic region's major wholesalers and installers of solar panels, charging solutions, and energy storage solutions. To enhance these offerings, our stores feature a diverse food menu with organic, vegetarian and plant-based options in both Denmark and Sweden. Additionally, OKQ8 Scandinavia's automatic car washes prioritise water recycling, and we are working towards further expand our car wash network of biological treatment systems. By providing a wide range of mobility products at various locations, along with complementary services in our shops, we strive to present ourselves as a comprehensive solution for travellers in general. In the following sections, we highlight a number of developments from the past financial year. These not only include the results of our developments and updates to our mobility products such as fuels and electrification services and the variety of products sold in our shops, but also how we continuously develop and adapt our own working methods to support our transformation goal.



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# Key Highlights of the Year

## New CEO and a Stronger OKQ8 Scandinavia

In the beginning of 2024, OKQ8 Scandinavia welcomed our new CEO, Karin Eriksson. Karin introduced a new strategy entitled A Stronger OKQ8 Scandinavia. This strategic vision focuses on driving growth, enhancing innovation and strengthening our position in the market. With an emphasis on operational efficiency, sustainability and customer-centric solutions, A Stronger OKQ8 Scandinavia will guide our efforts to build a more resilient and future-ready organisation.

## EcoVadis Gold Medal

EcoVadis has been our supply chain management tool since 2021. EcoVadis assesses companies' sustainability efforts in environmental impact, labour and human rights, ethics, and sustainable procurement practices. This financial year, OKQ8 Scandinavia improved its score, resulting in a gold medal making us among the top 5% of companies evaluated by EcoVadis. We are committed to continuous improvement, and OKQ8 Scandinavia also participated in EcoVadis' World Tour 2024, where we presented how we engage the organisation in sustainability efforts.

## Expanding our High Power Charging for Heavy Transport

In 2024–2025, we expanded our High Power Chargers (HPCs) for heavy vehicles. As part of the joint initiative by OKQ8, Skellefteå Kraft, and Volvo Trucks, we have opened 36 HPC charging points. We are committed to continuing our contribution to transforming our fossil fuel operations by investing in the electric road transport infrastructure, thus enhancing flexibility for hauliers and companies investing in electric heavy goods vehicles.

## Q8's Youth Ministry Wins Award

The Youth Ministry (Ungeministeriet) was awarded 'Best in Class' in 2024 by the Work Enthusiasm Alliance (Arbejdslyst Alliancen) for its impact on job satisfaction. Launched in 2023, the programme was created through a cross-functional initiative to enhance the work experience of younger employees at our Danish stations. Comprising 10-12 youth ministers across five



districts, the programme fosters a strong sense of community, collaboration, and inspiration through quarterly meetings, driving continuous development of initiatives focused on the well-being of young employees.

## OKQ8's Largest Solar Park in Sweden

OKQ8 has signed an agreement with Sydsvatten, to build a solar park near the Vombverket water plant in Lund Municipality, in Sweden. Set to be completed by mid-2025, the 4.6 MWp park will cover three hectares and provide nearly 25% of the plant's annual energy needs, producing 4.2 million kWh per year. This will be OKQ8's largest solar park in Sweden so far.

## Reduced Emissions from Own Operations

A stepping-stone to our net-zero target is to reduce CO<sub>2</sub>e emissions from our own operations by 90% by financial year 2025-2026. We have reduced emissions in Scopes 1 and 2 by 82% since 2020-2021 using the market-based method. Replacing ICE company vehicles with EV- and PHEV cars, and by replacing appliances (such as coolers, lights, and oil and gas burners) with equipment that emits less CO<sub>2</sub>e at service stations

and the continuous purchase of Guarantees of Origin were key contributing factors to our progress year.

## Rise in Emissions From Our Value Chain and Sold Products

From 1 January 2024, the reduction mandate in Sweden was lowered, which has resulted in higher CO<sub>2</sub>e emissions for OKQ8 Scandinavia, our customers, and the wider transport industry in 2024-2025. OKQ8 Scandinavia's Scope 3 emissions have in 2024-2025 increased by 11% since base year (2020-2021).

## Plant-based Partnerships and Food Savings

Thanks to our partnership with Too Good To Go, OKQ8 Scandinavia has saved 435,335 kg food from our service stations this year. In 2024-2025, Q8 introduced a new plant-based meal in collaboration with Peas of Heaven and Easyfood. Also, we continued our offering of plant-based burgers, which means 18% of our total burger sales are plant-based. In 2024, OKQ8 initiated a collaboration with the Swedish restaurant chain Taco Bar. The collaboration offers our customers the option of choosing plant-based versions of their dishes.

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# Sustainability Progress



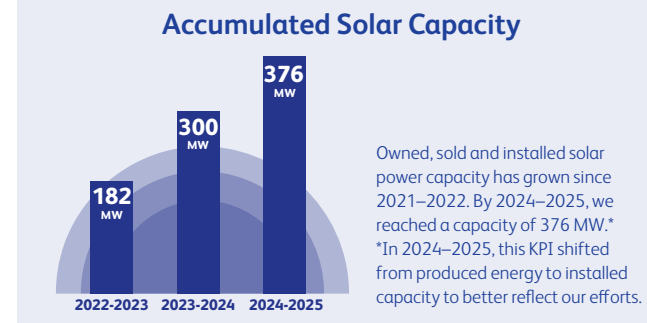
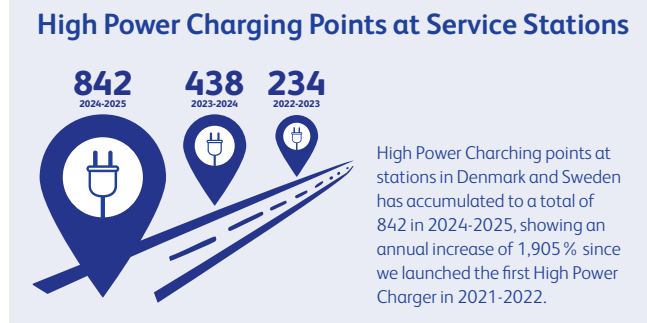
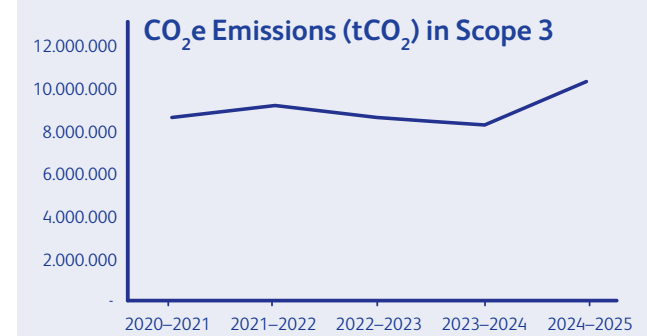
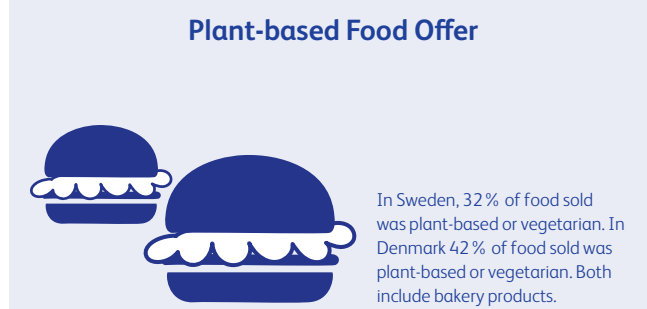
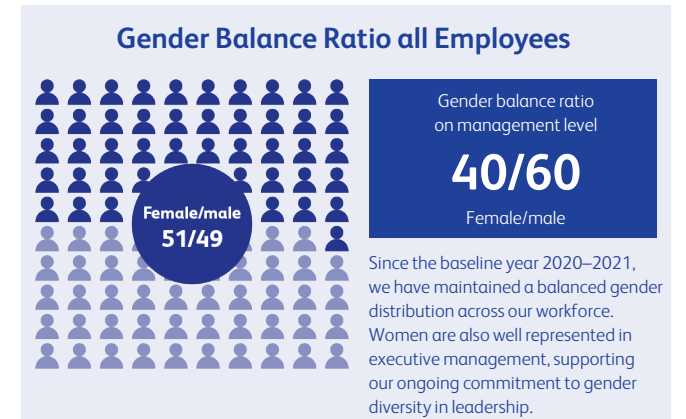
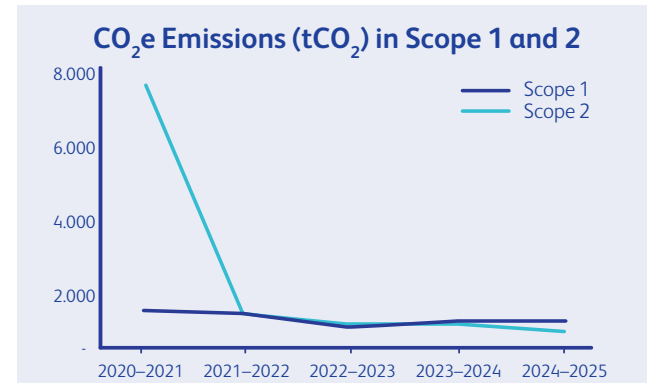
**Offer more sustainable products and services**



**Act on climate change**



**Enable people and communities**



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# Message from our CEO



We are on an exciting journey. With a clear direction forward, we have made significant progress over the past year, despite an environment characterized by recession and geopolitical challenges. During the year, we have updated our strategy under the name “A Stronger OKQ8 Scandinavia”. This clarifies where we are going, what activities will get us there and what our organization will look like to meet tomorrow’s challenges. The aim is to create better conditions for the transformation from a traditional fuel company to the leading full-service supplier of more sustainable energy and mobility solutions. Society’s need for mobility as well as goods remains, and we are determined to lead the development towards sustainable solutions. The 2024-2025 financial year has been a year in which we have continued to invest in future energy and mobility solutions. Our super-fast chargers along Swedish and Danish roads are an example of how we make it easier and faster for customers and members to charge their electric vehicles. With 788 HPC charging points at 215 stations, we are well on our way to our goal of 1.100 charging points by 2026 – a milestone that strengthens our promise of sustainable mobility for all.

Our focus on electrification of heavy transport has taken major steps forward. Together with Skellefteå Kraft and Volvo Trucks, we have opened 34 charging points for heavy transport in Sweden and our first two chargers in Denmark. We are building one of Sweden’s largest networks of public charging stations for heavy transport and are meeting the growing demand for battery-electric vehicles, which are crucial to achieving the goal of a fossil-free transport sector. At the same time, major changes in the reduction mandate

have led to a significant decrease in the price of traditional fuels, which resulted in increased emissions from the transport sector. Changes in the reduction mandate are assumed to occur again in 2025, but this time the requirement for the inclusion of biofuels increases. This type of rapid change leads to a perceived uncertainty about which rules will apply in the long term.

We are proud of our growing solar business. Our new projects such as the solar parks in Borlänge and Lund show that we are contributing to Sweden’s energy transition on several fronts. The fact that we were awarded the EcoVadis gold medal for our sustainability work in 2024 confirms that our efforts are making a difference, and we are now among the top 5% of companies globally evaluated by EcoVadis. EcoVadis has been our tool for assessing our value chains since 2021. EcoVadis evaluates companies’ sustainability work in environmental impact, labor and human rights, ethics and sustainable procurement methods. In March 2025, OKQ8 was perceived to be the most sustainable brand in our industry by Swedish consumers, according to the Sustainability Brand Index. The award confirms that our efforts in sustainability are recognized and appreciated and that our long-term commitment to a more sustainable future is perceived as credible and in line with our overall strategy. Sustainable Brand Index™ is Europe’s largest brand survey in sustainability and measures consumers’ perceptions of brands’ sustainability efforts.

The stations are and will remain central destinations and our new food concepts and station campaigns have been received with great appreciation. We also continue to develop our car wash concept and offer our customers

car wash subscriptions and the opportunity to wash their own cars. In June, we opened our new station, Bromma Airport, which offers, among other things, a car wash that both makes the car clean while handling wastewater with a biological treatment plant. The station is equipped with High Power Chargers under a roof, which improves the customer experience for our electric car customers. We also see that our carpools help both companies and individuals to switch to shared mobility. Making sustainability accessible to more people is our driving force. With Sweden’s largest network of Neste MY Renewable Diesel (HVO100) and collaborations such as the agreement with Gasum, we create solutions that make a difference, while building a strong foundation for the future.

Current geopolitical instability can affect the availability of products and has for some time now raised the issue of emergency preparedness. As OKQ8 Scandinavia is a crucial component of societal functioning, we have a responsibility to ensure a functioning fuel supply in the event of a crisis or war, a capability we are developing in collaboration with relevant authorities.

Through diversity, innovation and collaboration, we face the future with strength and optimism. Our journey towards more sustainable mobility is only just beginning, and we are convinced that our efforts will make a big difference for our members and customers – now and for generations to come.

Welcome to join us on the journey!

Karin Eriksson, CEO

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# Our Vision and Business Model

## Creating Value through more Sustainable Transport

We aim to lead the service station market and guide our customers toward sustainable transportation. We are developing our core assets, including our station network, customers, members, partners and suppliers, to become the leading provider of sustainable energy and mobility solutions.

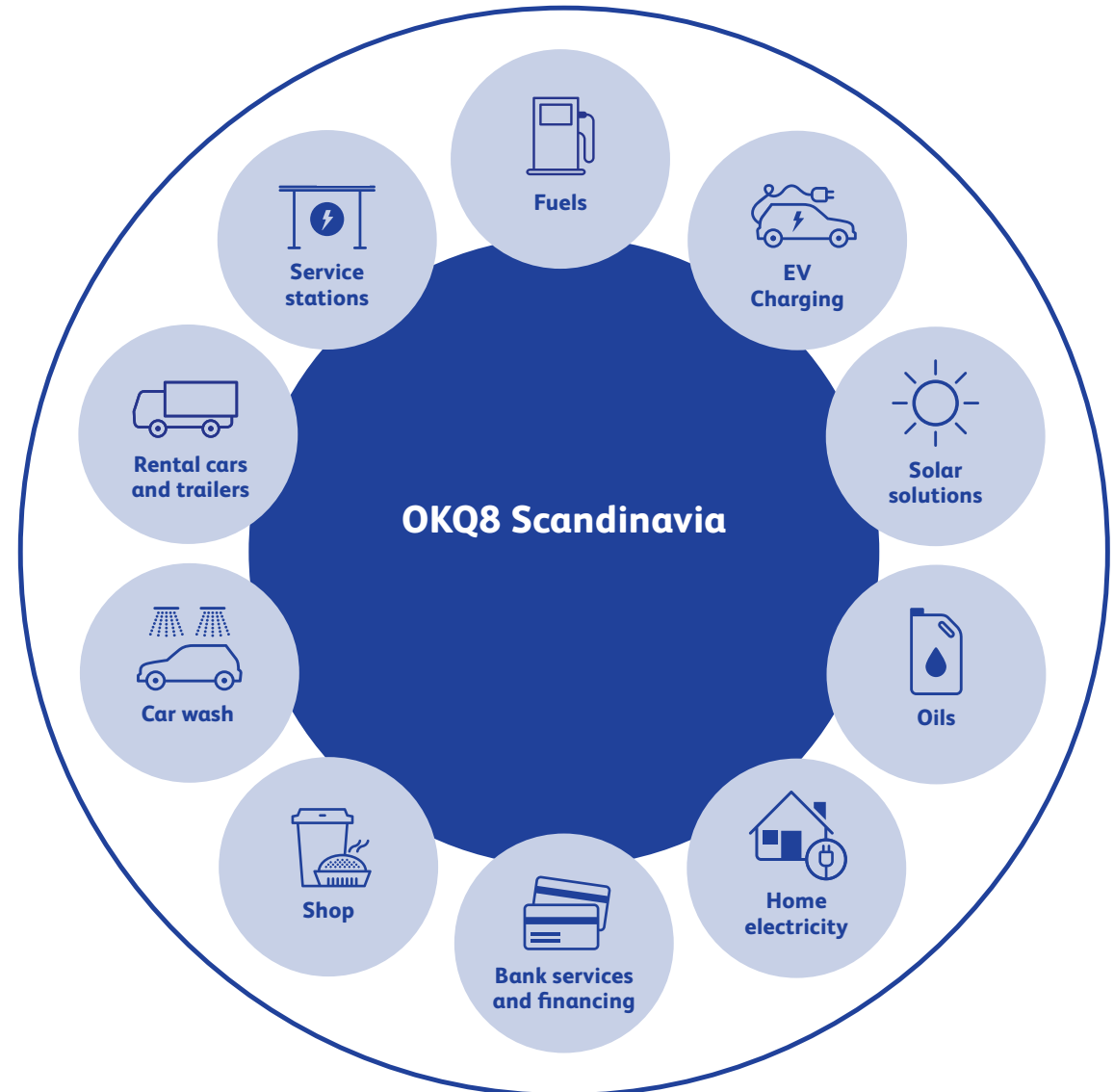
This vision is supported by our dedicated employees, each contributing their unique skills, and by our customer-centric service. We meet our customers, members and partners with personal service, creating experiences that make their journeys more enjoyable.

## Our Business Model

As one of the largest energy and fuel companies in the Nordic region, we face the significant challenge of reducing our reliance on fossil fuels and transforming into a provider of renewable energy and alternative fuel products and services.

## Expanding Beyond Fuel

While our business has traditionally been centred around fuel, OKQ8 Scandinavia’s strategy focuses on diversifying our product portfolio to make it easy and affordable for customers to choose decarbonised transportation options. We are expanding our offerings to include a wide range of non-fuel products and services, such as car washes, rental cars and trailers, carpools, car-sharing services, food and beverages on the go, solar energy solutions and renewable electricity for homes. Through these efforts, we aim to offer a comprehensive and sustainable mobility experience for all.



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# The World Around Us

## Adapting to new EU Legislation

As the European Union introduces significant legislation such as the Corporate Sustainability Reporting Directive (CSRD) incl. the European Sustainability Reporting Standard (ESRS), the EU Taxonomy and the Corporate Sustainability Due Diligence Directive (CSDDD), the demand for sustainable solutions continues to rise. We recognise the importance of collaboration across the company and work in cross-functional teams to make sure we approach these challenges from multiple perspectives – combining expertise from sustainability, finance, legal and other key areas to strengthen our ability to meet the requirements and goals set by the EU.

## EU Taxonomy

The EU Taxonomy was launched in 2020. Currently, only a few of EU Taxonomy activities are relevant to OKQ8 Scandinavia, and the requirements are carefully monitored by an internal working group to detect any changes both in our business and in the legislation that may affect the assessments.

## Impact of the EU Fuel Quality Directive

The EU's Fuel Quality Directive (FQD) is central to efforts to reduce greenhouse gas emissions from the transport sector. The FQD requires fuel suppliers to reduce the greenhouse gas emissions of the fuels they supply, using a life-cycle approach. OKQ8 Scandinavia has successfully met these requirements in Sweden and Denmark, contributing to EU-wide emission reduction goals.

## Legislative Changes in Sweden and their Effects

In addition to the FQD, Sweden introduced a Greenhouse Gas Reduction Obligation (Reduktionspliktslagen) for fuels in 2018. Its purpose is to help the country reduce emissions from domestic transport by 70% by 2030. The act mandates a reduction of greenhouse gases from diesel and petrol by mixing renewable raw materials into the fuels. However, from 1 January 2024, the reduction mandate in Sweden was lowered from 7.8% to 6% for petrol and from 30.5% to 6% for diesel.

The significant changes in the emission reduction mandate have resulted in higher CO<sub>2</sub>e emissions for OKQ8 Scandinavia, our customers, and the wider transport industry in 2024-2025. Further changes to the reduction mandate are proposed for 2025, but this time, the requirement for the admixture biofuels will be increased. OKQ8 Scandinavia is determined to navigate the uncertainty regarding stable, long-term conditions. The conditions can prove challenging when planning our operations for optimal product supply and resource management and impact our efforts to reach our sustainability targets.

## Preparation for the Corporate Sustainability Reporting Directive

In preparation for the Corporate Sustainability Reporting Directive (CSRD) and ESRS, we conducted our first Double Materiality Assessment (DMA) this financial year. We identified key sustainability issues and will align them with our strategic goals. This process will



guide our future reports, making sure we meet legislative requirements. Our ongoing efforts to enhance our due diligence and monitoring processes across the supply chain aim to further strengthen transparency and accountability as we work toward our long-term environmental and social objectives.

## Solar Market Fluctuations

In 2024, Europe's solar market was significantly impacted by trade tensions between the United States and China. This has resulted in a surplus of solar panels, thereby placing immediate pressure on smaller suppliers. At the same time, this market flux opened doors for more cost-competitive and

resilient renewable solutions. For OKQ8 Scandinavia, these developments stress the need to diversify our sourcing and strengthen our partnerships to ensure a stable supply of solar energy. By monitoring global trends, we remain committed to our sustainability agenda by focusing on our long-term commitment to offer products with lower carbon emissions.

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# Sustainability Strategy

Our sustainability strategy focuses on three areas that reflect how we impact the world.

## Sustainability focus areas:

- Offer more sustainable products and services
- Act on climate change
- Enable people and communities

Because the products we sell have an impact on the planet and people, our focus is on expanding our range of more sustainable products and services. Through responsible sourcing, setting stringent standards for our suppliers, collaborating with partners who invest in decarbonisation, and by offering customers products with lower carbon footprints, our ambition is to move away from a fossil-based product portfolio.

By changing our product range, we will reduce our CO<sub>2</sub>e emissions thereby acting on climate change. The fact that 98.6% of our CO<sub>2</sub>e emissions stem from the fossil fuel products we procure and sell, shows that climate change is one of the most important and material topics for OKQ8 Scandinavia to focus on. If we are to successfully help mitigate and reverse climate change, we must address multiple material topics, as ecosystems are interdependent. We have therefore set targets that also address biodiversity and pollution, as well as water, energy, and waste management covering both the products we offer and our own operations.



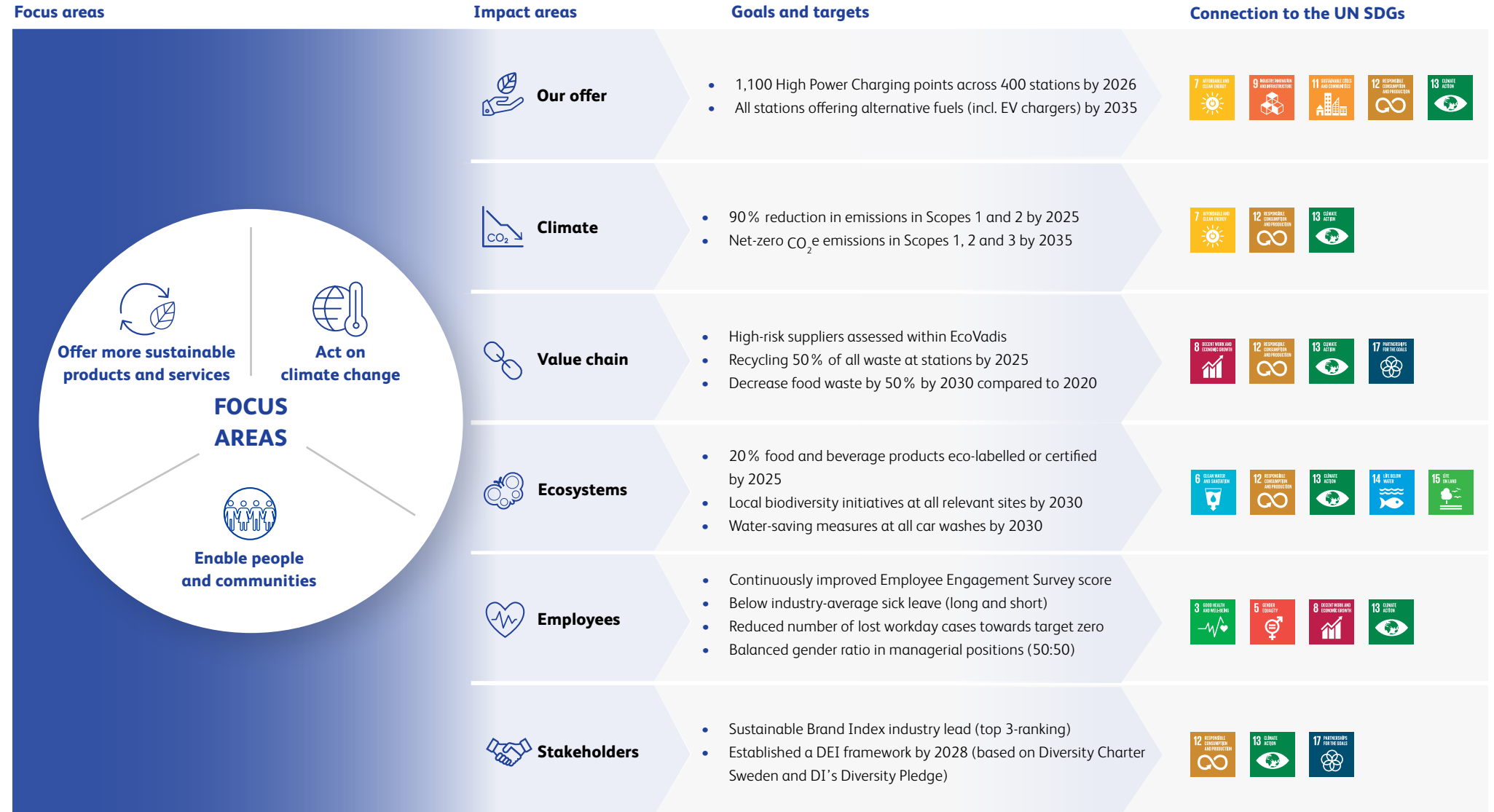
Just as our operations and products affect the planet, so too are we responsible for the well-being of the people and communities we connect with. Hence our focus is on how we can enable people and communities to work, collaborate and trade with us in safe, transparent ways.

Our sustainability strategy is based on stakeholder involvement and a comprehensive analysis conducted in 2020-2021. In 2024-2025 we conducted our first double materiality assessment (DMA) to be able to report according to the European Sustainability Reporting Standards (ESRS) in the coming years, and to ensure that our material topics are in line with stakeholder expectations and requirements.

Our focus and impact areas have been mapped against the UN Sustainable Development Goals (SDGs), GRI, SASB, and UN Global Compact to ensure comprehensiveness. We find that 12 of the 17 sustainable development goals are embedded in our strategy, each serving as a benchmark for our efforts. OKQ8 Scandinavia has been a signatory to the UN Global Compact since 2014. We are also evaluated annually by EcoVadis and CDP.

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# Sustainability Focus Areas and the Sustainability Development Goals (SDGs)



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# Our Offer



We want to give our customers the opportunity to make more sustainable choices through our range of products and services. We consider social and environmental aspects in our procurement process, as well as in the marketing, sale and accessibility of products to consumers across Scandinavia.

## Objectives

- Phase out fossil fuels to reduce CO<sub>2</sub>e emissions to net-zero by 2035
- Increase access to sustainable mobility solutions
- Increase the share of renewable fuels and energy solutions
- Increase the share of sales of organic and plant-based products
- Develop low-carbon, resource-efficient products and offers
- Focus on offering services instead of products and adopting circular economy practices where possible
- Increase the share of investments in line with our sustainability goals





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## Goals and Performances

We aim to improve customer access to low-emission transportation, while continuing to be an appealing stop for travellers by offering a diverse menu with organic, vegetarian and plant-based options. Our commitment is demonstrated through the expansion of our High Power Charging network, alternative fuels infrastructure, car-sharing fleet and continuous development of solar parks in Scandinavia.

842

HPC charging points for EVs

8.7%

of total fuel sales were alternative fuels

2.9%

of total km travelled in EV rental cars

533

Service stations offer alternative fuels

Performance indicators / Performance metric	Progress 2024 - 2025	Status	Next steps
Service stations offering alternative fuels	6.2 % increase in stations offering alternative fuels since last year.	533 Stations offering alternative fuels (EV chargers, ethanol, HVO100 and/or biogas). In all, 65 % of stations offer alternative fuels.	Over the coming year, we plan to expand our network of stations offering alternative fuels, including two additional hydrogen stations.
High Power Charging (HPC) points at service stations	368 new HPC points 36 new HPC points for heavy vehicles.	842 HPC points at 238 sites*, equivalent to 19 % of the total station network.	Our goal is to install HPCs at around 400 sites across Denmark and Sweden, in addition to 46 planned HPC stations for heavy transport.
Alternative fuels (AF) sold	Decrease by 6.6 % points in share of alternative fuels compared to last year (assessed by energy content), mainly due to the reduction mandate in Sweden being lowered to 6 % in 2024.	In terms of energy content, 8.7 % of the fuels sold in 2024-2025 were from alternative sources such as EV charging, ethanol and HVO100.	We will continue to inform our customers about alternative fuels such as HVO to increase our sales of AFs compared to conventional fossil fuels.
Sold and installed solar capacity	Increase of 25 % in total sold and installed solar capacity since last year (accumulated MW since 2021-2022).	Sold and installed solar capacity totals 376 MW since 2021-2022.	We continue to expand our solar business.
Plant-based or vegetarian food sold ( % )	In Sweden, we have seen a decrease in the percentage of sold plant-based or vegetarian food by 0.2 % since last year. In Denmark the figures are the same as last year.	In Sweden, 32 % of food sold was plant-based or vegetarian. In Denmark 42 % of food sold was plant-based or vegetarian. Both include bakery products.	Despite a decrease this financial year we continue the development of a tasty plant-based and vegetarian menu.
Electric rental fleet	Decrease in the share of km driven in electric rental cars by 1.6 % compared to last year.	1.6 million km driven in electric rental cars corresponding to 2.9 % of all km driven in rental fleet.	We continue to offer rental vehicles in 109 sites across Sweden via Move About.

\* Sites are charging stations and public spaces not necessarily at a service station



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## Progress 2024 – 2025 and Next Steps

### Accelerating Electrification with High Power Charging Points

In our commitment to accelerate electrification and minimise the environmental impact of road transportation, OKQ8 Scandinavia is actively expanding its High Power Charger (HPC) network in partnership with Skellefteå Kraft. With a focus on greater accessibility to High Power Charging, our strategy involves deploying over 1,100 charging points, delivering a minimum output of 150 kW for quick charging by renewable energy at around 400 locations across Scandinavia by 2026. We installed 368 high power charging points at a total of 238 sites in 2024-2025.

### Heavy Vehicle Charging

We opened more heavy vehicle charging sites in 2024-2025. In our ambition to create Sweden's largest network of public charging stations for heavy vehicles and accelerating the transition to electric road transport, we installed 17 new charging stations for heavy vehicles in 2024-2025. Each location is equipped with two to four charging points, each delivering a continuous output of 300-400 kW.

### Solar Solutions for Businesses

In 2024, OKQ8 Scandinavia integrated our OKQ8 Scandinavia solar energy brand SunDay into our Solar and Energy Technology department aimed at offering our current and new corporate customers a more coherent energy solution.

The business unit continues to grow, especially in the solar parks and battery storage segments. Throughout the year, three solar parks have been established in Finland with a total capacity of 70 MWp. In Sweden, a 4 MWp park is under construction in Borlänge.

OKQ8 has also concluded two new contracts to establish solar parks, the first with Sydsvatten, and the second with Turn Energy, a Swedish renewable energy company and solar park builder, to establish two parks with a combined capacity of 18 MWp. Lastly, we installed a park with a generating capacity of 4 MWp at the premises of our customer Weland Stål. Despite macroeconomic challenges in the solar market in Europe, OKQ8 Scandinavia stands firm in our ambition to develop our renewable energy business and contribute to the transition to a more sustainable future.

### One of Sweden's Largest Station Networks Offering HVO100

OKQ8 Scandinavia is in a strategic partnership with Neste, the world's leading producer of HVO100. This collaboration has established one of Sweden's most extensive networks of stations offering HVO100. Neste's HVO100 meets rigorous criteria, ensuring traceability throughout the entire supply chain and calculating the CO<sub>2</sub>e reduction for each batch. HVO100 is compatible with all engines approved for XTL, providing a means of reducing greenhouse gas emissions from internal combustion engine vehicles pending



the development of other technologies. HVO100 is now available at 367 stations in Sweden and 10 stations in Denmark.

### Our Hydrogen Infrastructure is on its Way

Hydrogen is emerging as a fuel alternative, particularly for heavy long-distance transport. In collaboration with our partners Skellefteå Kraft and OK Västerbotten, we scheduled the launch of our first two facilities in Umeå and Storuman in Sweden for the spring of 2024 and two more in Gothenburg for late summer of 2024. Unfortunately, the schedule has been delayed due to hardware shortages. As a result, we are preparing to open all four sites in early spring 2025.

### Compressed and Liquefied Gas Development

At Q8 in Denmark our customers can refuel heavy vehicles with liquefied fossil gas (natural gas, LNG). By utilizing the liquefied fossil gas facilities, the plan is to introduce liquefied biogas (LBG) at these stations, which is an energy alternative as it is produced from organic materials such as agricultural waste. In Sweden, we provide compressed biogas (CBG) in two variants: Biogas Bas and Biogas100 through our partnership with ST1 Nordic Oy. Our customers can refuel their vehicles with CBG at 26 of OKQ8's own stations and access some 50 additional partner stations through card acceptance, bringing the total to around 80 refuelling points.



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## Progress 2024 – 2025 and Next Steps

### Plant-based Food Offers in Q8's Service Stations

The Sausage Horn is one of our top-selling products in Denmark. In 2024-2025, we introduced a plant-based version, the Green Horn, in collaboration with Peas of Heaven and Easyfood. However, the Green Horn's initial success was limited, prompting us to relaunch it under the name of Spicy Horn and with a stronger emphasis on flavour. The relaunch has led to a significant increase, where 8 % of our total Sausage Horn sales are now plant-based options.

Also, we continued our offering of plant-based burgers with various flavours, which means 18 % of our total burger sales are plant-based.

### Certified Danish Sausages: The Animal Welfare Label

Q8 has replaced our entire sausage assortment. From now on, all our sausages have the 'two-heart-label' developed by the Danish Food Agency's 1-3 heart label system. The heart label system reflects animal welfare in three categories from 1-3 hearts. One heart denotes products whose enhanced animal welfare goes beyond statutory requirements, and two hearts denote products with enhanced animal welfare with e.g. free-range chickens and more space and bedding for cattle. Lastly, the three-heart label ensures the greatest animal welfare e.g. all cattle are on grass, the chickens are free range, more space and more bedding.

In addition, Q8 is experimenting with sausage recipes by adding more vegetables to the sausages. This has resulted in the launch of a chilli sausage containing 15 % vegetables.

### New Partnerships and Expanding Plant-based Menus in Sweden

In 2024, we initiated a collaboration with the Swedish restaurant chain, Taco Bar. We have implemented their concept at our station in Nykvarn, and in 2025 we plan to expand this to more of our Swedish stations. The collaboration offers our customers a broader menu, with the option of choosing plant-based versions of their dishes. The partnership also expands our range of gluten-free options.

### Organic Product Range in Sweden

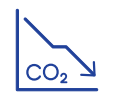
We are increasing the amount of Swedish and organic products in our existing food assortment. Currently, 65 % of the meat is Swedish, and 5.6 % of our products are organic. Our goal is to increase these percentages from financial year 2025-2026 and onwards.



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# Climate



The Paris Agreement stipulates that the world needs to transition to a low or zero carbon society to keep global warming below 2°C, aiming for 1.5°C. We know our industry is part of the problem, and we know that the fossil-based part of our business needs to change. We are committed to being part of the solution. We want to take part in leading the transition in our industry, by phasing out our fossil products, reducing our greenhouse gas emissions and reaching net-zero by 2035.

## Objectives

- Reduce CO<sub>2</sub>e emissions in Scopes 1 and 2 by 90% by 2025
- Reduce CO<sub>2</sub>e emissions in Scopes 1, 2 and 3 by 90% by 2035
- Increased production, use and sale of renewable energy



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# Goals and Performances

## Development over the year

Our Scope 1 and 2 emissions have decreased since the last financial year. This is due to energy optimisation in operations, charging of EVs and hybrid company cars and continuous purchase of electricity with Guarantees of Origin.

Our Scope 3 emissions have increased by 11 % since baseline year (2020-2021), which is due to increased fuel volumes sold in 2024-2025 and the regulatory changes to the reduction mandate in Sweden.

**82%**

Reduced Scopes 1 and 2 CO<sub>2</sub>e emissions compared to 2020-2021\*.

**3.91 GWh**

Produced by solar panels in station network.

**11%**

Increased Scope 3 CO<sub>2</sub>e emissions compared to 2020-2021\*.



Performance indicators / Performance metric	Progress 2024 - 2025	Status	Next steps
Scopes 1 and 2 CO <sub>2</sub> e emissions	Reduced by 82 % compared to baseline year 2020-2021*.	We track Scope 1 and 2 CO <sub>2</sub> e emissions quarterly and continue to invest in measures that lower CO <sub>2</sub> e in our own operations.	We aim to reduce Scope 1 and Scope 2 CO <sub>2</sub> e emissions by a minimum of 90 %* by 2025-26. We will purchase Guarantees of Origin, and switch all company cars to EVs.
Scope 3 CO <sub>2</sub> e emissions	Increased by 11 % compared to baseline year 2020-2021.	The increase in Scope 3 emissions is due to an increase in the fuel volumes sold, in combination with the reduction mandate in Sweden being lowered to 6 % in 2024.	We aim to reduce Scope 3 CO <sub>2</sub> e emissions by a minimum of 90 % by 2035. Going forward, we will continue to expand our offer of low carbon products, to drive decarbonisation.
Scopes 1, 2 and 3 CO <sub>2</sub> e emissions	Increased by 11 % compared to baseline year 2020-2021*.	We have set a net zero target to reduce emissions by 90 %* by 2035.	We are evaluating how to reduce emissions across our business segments. And await validation of our targets as SBTi sector guidelines are pending.
Service stations with solar panels installed	We equipped 11 manned service stations with solar panels during 2024-2025, four in Denmark and seven in Sweden.	No fewer than 83 of our manned stations (52 %) in Sweden have solar panels installed for a total output of 3.9 GWh. Six of our manned stations (6 %) in Denmark have solar panels installed for a total output of 12 MWh.	While we will track their progress in the upcoming financial year, no new installations are planned. Our focus will be establishing solar parks.

\*Market-based method



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## Progress 2024 – 2025 and Next Steps

### Increased Emissions from Value Chain

Our target is composed of Scope 1 and 2 targets, i.e. the emissions from our own operations and a Scope 3 target covering our value chain (using the Greenhouse Gas Protocol calculation method). OKQ8 Scandinavia has set a goal of reaching net-zero by 2035, whereby we will reduce our CO<sub>2</sub>e emissions by at least 90% in Scopes 1, 2 and 3 compared to our 2020-2021 baseline. We will compensate for the residual CO<sub>2</sub>e (max 10%) emissions using the Science Based Target initiative (SBTi) method.

In 2020, OKQ8 Scandinavia committed to having our climate targets approved by the Science Based Targets Initiative (SBTi). We are waiting for SBTi to publish the methodology for the oil and gas sector, which is still pending. Meanwhile, our commitment remains. Scope 3 accounts for 99.9% of OKQ8 Scandinavia's total CO<sub>2</sub>e emissions per 2024-2025, with fuels and oils accounting for 98.6% of Scope 1, 2 and 3. In 2024-2025, we increased our Scope 3 CO<sub>2</sub>e emissions by 11.1%, due to an increase in fuel sales in combination with the regulatory changes in Sweden.

### Lower Emissions from Own Operations

Scope 1 encompasses CO<sub>2</sub>e emissions generated at our facilities and by our company vehicles. To reduce Scope 1 emissions, we have invested in the replacement of coolers, lights and

oil and gas burners with equipment that emits less CO<sub>2</sub>e. Since 2020, we have been replacing the company's internal combustion engine (ICE) cars with EVs and hybrid vehicles, contributing to the reduction of Scope 1 emissions.

Scope 2 involves CO<sub>2</sub>e emissions generated by the electricity, heating and cooling we purchase from suppliers for use at our own facilities. To reduce Scope 2 emissions, we purchase renewable energy and have installed solar panels at several service stations.

### The Road to Net-Zero

To reach our net-zero target, we will phase out fossil fuels. We want to expand and develop our non-fossil business, sharpening our focus on renewable energy and alternative fuels such as HVO100, electricity, hydrogen and biogas. The rapid electrification of the transport sector, the EU's Green Deal and Fit For 55 packages are key drivers in the transition. We will continue developing a portfolio of products and services with a low or zero carbon footprint.

In 2024-2025 we developed a 'net-zero strategy tool' to help us navigate and forecast how changes in the regulatory landscape, technological progress and market conditions will hinder or help us reach our climate targets and decarbonise our value chain.



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# Value Chain



We work together with our employees, suppliers and customers to address and reduce our impact across the value chain. We continuously improve our digital and governance systems to support environmental, social and governance (ESG) information in the value chain to ensure traceability and transparency. This information allows us to identify and mitigate ESG risks in the value chain and improve our sustainability performance as a supplier. Dialogue and collaboration enable us to better support our employees, suppliers and customers in making choices that contribute to a lower negative ESG impact in the value chain.

## Objectives

- Increase our transparency as a supplier
- Foster ethical and socially responsible procurement practices
- Assess and develop our suppliers' ESG performance
- Increase our customers' sustainable choices
- Implement circular solutions where possible
- Minimise waste





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# Goals and Performance

We are now a Gold Medallist and among the top 5 % of all companies evaluated by EcoVadis. During this financial year, we continued to evaluate our biggest and most important suppliers’ sustainability performance in EcoVadis, our supply chain management tool. OKQ8 Scandinavia also improved its own performance as a supplier, and we are committed to continuing to improve throughout our value chain.

**In the top 5%**  
of suppliers evaluated by EcoVadis.

**53%**  
of our risk suppliers assessed by EcoVadis.

Performance indicators / Performance metric	Progress 2024 - 2025	Status	Next steps
Alternative fuels in fuel distribution	The share of alternative fuels used for fuel distribution has increased by 25 % compared to last year.	In 2024-2025, alternative fuels accounted for 83 % of fuels used for fuel distribution based on volume.	We will extend low carbon distribution to packaged and non-fuel products.
EcoVadis supplier assessments	We have increased the number of suppliers assessed by EcoVadis. In January 2025, OKQ8 also expanded its engagement with EcoVadis by implementing IQ+ as an additional tool to assess and monitor risk suppliers.	53 % of risk suppliers have been evaluated in EcoVadis.	OKQ8 has initiated a systematic approach to due diligence regarding our suppliers, including a due-diligence monitoring system to manage high-risk suppliers that are not part of EcoVadis.
Supplier transparency	OKQ8 Scandinavia went from silver to gold medal.	OKQ8 Scandinavia’s gold medal means we are among the top 5 % of suppliers evaluated by EcoVadis.	We will continue to follow recommendations to improve our rating.
Food waste saved	In Sweden, we saved 60 % more food compared to the previous year through our partnership with Too Good To Go (TGTG). In Denmark, this figure is 13.5 %.	6.5 % of food waste salvaged (write-offs) in Sweden. 324,334 kg of food was salvaged in collaboration with TGTG. In Denmark, we salvaged 13.3 % food waste (write-offs). Our collaboration with TGTG has helped us save 111,001 kg food.	We will continue to monitor, review and streamline our range and offerings at stations and use TGTG to keep food waste to a minimum.
Waste recycling	We comply with Swedish and Danish waste regulations and have waste sorting systems at all our manned stations.	33 % of all waste in our service station network was sorted and sent for recycling in 2024-2025.	Going forward, we will investigate new waste sorting systems for our customers at stations in Sweden and Denmark.
Plastic waste recycling	67 % increase in the amount of plastic waste sent for recycling compared to last year, thanks to improved sorting systems.	209 tonnes of plastic waste from our stations were sent for material recycling in 2024-2025.	We will continue to review packaging choices, increase the use of recyclable packaging and improve recycling facilities at our service stations



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## Progress 2024 – 2025 and Next Steps

### Evaluating Supplier Sustainability Performance with EcoVadis

EcoVadis is our supply chain management tool for supporting the assessment of compliance by our suppliers with OKQ8 Scandinavia’s Partner Code of Conduct. Since 2021, we have enrolled suppliers into EcoVadis and implemented supporting processes in OKQ8 Scandinavia.

In 2024-2025, we worked with current suppliers and inducted new ones. We are focusing on our high-risk suppliers in the categories; logistics, liquid fuels, solar panels, convenience and dry goods at our service station shops. In addition, we are developing and enhancing our due-diligence process to monitor and assess suppliers not included in EcoVadis. To support this development, we conduct training for internal supply managers and our governance structure where cases are reviewed and processed by our procurement board.

### OKQ8 Scandinavia Gold Medal Upgrade

In 2024, OKQ8 Scandinavia was awarded a Gold Medal, placing us among the top 5% of all companies globally evaluated by EcoVadis.

This year’s rating reflects significant improvements across all assessed areas. The environmental category stood out in particular for its strength. This progress highlights our commitment to enhancing our environmental, ethical and social performance while maintaining a responsible, transparent value chain.

### Corporate Sustainability Due Diligence Requirements

In July 2024, the Corporate Sustainability Due Diligence Directive (CSDDD) came into effect and is to be implemented into Swedish and Danish law. This prompted us to reassess how we work with the integration of human rights due-diligence principles throughout our value chain. Throughout 2024-2025, we focused on forming cross-functional teams, with experts from sustainability and procurement, to assess and refine current



processes while identifying any shortcomings. This collaborative effort is key to developing a comprehensive due-diligence monitoring system for our supply and value chains, ensuring full compliance with the new CSDDD requirements. Moving forward, we anticipate further strengthening our cross-functional collaboration.

### No Russian Crude Oil Suppliers

OKQ8 Scandinavia does not buy Russian crude oil and does not trade with Russian suppliers. Our suppliers have phased out all Russian crude oil from the fuels we sell. Our dialogues with our fuel suppliers are transparent and we remain determined to ensure that no Russian crude oil is used in the products we sell.

### Intermodal Rail Transport

Our primary transport of packaged oil products from the Q8 blending plant in Belgium to the warehouse in Sweden is almost entirely carried out using intermodal transport. Since 2024, one-third of this haulage has been conducted via intermodal rail solutions. As intermodal transport is more fuel efficient than trucks, we will continue to develop this form of haulage.

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# Ecosystems



Ecosystems serve as the foundation for societies, economies and businesses. However, human resource consumption exceeds planetary boundaries, thereby jeopardising the very ecosystems that sustain us. OKQ8 Scandinavia focuses on how we can help make a positive change on ecosystems by mitigating the environmental footprint of our products and services.

## Objectives

- Enforce environmental criteria for procurement
- Increase the share of organic shop products offered and sold
- Increase the share of plant-based foods offered and sold
- Minimise pollution to water and soil
- Optimise water use
- Develop a holistic biodiversity strategy
- Implement local biodiversity initiatives at service stations





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# Goal and Performances

## Development over the year

We have experimented with various practices to increase local biodiversity at stations. To mitigate ecosystem pollution and water consumption in our car wash business, we continue the development of water treatment for automatic car washes.

**81%**

Organic bakery products in Denmark

**22**

Stations in Denmark and Sweden with projects focusing on biodiversity

Performance indicators / Performance metric	Progress 2024 - 2025	Status	Next steps
Organic foods and beverages	9 % decrease in sold organic food in fast food and bakery in Denmark. 0.1 % decrease in organic food and beverages purchased by OKQ8 in Sweden.	Overall, 36 % fast food and bakery sold is organic, while 81 % of bakery in Denmark is organic through our partnership with Meyers. 4.1 % of beverages sold in Denmark are organic. In Sweden, 5.6 % food and beverage products sourced by OKQ8 are organic.	We will review our current offering and sales trends to identify opportunities for increasing the share of organic and plant-based products going forward. Furthermore, we will switch to two-heart labelling for our pork.
Stations with local biodiversity initiatives	6 service stations with new local biodiversity initiatives.	18 Q8 and 4 OKQ8 service stations with local biodiversity initiatives.	Going forward, we aim to include biodiversity initiatives whenever we rebuild or refurbish a station.
Spills	The number of spills to the environment increased by 140 % compared to last year. The number of spills on hard surfaces decreased by 2 %.	12 spills to the environment (>5 litres). 50 spills on hard surfaces (>5 litres)	OKQ8 Scandinavia has a strict process for managing incidents. It entails measures for controlling pollution and we will continue to work to minimise incidents.
Wastewater treatment and recirculation at automatic car washes	We established six new car wash facilities with biological treatment plants that can re-use the water. Four in Sweden and two in Denmark. Also, we upgraded one existing car wash to a biological treatment facility.	14 % of automatic car washes in Sweden and 19 % in Denmark are equipped with biological wastewater treatment and/or recirculation.	We continue to work on how to recycle and save water in our automatic car washes and plan to develop more car washes with either mechanic- or biological treatment.



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## Progress 2024 – 2025 and Next Steps

### Biodiversity Continues to be a Focus Area for OKQ8

Over the past two years, we have tested different methods in our efforts to identify practices that can contribute to local biodiversity. One of the initiatives that allows plant life to grow around selected service stations has helped create more greenery at our service stations. Furthermore, we have mapped the areas at our service stations that have the potential to support local biodiversity in Denmark. These areas amount to approximately 11 football fields.

In the ongoing roll-out of High Power Charging stations and their accompanying outdoor lounge areas, we aim to enhance local habitats and flora while creating an inviting outdoor environment for our customers.

In 2024, we identified the following topics from the European Sustainability Reporting Standards (ESRS) as being material within Biodiversity: E4.1: Direct impact drivers of biodiversity loss, E4.2: Impacts on the state of species and E4.3: Impacts on the extent and condition of ecosystems. We plan to review and develop more specific targets, clear definitions and reporting scopes as part of OKQ8 Scandinavia's biodiversity strategy for its own operations as well as throughout the value chain.



### Decreasing Water Pollution in Car Washes

OKQ8 Scandinavia acknowledges the sizeable water consumption in our car wash operations. It has an impact on local water availability, and the wastewater generated during car washing contains harmful substances such as oils, heavy metals, asphalt, tyre residue and chemicals from car care products. This can pose a threat to local ecosystems.

There are different water treatment methods for re-circulation at automatic car washes. We are testing various options, including the addition of chemicals such as probiotics to the wastewater. Also, in 2024-2025, OKQ8 Scandinavia established six new automatic car washes with biological water treatment; four in Sweden and two in Denmark. In addition, we improved one existing car wash by including biological water treatment. We try to inform our Swedish customers and members

through various channels about the negative environmental impact of washing cars at home. The purpose is to encourage everyone to use car wash facilities at service stations, as they are designed to reduce water usage and pollution.

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# Employees



OKQ8 Scandinavia is responsible for ensuring the well-being and involvement of our employees and protecting the rights and well-being of workers in our value chain. We strive to foster tomorrow's leaders by constantly enhancing skills and expertise.

**Objectives**

- Prioritise the safety, health and well-being of our employees
- Ensure diversity and inclusion in recruitment and workplaces
- Promote a balanced gender ratio in leadership positions
- Prioritise training, skills enhancement and personal development



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# Goals and Performance



## Development over the year

During the year, OKQ8 Scandinavia initiated various skills enhancement and development programmes. The purpose is to continuously support our employees by providing the necessary toolkit for OKQ8 Scandinavia's transition. At the same time, we will continue to focus on improving employee well-being to ensure that OKQ8 Scandinavia remains an attractive workplace with committed employees.

4.4

Employee engagement survey score.

27%

Decrease in lost workday cases.

3,047

Safety walks conducted.

51/49

Gender balance ratio (female/male).

Performance indicators / Performance metric	Progress 2024 - 2025	Status	Next step
Employee engagement survey	Our employee engagement survey encompasses OKQ8 Scandinavia.	Our latest employee engagement survey score is 4.4.	We work continuously with analysis, follow-up and action plans based on the survey outcomes. Introducing pulse surveys as an extra follow-up engagement tool for managers.
Lost workday cases	The number of lost workday cases decreased by 27 % since the previous year.	19 lost workday cases registered.	To lower the number of lost workday cases we will create awareness among employees about working safely and fostering a safety culture.
Injuries	The number of injuries decreased by 2.7 % since the previous financial year.	219 injuries registered.	To lower the number of injuries we will create awareness among employees on safe working practices and fostering a safety culture.
Safety walks	The number of safety walks increased by 27 % since the previous financial year.	3,047 safety walks conducted.	We will continue to perform safety walks at service stations and terminals and share knowledge across the organisation.
Gender balance ratio and a focus on diversity among current and future employees	OKQ8 Scandinavia continues to have a high percentage of female leaders, in addition to a balanced gender ratio across the whole organisation.	Executive management team 40 % female, 60 % male. The ratio among all employees is 51 % female, 49 % male.	All vacant management positions are advertised openly to ensure equal opportunities for all candidates. We are committed to fostering diversity, equity, and inclusion at every level in the organisation. We are taking deliberate steps to make sure our recruitment process prioritises diversity as well as gender. In doing so, we aim to build a leadership team and organisation that reflects the broad range of perspectives and experience essential for our continued success.
Whistle-blowing	7 new whistle-blowing cases were reported in 2024-2025.	A total of 12 open whistle-blowing cases in 2024-2025, where of 7 are new cases.	We will continue to monitor whistle-blowing cases and act accordingly.



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## Progress 2024 – 2025 and Next Steps

### Graduate Programme

In 2024, we welcomed two new graduates to OKQ8 Scandinavia's one-year graduate programme. Our programme is designed to enhance our expertise in our transition by employing the latest knowledge and resources from our graduates. The programme exposes graduates to various business areas, fostering a broader understanding of the organisation and guiding their career development. Each graduate is paired with a mentor for support throughout the year.

### Leadership Initiatives

OKQ8 Scandinavia is committed to developing outstanding leaders who meet customer needs and drive our transformation. To support and nurture new leaders at our headquarters, we have created a leadership programme featuring six modules to equip our leaders with the skills needed to support our transformation. The programme includes change management, strategic leadership, self-leadership, business development and more.

Managers will also have access to our newly established leadership platform. The platform contains information about our vision, aligning with our values and support our leadership initiatives.

OKQ8 Scandinavia also offers leadership training programmes for managers and assistant managers at our stations. These programmes focus on coaching employees and transitioning into the station manager and assistant station manager roles. Q8 recently celebrated the 20th cohort of our leadership training programme. Meanwhile, in OKQ8 the programme was enhanced with new tracks for assistant station managers and new station managers.

### Safe at Work

In 2024, Q8 started a collaboration with the pension company, PFA. Our work focuses on enhancing safety measures for our employees at our stations. This year, we are testing a programme at one of our stations in Copenhagen located in a vulnerable

area prone to crime. Lessons learned will be implemented in our Safe at Work module in our leadership training programme for all station managers and assistant managers. This will equip them to navigate various situations in their own station locations.

### Q8's Youth Ministry is Best in Class

Q8's Youth Ministry (Ungeministeriet) was awarded Best in Class in 2024 by the Work Enthusiasm Alliance (Arbejdslyst Alliancen). Our Youth Ministry was launched in 2023 as a cross-functional initiative to boost job satisfaction for our younger employees at our Danish service stations. The programme now forms a key part of our organisation's culture. It consists of 10-12 youth ministers across five districts, who convene quarterly to foster a strong sense of community and inspiration. As a result, receiving the Best in Class award for our outstanding contribution to job satisfaction is a moment of great pride and a testament to our commitment to creating a positive work environment.

### Engaged Employee Index

Our engaged employee survey is conducted annually, with a mid-year follow-up to assess progress on action plans and improvements. Managers receive feedback and use it to enhance employee satisfaction in areas such as engagement, leadership, collaboration and development.

### Equal Pay Survey

In November 2024, we conducted an equal pay survey in close collaboration with our trade union partners. We used the Equal Pay Index, which measures the gender pay gap based on average pay. A result below 100 indicates women earn less than men, while a result above 100 means women earn more. The closer the result is to 100, the closer to equal pay. According to the Swedish National Mediation Office, the national average is 95.2. At OKQ8, the Equal Pay Index for knowledge worker employees is 98.1 and in Denmark, 98.8. OKQ8 Scandinavia remains committed to ensuring equal pay between genders.



### Strengthening Employee Engagement

In 2024-2025, OKQ8 Scandinavia launched its new Employer Branding concept, 'Your Life's Most Important Job. For Real'. The initiative aims to strengthen employee engagement and attract new talent. The concept is founded upon extensive data, including workshops with employees across office and station roles, leadership teams, in-depth interviews and a company-wide survey entailing questions such as: What defines our culture? What makes OKQ8 stand out? How can we improve as an employer? We developed our new Employer Branding concept based on the results. The concept will be rolled out both internally and externally, integrated into the employee journey and used to boost OKQ8 Scandinavia's visibility on social media, engaging both station and office audiences.

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# Stakeholders



We are committed to contributing to the local and global communities we form part of. We listen carefully to our stakeholders and engage with them, fostering partnerships and collaborations with people and organisations that promote sustainable development in our sector.

## Objectives

- Contribute to sustainable development in our sector by engaging with key external stakeholders through partnerships, collaborations, initiatives and talks
- Enable customers to make more sustainable choices
- Achieve top Sustainable Brand Index™ ranking within our industry





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# Goals and Performance

## Development over the year

We focus on playing an active role in advancing the sustainability agenda within our industry. We work in collaboration with key stakeholders and during the year we took part in the EcoVadis World Tour as a speaker and panalist, launched a joint communication campaign with Skellefteå Kraft, signed the Diversity Charter Sweden and joined the Danish Industry Diversity Pledge with industry peers, to name but a few activities.

Performance indicators / Performance metric	Progress 2024 - 2025	Status	Next steps
Strategic partnerships supporting the sustainability agenda	New partnerships and engagements in 2024-2025 include Diversity Charter Sweden, Danish Industry's Diversity Pledge, Effect for Sweden with Skellefteå Kraft and further engagement with UN Global Compact via our participation in their Business and Human Rights Accelerator Programme.	We have increased our outreach in recent years and continued forging partnerships to accelerate sustainable transition.	We will continue to strengthen current partnerships and foster new ones that align with our short and long-term goals.
Sustainable Brand Index	In 2024, OKQ8 was awarded second place in the fuel category by Swedish consumers.  In 2025, OKQ8 was the industry winner, being perceived as the most sustainable brand in the fuel category by Swedish consumers.	Ranking 2024: OKQ8 moved down 66 places, from 154 to 215 on the total list. OKQ8, including OK Detaljhandel AB, was still ranked second best in the industry leader rankings in the fuel category.  Ranking 2025: OKQ8 moved up 8 places, from 215 to 207 on the total list. OKQ8, including OK Detaljhandel AB, is the industry winner 2025 in the fuel category.	Going forward, we will focus on positioning our brand and communicating our plans and achievements.



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## Progress 2024 – 2025 and Next Steps

### Committing to Diversity, Equity, Inclusion and Belonging

This financial year, OKQ8 Scandinavia joined Diversity Charter Sweden, an EU-based organisation with large member business organisations. The network helps us to acquire best practices, addressing and supporting our diversity efforts. Events organised by Diversity Charter Sweden will be open for employees, allowing them to explore how diverse perspectives benefit both the organisation and society. Also, by signing the Danish Industry (DI) Diversity Pledge, we undertake to work systematically with diversity, equity, inclusion, and belonging (DEIB). The DI pledge provides us with concrete tools, templates and guides to promote and implement DEIB principles in our everyday business, ensuring that we continue to engage our employees, make informed decisions and attract new talent.

### UN Global Compact and Human Rights

In early 2025 and throughout 2026, we will take part in the UN Global Compact's Business and Human Rights Accelerator programme. The programme will enhance our understanding of human rights in relation to business conduct. It will also help us further develop our compliance with the Corporate Sustainability Due Diligence Directive (CSDDD), ensuring ethical practices and reinforcing OKQ8 Scandinavia's commitment to responsible business.

### Participation in the Biodiversity Network in Denmark

During 2024, Q8 was part of a network hosted by Danish Industry (DI) focusing on embedding biodiversity in strategy, reporting and operational practices. The network allows us to learn from others (both Danish and international companies) and enhance the skills of key employees about developments in biodiversity standards, frameworks and methods.

### Scientific Research to Increase the use of Shared Mobility Services

Insufficient use of shared mobility services hinders the realisation of the full potential for reducing the climate impact of road transport. To address this issue, OKQ8 has partnered with Chalmers Industrial Technology, Nordic Behaviour Group and six housing companies in Sweden for a scientific research project. The objective is to enhance the use of car-sharing services.



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### Effect for Sweden; Contributing to the Transition

Since 2021, Skellefteå Kraft and OKQ8 have collaborated to advance Sweden's sustainable transition. This financial year, we joined forces launching Effect for Sweden, a joint long-term communication initiative to raise awareness of our EV charging infrastructure to contribute to driving the transition. By showcasing the power of cross-sector collaboration, we seek to inspire broader participation and demonstrate how two organisations from different industries can drive meaningful change. Ultimately, our collaboration aims to be a key driver in advancing Sweden's progress towards a low-carbon future.

### Advancing Electrification of long-haul Transportation through the E-Charge Initiative

E-Charge is a collaborative initiative involving 14 partners, including OKQ8, working together to advance long-distance BEV truck haulage. Through this collaboration, we explore scalable system solutions that contribute to accelerating the development of less carbon intensive transportation practices. The trucks are planned to start their routes and charge at the OKQ8 station in Ödeshög in the beginning of our next financial year in 2025.

### Charging Partner at eComExpo

In the autumn of 2024, Q8 served as the official charging partner for eComExpo, the largest electric vehicle exhibition in Northern Europe. At this event, Q8 highlighted its commitment to advancing the electrification of heavy vehicle charging infrastructure, showcasing solutions for the future of sustainable transport such as depot charging.

### Contribution to the Almedalen Agenda

This financial year, OKQ8 once again took part in Almedalen Week, the world's largest democratic gathering for political dialogue. In collaboration with Skellefteå Kraft, we hosted a seminar focused on the electrification of vehicles and explored how political support can drive this transition forward.

### OKQ8 Scandinavia's Memberships of Industry Organisations

OKQ8 Scandinavia is a member of Drivkraft Sweden and Drivkraft Denmark. These are the umbrella organisations for the fuel and energy sector in Sweden and Denmark. Q8's Director chairs the Board at the Danish Industry (DI Trading), DI's trade association for businesses in sales, marketing, customer experiences and e-commerce.



### OKQ8 Participates in the Car Wash Initiative; Sustainable Carwash

This Swedish initiative aims to promote more car washes at service stations, where the wash systems are equipped with multiple purification steps. These systems effectively filter out pollutants, including heavy metals and oil, from the run-off. In contrast, washing cars at home or elsewhere can result in the release of harmful pollutants and environmental toxins such as heavy metals and oils into surface water drains, where they ultimately risk ending up in lakes and waterways.

### Member of the Swedish 2030 Secretariat Initiative

OKQ8 has been a member of the Swedish 2030-Secretariat since the autumn of 2022. The secretariat's mission is to help Sweden achieve its climate goal for the national transport sector by 2030, which includes a 70% reduction in CO<sub>2</sub>e emissions. The initiative brings together around 80 partners, including sector organisations and both private and public entities.

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# Our Sustainability Statements

Our sustainability statements outline the material areas we focus on, our approach and our progress to date.

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# Materiality and Risk Analysis

Participating in stakeholder dialogues helps us assess and enhance sustainability performance and align our business with stakeholder needs.

## Stakeholder Dialogue as Part of our Transformation

By engaging in dialogue with key stakeholders, we gain a comprehensive view of our organisation from their perspective, enabling us to assess and enhance our environmental, social and governance (ESG) performance. This contributes to an understanding of our stakeholders' needs and requirements across various sustainability topics that are important to different stakeholders when assessing our company.

## Materiality and Double Materiality Assessment

Our risk assessment for this report is based on the materiality assessment conducted in 2020-2021. During 2024-2025, we conducted our first double materiality assessment (DMA) to prepare for the ESRS (European Sustainability Reporting Standards). As a result, new material topics, risks and opportunities were identified. They will be disclosed in future reporting in accordance with the ESRS.

## Our 2020-2021 Process for Determining Material Topics

1. Analysing external factors and sector-specific issues derived from political and legal frameworks. This analysis also considered insights from stakeholder

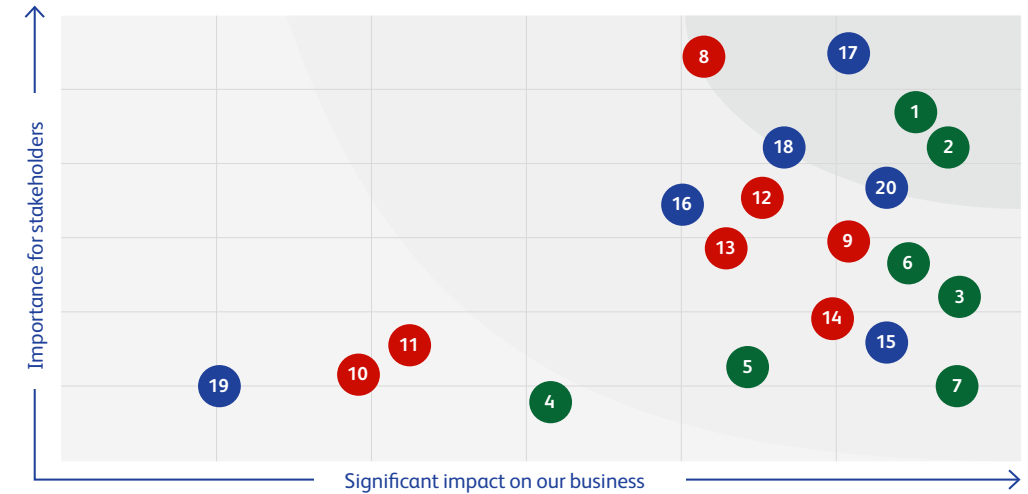
2. Evaluating actual and potential impacts of ESG topics. The assessment considered sustainability-related risks and opportunities, underpinned by cross-reference with the Sustainable Development Goals.
3. Prioritising topics based on their actual and potential impacts, both negative and positive, on the economy, environment, people and human rights.
4. Engaging with external experts and stakeholders to assess and rank each material topic, identifying the critical areas for us to concentrate on.

Lastly, the assessment has since been reviewed to ensure alignment with the GRI Standard 2021.

## Our Materiality Analysis and Sustainability Strategy

We developed the sustainability strategy's key focus areas and corresponding impact areas representing the most material topics based on our materiality analysis. The sustainability strategy guides us in mitigating the risks associated with our business conduct identified in our materiality assessment and provides the foundation for setting targets, committing resources, acting and tracking our progress.

Matrix for the 2020-2021 Materiality Analysis



Environmental factors	Social factors	Economic factors
1 CO <sub>2</sub> e emissions	8 Social justice, at the local and global level	15 Anti-corruption
2 Fossil fuels and renewable fuels	9 Workers' rights and conditions	16 Ethical trading
3 Renewable energy	10 Healthy lifestyle	17 Sustainable production systems
4 Sustainable food production	11 Access to affordable transportation	18 Investments in research and development
5 Clean water	12 Diversity and inclusion	19 Sustainable asset management
6 Chemicals and pollution	13 Equality	20 Partnerships
7 Biodiversity, preserving the natural environment and eco-systems	14 Mental well-being	

Regular performance tracking is established for some goals and targets, but it is not presently feasible for all. The results of our materiality analysis have inspired the three focus areas and six impact areas in our sustainability strategy.

A condensed overview of the risks, opportunities, controls and mitigating activities within each of the six impact areas are explained on pages 34-37.

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# OKQ8 Scandinavia Sustainability Risks

## Sustainability Risks

Sustainability risks are also addressed within the enterprise risk management (ERM) framework at OKQ8 Scandinavia. The process is overseen by risk- and control owners from each department, with leadership from the Corporate Risk Manager.

The table below outlines sustainability risks identified based on the materiality process used in 2020-2021 and reviewed against the 2024-2025 corporate activities. The table includes information about the corresponding controls and mitigation activities, organised according to our six sustainability impact areas.

Impact areas	Potential risk area	Potential risk description	Controls and mitigating activities
<b>Our offer</b> 	Increased cost of raw materials.	If the cost of raw materials increases, our direct costs will increase. Access to high quality biofuels is needed to supply the market with biofuels to meet the demand	By long-standing collaboration and continuous dialogue with key suppliers, and by engaging with industry peers, we monitor market conditions with great vigilance and maintain a dynamic approach.
	Changes in demand for our core products and services.	Changes in demand for our core products and services may arise from changes in laws and regulations. The demand for several of our current core products will change, for example the demand for fossil gasoline and diesel is expected to decrease	In the transition to a low or zero carbon society, and to reach our target of being net-zero by 2035, phasing out fossil fuels and replacing them with alternatives is key. We anticipate and try to foster that the market will demand more alternative fuels such as electricity, HVO100 and hydrogen. We are following market demand and technological developments, to steer investments in alternative fuels.
	Changes in legislation and emerging regulations.	As a company that provides fuel products for B2B and B2C transportation, we are a key enabler in decarbonizing transportation. Changes to current laws and emerging regulations impact the demand and ability to sell renewable and fossil fuels. An example is the change to the Reduction Mandate (Reduktionsplikten) in Sweden in 2024, which impacted OKQ8's mix of fossil and renewable fuels.	We monitor legal changes on a regular basis and evaluate the effect of these on our business. Where legal changes influence our business, experts from affected business areas work together to implement the changes.
<b>Climate</b> 	Climate change.	Our operations and value chain generate negative environmental impacts, in particular emissions of greenhouse gases where the majority stems from the fossil fuels we provide to the market.	We have set a goal to reach net-zero CO <sub>2</sub> e emissions by 2035. This target will be reached by cutting CO <sub>2</sub> e emissions by at least 90 % by phasing out sales of fossil fuels and replacing them with HVO100, electricity, hydrogen, solar panels and batteries, while offering nonfuel products and services with lower climate impact. We track the CO <sub>2</sub> e emissions of different categories.
<b>Value chain</b> 	Access to key resources, products, components, skills and services.	Our emerging solar business is expanding at a slower pace than before and faces challenges. Similarly, the expansion of our EV charging segment could be hindered by the complexities in ensuring adequate electricity supply and grid connection at installation sites. Another similar risk is access to specific material resources and feedstock, such as ensuring that the biofuel we supply is made of feedstock that follows strict criteria to avoid negative indirect sustainability impact such as Indirect Land Use Change (ILUC).	We work to meet the growing demands on the market by close collaboration with key partners and suppliers. We engage with industry peers to raise awareness of the challenges that may hinder our ambitions to deliver timely transition to renewable energy, electrification and alternative fuels. In response to these challenges and in line with the EU's new directives, we are intensifying efforts to collaborate closely with key partners and suppliers, to strengthen our supply chain.
	Corruption and unethical business practices.	Occurrences of corruption or unethical business practices could significantly harm communities and people, and damage our reputation and ability to do business.	Anti-corruption is a key part of our Partner Code of Conduct that our suppliers and partners must comply with, and which forms part of every contract we conclude. Evaluating and monitoring key suppliers through EcoVadis adds another layer of supervision to regular supplier dialogues and follow-ups.
	Access to data on product and organisational ESG performance.	Traceability and transparency of data is a cornerstone for reporting, monitoring and mitigating ESG impacts. Potential risk of loss of customers, loss of reputation, sanctions or ultimately losing our license to operate following non-compliance with reporting legislation if we are unable to share data, e.g. product footprint, with stakeholders in a timely and transparent way.	We are currently mapping and reviewing internal and external systems and platforms to ensure traceable and reliable data. We also review data collection methods and educate data stewards. Furthermore, we aim to automate processes to limit human error and become more efficient in delivering information to customers, authorities and other stakeholders.

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Impact areas	Potential risk area	Potential risk description	Controls and mitigating activities
<b>Ecosystems</b> 	Biodiversity.	Every product we place on the market has an impact on ecosystems and biodiversity.	By implementing local biodiversity initiatives at service stations, we hope to improve the local ecosystems and raise awareness of biodiversity amongst our employees and customers. We know that our biggest impact on ecosystems and biodiversity happens across our value chain. Hence, we engage with experts to adopt best practices and to develop an internal framework to measure impacts and making corrective action plans.
	Extreme weather.	The increasing occurrences of extreme weather due to climate change, such as heavy rainfall, storms and extreme heat or cold, pose risks to our infrastructure and services. If our infrastructure is damaged, the society in which we operate may be severely affected.	As part of the ongoing assessment of our infrastructure and services, we will include aspects relating to how these will be impacted by extreme weather in the short and long term.
	Pollution.	There is a risk of chemical accidents, spills or fire at the terminals, during distribution and at service stations. If any of these occur, it could mean severe pollution to the surroundings, as well as a danger to health and safety.	We remediate pollution in accordance with legal requirements and in dialogue with regulatory authorities. We have a strict process for managing incidents, together with measures for limiting pollution. The terminals have a safety management system for reducing the risk of chemical accidents, spills or fire. Risk analyses and risk assessments are carried out at terminals to ensure that operations can be conducted with minimal risk of incidents. We have annual maintenance plans and carry out inspections in accordance with established permits, laws and internal requirements. Staff are trained and drills conducted to ensure that they are prepared for incidents. Safety walks are held regularly.
<b>Employees</b> 	Work-related injuries and ill-health.	Working environments can pose risks for workplace accidents or ill health, which in turn may lead to consequences for the individual in the short or long term.	To identify work-related hazards and assess risks, we perform safety walks, safety rounds and control programs on a yearly, quarterly, monthly and daily basis. All accidents and near accidents are monitored, followed up on and reported in our internal incident-reporting system. Both managers and employees can report incidents in the system, which can be accessed via our intranet.
<b>Stakeholders</b> 	Changing consumer behaviour.	Changing customer behaviours may lead to lower revenues due to reduced demand for new, unconventional products and services. Also, if customers maintain a demand for fossil products, it poses a potential risk on our ability to reach our net-zero climate target by 2035. This can impact our reputation, access to finances, customer retention and license to operate.	We closely follow and evaluate market trends, customer NPS and transition plans, and technological developments (such as projections of how fast consumers are switching from conventional internal combustion engine (ICE) cars to EVs, the supply and demand of biofuels for conventional cars, the development of other energy and fuel products). The results of this research are presented to the Board for information and decision-making.
	Reputation.	The majority of products are still fossil fuels, but we are transitioning to alternative fuels, renewable energy, and mobility services to support a low-carbon society. Public perception of our sustainability efforts, especially regarding climate change, is crucial for our brand and reputation. A key risk is failing to communicate the benefits of our initiatives, such as reduced emissions, which could lead to lost sales and missed CO <sub>2</sub> reduction opportunities. However, we are also cautious about misleading customers with unclear or non-transparent ESG messaging.	During 2024-2025 we worked, and continue to work, on how to communicate the climate-related benefits and messages (green claims) about our company, services and products, to comply with local legislation and the forthcoming EU Green Claims Directive, and to articulate the transformation of our company in an understandable manner. We want to be compliant in our communication to avoid misleading our customers. It is both in our customers' interests and our own that we contribute to fair competition and transparent communication of green claims across all business areas.
	Human rights.	Our wide selection of products entails a broad exposure to risks of violations of human rights in our upstream supply chain.	Human rights are a key part of our Partner Code of Conduct with which our suppliers and partners must comply. It forms part of every contract we conclude and if our suppliers are not part of EcoVadis, we are developing our monitoring process to provide a set structure for use in assessments and follow up. Evaluating key suppliers through EcoVadis and/or via our monitoring system enhances transparency and control, as does engaging with industry peers to address such risks jointly.
	Code of Conduct compliance.	Our Code of Conduct is a means to protect people and the planet, and violations are a serious matter for us. Violating the Code of Conduct by any employee, partner or supplier may have severe implications for the parties involved. From a financial perspective, a breach of Code of Conduct may also lead to reputational damage and impact the ability to source from certain countries or suppliers.	All employees must comply with the Code of Conduct. To ensure this, all employees must complete training in the Code of Conduct. All suppliers and partners must sign and comply with our Partner Code of Conduct. Any reported deviation from the Code of Conduct is handled by our Ethics Council.

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## Sustainability Opportunities

Development of sustainability-related opportunities that support our business is an inherent part of OKQ8 Scandinavia’s corporate strategy. In 2024-2025 we prepared for the ESRS by making our first double materiality assessment, and key findings are included in the table below, as a supplement to last year’s reporting.

Impact area	Opportunity area	Description
<b>Our Offer</b> 	Energy offers and management.	A growing part of our business focuses on providing renewable energy and energy management system services to customers, for example via solar parks and panels, energy storage solutions or by providing power for charging cars and heavy vehicles. We purchase renewable energy to support a marked demand for technologies based on solar, wind and hydropower.
	Total energy solutions.	In 2024, OKQ8 Scandinavia took another step in its commitment to renewable energy. We have integrated our SunDay solar energy brand with OKQ8 Scandinavia to offer our existing and new business customers a more cohesive energy solution (now called OKQ8 Solar & Energy Technology). In addition, we can leverage existing business areas and provide energy solutions such as power purchasing agreements (PPAs) in the future.
	The development and/or expansion of goods and services – electrification of the transport sector.	We have partnered with Swedish renewable electricity provider Skellefteå Kraft (SK) to set up High Power Chargers (HPCs) for EVs at all service stations in our network in Denmark and 300 stations in Sweden. We are collaborating with Volvo Trucks and SK to electrify long-distance haulage with a network of HPCs for heavy trucks. OKQ8 Scandinavia and SK had planned to launch two hydrogen refuelling stations in Umeå and Storuman in the spring of 2024. The stations are designed for heavy vehicles and adapted for extreme winter conditions. However, due to hardware delays, the two stations will be completed in the beginning of our next financial year 2025-2026, as well as two additional stations in Gothenburg.
	Development of goods and services – mobility.	We have acquired Move About, a company offering app-based mobility solutions for individuals, businesses, municipalities and organisations. This acquisition enhances our capabilities in providing Mobility as a Service. Collaborating with property developers, we aim to introduce mobility hubs in parking facilities and buildings, offering a range of products including electrified mobility services like rental cars, bicycles and trucks. Also, carpools for companies with EV car fleets and charging points will be provided. This initiative also includes facilitating carpools for private consumers through property developers and owners.
	Consulting on transition services.	We can offer our customers end-to-end services that support their transition. Services may consist of energy solutions, advisory services and reporting.
	Development of a plant-based food offering.	Expanding our food offering with more plant-based options will allow us to maintain and attract future customers who want a tasty meal while charging or fueling their cars at our stations.

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Impact area	Opportunity area	Description
<b>Climate</b> 	Using renewable energy in the station network.	Installing renewable energy solutions such as solar panels in the station network allows us to increase our use of renewable electricity and sell it to the electricity grid, thereby feeding renewable electricity into the grid and reducing our Scope 2 CO <sub>2</sub> e emissions.
	Offering alternative fuels.	By offering customers biodiesel, hydrogen and EV charging solutions, we can help them reduce their CO <sub>2</sub> e emissions while also reducing our own Scope 3 CO <sub>2</sub> e emissions.
<b>Value chain</b> 	Responsible supply chain management.	By working closely with our suppliers, we can mitigate risks, inspire improved performance on sustainability issues and promote change in the value chain.
<b>Ecosystems</b> 	Car washing.	We can expand our range of energy-efficient car washes that re-use water and use less harmful chemicals that bear the Nordic Swan ecolabel. This can mitigate negative impact on the environment and attract customers who value a car wash with less impact on the environment.
<b>Employees</b> 	Attracting and retaining a talented workforce.	To succeed with our transition, we need to attract and retain people with the right skills and mindset to scale and implement solutions. Thus, we have in 2024-2025 launched the Employer Branding concept, 'Your Life's Most Important Job. For Real'. The initiative aims to strengthen employee engagement and attract new talent.
<b>Stakeholders</b> 	Being an attractive corporate partner.	By engaging in debates, sharing best practices and developing our offer of services and products to support the transition, we can be an attractive partner for other private and non-private organisations seeking to drive the transition.

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# Sustainability Governance and Management

Through corporate policies and management systems we manage our operations in compliance with international and national laws, global frameworks and best practice standards. Our system and governance structure ensure that we govern and report our sustainability performance in compliance with stakeholder demands and requirements.

To enable the systematic integration of our commitments, targets and risk management practices throughout the organisation, we have integrated the sustainability agenda into our overarching corporate governance structure.

## Governance Structure and Composition

There are six members of the Board of Directors (the Board), including the Chair, who are elected at the general meeting, along with two employee representatives, one member and a deputy. In 2023, the Chair of the Board temporarily assumed the responsibilities of OKQ8 Scandinavia's Chief Executive Officer (CEO). On 1 March 2024, the Chair was relieved of this temporary responsibility when OKQ8 Scandinavia's new CEO took up the post.

## Nomination and Selection of Governance

The members of the Board are nominated by the shareholders and selected at the general meeting.

## Evaluation of the Board of Directors

The performance of the Board is evaluated annually. The process is managed by the Remuneration Committee consisting of the Chair and Vice Chair under the Board's instruction to the Remuneration Committee.

## The Board's Commitment to Sustainability

The Board bears responsibility for our sustainability progress and performance. While operational responsibility is delegated to the executive management team (EMT), which reports to the Board on a quarterly basis, the Board makes sure it is kept informed and continuously updated to review sustainability progress and performances. During 2024-2025, the Board oversaw the preparation and execution of OKQ8 Scandinavia's first double materiality assessment (DMA) as a step towards compliance with the ESRS in future reports.

Material non-compliances or critical concerns raised to the EMT are reported to the Board. The Board and the CEO are responsible for the preparation and the overall development of the Sustainability Report and agree upon the sustainability strategy, impact areas, materiality analysis, sustainability targets and policy, and the Code of Conduct. The EMT also presents the results of our sustainability efforts to the Board, highlighting progress, efficiency and changes in impact on stakeholders.

## The Executive Management Team's Responsibility for Sustainability

The executive management team (EMT) is operationally responsible for sustainability progress and performance. The CEO is responsible for the implementation of the company's Code of Conduct and sustainability policy. Regular EMT meetings are held to plan and review sustainability progress. Reporting to the Board on sustainability progress is done annually and as needed. Material non-compliance and critical concerns are reported to the EMT as they occur. Reported concerns are investigated and corrective actions taken as necessary. The Board and the EMT update and develop their sustainability-related skills on a continuous basis.

## Operationalisation of Sustainability

Achieving our sustainability goals requires a holistic approach that involves everyone in the company, regardless of their position. All divisions and departments are responsible for implementing our sustainability goals and monitoring progress using the relevant key performance indicators. The results are evaluated annually in a company-wide review.

In the executive management team, sustainability is represented by the Director of Sustainability, People & Communications. Moreover, OKQ8 Scandinavia employs a team of sustainability specialists who support all divisions across the organisation. They act as agents of change in leading the sustainability transformation and following up on progress. The People and Environment, Health & Safety (EHS) departments ensure the health, well-being and safety of all employees. The People Department in Sweden reports to OKQ8 Scandinavia's Director of Sustainability, People & Communications, while the People Department in Denmark reports to the Director of Q8 in Denmark. The Danish EHS team reports to the Head of People Q8 in Denmark while the EHS Swedish team reports to the Director of Supply Chain & Asset Development (SCAD) in OKQ8. SCAD is responsible for the procurement, storage, handling and distribution of fuels and addressing operational risks related to the environment, quality, health and safety as well as general, fuel-specific issues.

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**Selected examples of frameworks underpinning our sustainability work**

- European Sustainability Reporting Standards (ESRS, under the CSRD)
- EU Deforestation Regulation (EUDR)
- Corporate Sustainability Due Diligence Directive (CSDDD)
- Battery Energy Storage System (BESS)
- Diversity Charter Sweden
- Danish Industry’s Diversity Pledge
- Sustainable Development Goals (SDGs)
- Science Based Target Initiative (SBTi)
- World Economic Forum Global Risk Report 2022
- EU Green Deal and Fit For 55
- EU CO<sub>2</sub>e emission targets for car manufacturers
- EU Circular Economy Package
- National climate laws
- Fossil Free Sweden roadmaps from 22 sectors, including the fuel industry
- The Danish Biofuel Act and the Swedish GHG Reduction Mandate

**Code of Conduct**

The health, well-being and safety of all our employees is of the utmost importance. OKQ8 Scandinavia operates with a Code of Conduct based on the 10 principles of the UN Global Compact within our sphere of influence. We are committed to upholding these principles and ensuring that each employee receives mandatory training to understand the principles of our Code of Conduct. The Corporate Compliance Officer is responsible for overseeing the establishment, implementation and updating of internal rules to make sure employees can easily comply with the Code of Conduct. No personnel level within OKQ8 Scandinavia is exempt from compliance with the Code of Conduct. Anti-corruption is a key component of our Code of Conduct. OKQ8 Scandinavia has an obligation to prevent corruption and anti-competitive behaviour at any level. OKQ8 Scandinavia endeavours to comply with the Swedish Anti-Corruption Institute’s Code of Business Conduct. We also have a Partner Code of Conduct that our suppliers and partners must comply with, and which is part of every contract we conclude. The Partner Code of Conduct is also based on the 10 principles stipulated by the UN’s Global Compact. During this financial year, OKQ8 Scandinavia further elaborated on its due diligence processes in procurement. The work entails a reassessment and increased use of sustainability assurance questionnaires (SAQ) to increase transparency and traceability in our supply chain. OKQ8 Bank AB has a special focus on corruption and has processes in place to detect suspected cases of money laundering, in compliance with government standards and legislation.



**Sustainability Policy**

The Sustainability Policy describes OKQ8 Scandinavia’s approach to sustainability. The policy outlines internal rules and guidelines, roles and responsibilities, as well as monitoring and control. The policy is reviewed annually by the Board of Directors (the Board).

**Enterprise Risk Management and ISO**

OKQ8 Scandinavia has a comprehensive enterprise risk management (ERM) system that manages environmental, health and safety risks within the organisation. Our Swedish terminals are certified according to ISO 14001 and ISO 9001. Q8 Oils in Denmark is certified according to ISO14001, 45001 and 9001.

**Ethics Council**

We have an ethics council that deals with any reported deviations from our Code of Conduct and other relevant policies. The aim of the ethics council is to be a forum for initiatives, and for analysis and evaluation of how we proactively handle ethical questions and to act as support for the entire organisation. The ethics council acts as an advisory and supportive body for the CEO and OKQ8 Scandinavia in ethical questions and in case of suspected breaches of the Code of Conduct and other relevant requirements. The ethics council can recommend a term of action but has no delegated decision-making authority. The mandate follows the attestation order.

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How cases are handled varies from case to case. The ethics council convenes as required. The ethics council may change the frequency of meetings to better suit its purpose. The ethics council comprises the Corporate Compliance Officer (convener), the General Counsel and the Director of Sustainability, People & Communications. Our focus is on full compliance with applicable laws and regulations.

**Whistleblowing**

All employees and consultants may report breaches of the Code of Conduct without fear of reprisals from the company. We have an anonymous whistle-blowing service that allows employees and consultants to easily raise their concerns and be heard. The ethics council will handle any suspected breaches of the Code of Conduct, including suspected cases of corruption. All details of such cases are treated confidentially, and cases are registered and properly concluded.

**Audit Committee and Internal Audit**

It is crucial that every branch of OKQ8 Scandinavia comply with local rules and regulations. The internal audit team reports directly to the Audit Committee under the Board. Its role is to support the Board in fulfilling its oversight responsibilities regarding the financial reporting process, the systems of internal control, the audit process and the company’s process for monitoring compliance with laws and regulations. The Audit Committee has been established to provide additional assurance to the Board regarding quality and reliability of the internal control arrangements

of OKQ8 Scandinavia, to create a forum to address concerns and issues relating to internal control and to give audit function assurance of independence. In effect, the internal audit team has a mandate to review every single activity within OKQ8 Scandinavia and its business units, including all joint venture activities of which OKQ8 Scandinavia or our business units are a part.

**Procurement**

Offering products and services with lower carbon footprints and to ensure responsible business conduct is OKQ8 Scandinavia’s sustainability strategy, and include our value chain. We expect our suppliers to comply with our Partner Code of Conduct and when we procure for more than SEK 1 million, suppliers must sign our Code of Conduct. As part of our Partner Code of Conduct, we have developed a policy linked to a risk matrix. The matrix defines the risks for different types of products and services, as well as how and when to assess suppliers. This matrix is continuously updated and adjusted, as our product portfolio develops. The policy includes activities such as suppliers signing our Code of Conduct and which suppliers should be assessed further in our supplier assessment tool, EcoVadis. OKQ8 Scandinavia operates as a retailer of both fossil and non-fossil liquid fuels. We procure fossil fuels, biofuels and alternative fuels from refineries and suppliers with whom we have established long-standing, solid relationships. This positioning enables us to engage in rigorous discussions regarding sustainability and compliance with upcoming regulatory demands.



**Supplier Assessment Tool**

EcoVadis is our strategic supplier assessment tool. It allows OKQ8 Scandinavia to assess and track the sustainability performance of our suppliers using 21 different criteria in four main areas: environment, labour, human rights, ethics and sustainable procurement. We encourage our suppliers to become members of EcoVadis to be assessed. If not, we monitor whether they are audited by, or are, a member of other assessment organisations or certified by transparent institutions.

The assessment is based on international sustainability standards including the Global Reporting Initiative (GRI), the UN Global Compact and ISO 26000. Supplier evaluation is conducted by independent sustainability experts at EcoVadis. The assessment considers the sector, size and geographic location of each supplier.

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**EcoVadis supplier Assessment Tool**

Since 2021, OKQ8 Scandinavia has used EcoVadis as a key tool to assess supplier compliance with its Partner Code of Conduct. Between 2024 and 2025, we have been working to improve our due-diligence processes for suppliers not included in EcoVadis, supported by training for internal supply managers and reviews by our procurement board.

**Biofuel Standards and Certifications**

The biofuels that OKQ8 Scandinavia offers to customers are made from agricultural waste products and input materials such as animal fats, vegetable oils and used cooking oil. The majority are purchased from European suppliers with global supply chains. Biofuels are regulated by legally defined sustainability requirements. To qualify for sustainable sourcing, we ensure the following:

- The fuels must be produced in a way that does not violate human rights.
- There are follow-ups with suppliers and partners to ascertain compliance with the Act (2010:598) on sustainability criteria for biofuels and our Partner Code of Conduct. The purpose of the Act on sustainability criteria for biofuels and bioliquids (2010:598) is to protect areas of high biodiversity and to reduce CO<sub>2</sub>e emissions compared to fossil alternatives.
- Biofuels are handled through third party certification, including the International Sustainability and Carbon Certification (ISCC), together with requirements for full traceability. Certificates from our suppliers are subject to scrutiny and validation through third-party audits and they are reported annually to relevant authorities in Denmark and Sweden.



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**Environmental Permits**

OKQ8 Scandinavia conducts certain operations that require permits and applications are submitted according to the Environmental Code. The main impact of OKQ8’s operations on the environment occurs primarily through pollution of water and soil. The fuel terminals in Sweden in which OKQ8 operates have been certified in accordance with Chapter 9 Section 6 of the Environmental Code and the transitional provisions set out in SFS 1998:899 for the handling of petroleum products. Moreover, the company also has a permit for a rock chamber facility intended for stockpiles. In accordance with Chapter 9 Section 6 of the Environmental Code and Section 21 of the Ordinance concerning environmentally hazardous activities and the protection of public health (1998:899), all sales locations with a sales volume of at least 1,000 m³ of motor fuel per year and/or with the capacity to perform at least 5,000 car washes per year must submit applications to the appropriate authorities.

**Land Contamination**

The potential occurrence of land contamination in previous years has been generally assessed at our service stations and at all our operating fuel terminals. OKQ8 Scandinavia remediates pollution in accordance with legal requirements and in dialogue with regulatory authorities. Every year, OKQ8 Scandinavia engages an external company to conduct ground surveys at locations where ground contamination has been discovered or is suspected.



**Pollution Prevention**

The terminals and service stations work continuously on managing the impact of contamination regarding health, safety and the environment. The terminals have a well-documented safety management system to reduce the risks of chemical accidents, spills or fire. Before any major or minor operational changes, risk analyses and risk assessments are carried out at the terminals to ensure that operations can be conducted with minimal risk of incidents. Annual maintenance plans are formulated, and inspections are carried out in accordance with established conditions, laws

and internal requirements. Staff are trained and conduct drills to make sure they are prepared for any incident. The terminals are equipped with preventive protection devices and equipment for handling incidents. All incidents are reported and investigated and lessons learned from incidents are shared across the business for the purpose of continuous improvement.

**Spills**

In the event of a spill, immediate action is taken to remove and prevent the spread of the contaminant. We classify spills depending on whether they have been released to hard surfaces, where a spill can be easily contained, or to the environment, including soil and water, where more extensive efforts are required to manage and remediate spills. During the year, we experienced 12 spills to the environment equivalent to a total volume of 6,019 litres, the largest single spill being 2,738 litres. There were also spills on hard surfaces. The spills were managed, remediated and reported to authorities as stipulated by permits.

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### **Environmental, Health and Safety Management Systems**

OKQ8 Scandinavia's central management system manages environmental and occupational health and safety risks. We are legally required to do so by the Swedish and Danish work environment acts. The purpose of the environment, health & safety (EHS) system is to identify risks in our day-to-day operation and to work to achieve a safe, secure and sustainable workplace for all employees. The EHS management system comprises 14 elements, including crisis management, risk assessments and management of suppliers, environment and occupational health and safety. Each process includes relevant procedures, templates and instructions. All employees and workplaces in OKQ8 Scandinavia are covered by the EHS management system, including but not limited to station network employees, office employees and solar installation employees.

### **Processes to Eliminate or Minimise Industrial Injury and Ill Health**

OKQ8 Scandinavia offers access to an occupational healthcare provider and a benefits portal, where employees can access healthcare allowances and discounts on non-occupational healthcare services. We prioritise employee well-being through comprehensive training on occupational health and safety (OHS), including 'Safe Employees' and 'Sustainable Employees' courses, as well as training on systematic OHS, high-risk incident management and department-specific health topics. All managers are required to complete systematic health and

safety training to make sure they can maintain a safe working environment.

To identify work-related hazards and assess risks, we conduct safety walks, rounds and control programmes annually, quarterly, monthly and daily. All accidents and near-accidents are tracked, followed up and reported via our internal incident-reporting system, accessible to both managers and employees through our intranet. Each incident is assigned to an incident manager for investigation with input from relevant departments if necessary. The goal of reporting incidents and near-accidents is to identify root causes and implement preventive measures.

Our vision is to ensure that all work environments are free from injuries and illness. If employees believe a situation to be unsafe, we encourage them to report it to their manager or the EHS team for risk assessment and action planning. All employees are legally protected from retaliation for reporting safety concerns. We foster a culture of safety and encourage open reporting to minimise the risk of injury or illness.

### **EHS Management System**




Improving our EHS management system is an ongoing priority to ensure the quality of our procedures and the expertise of our employees. Results are regularly evaluated, analysed and reviewed in EHS management and board meetings. Additionally, the system undergoes formal internal EHS audits to ensure continuous improvement.



Enhancing the system is embedded in our management goals, with quarterly statistics reported to Kuwait Petroleum International (KPI), the Board, and the Executive Management Team (EMT). OKQ8 Scandinavia also holds one-on-one and group meetings with employees, along with annual surveys and evaluation committees, to involve and consult employees and OHS representatives on the development, implementation and assessment of the EHS system. Twice a year, managers, People, EHS and union & OHS representatives convene in formal joint management-worker health and safety committees.

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## Governance of OKQ8 Scandinavia’s Material Topics

Focus area	Impact – actual and potential, negative or positive	Negative effects due to activities and business relationships	Policies and commitments	Actions for managing impact	Follow-up on the effectiveness of activities	How stakeholders are informed about the effectiveness of activities
 <p><b>Offer more sustainable products and services</b></p>	<ul style="list-style-type: none"> <li>Direct and indirect negative impact on the climate, ecosystems and biodiversity from the production (suppliers) and use of products and services.</li> <li>We can help customers make choices with lower impact on the above-mentioned areas from products and services we offer.</li> <li>Greater access to mobility solutions with lower climate impact.</li> </ul>	<ul style="list-style-type: none"> <li>Effects on climate, ecosystems and biodiversity from the production (suppliers) and use of products and services.</li> </ul>	<ul style="list-style-type: none"> <li>Objective of developing low-carbon, resource-efficient products and services.</li> <li>Increase share of sales of certified, organic and plant-based products.</li> <li>Sustainability strategy.</li> <li>Code of Conduct.</li> <li>Partner Code of Conduct.</li> <li>EcoVadis supplier evaluations.</li> <li>Increase the share of alternative fuels.</li> </ul>	<ul style="list-style-type: none"> <li>Transforming our portfolio from fossil fuels to alternative fuels and energy.</li> <li>More plant-based foods, more organic products and a greater focus on services rather than products.</li> <li>Mobility as a Service (MaaS) collaboration.</li> <li>Providing services to enable customers to optimise their use of electricity.</li> <li>Developing and implementing local biodiversity initiatives at stations.</li> <li>Sustainability requirements for the alternative and fossil fuels (incl. ILUC, feedstock, risk countries, certifications, labour and human rights).</li> </ul>	<ul style="list-style-type: none"> <li>Supplier evaluations and engagement.</li> <li>Quarterly, half-year and annual follow-ups on progress, internally and to the board.</li> <li>Annual sustainability reporting and assessments.</li> </ul>	<ul style="list-style-type: none"> <li>Sustainability Report.</li> <li>Stakeholder and supplier dialogues.</li> <li>Social media and press</li> <li>CDP and Ecovadis Score</li> <li>UN Global Compact Communicaiton on Progress</li> </ul>
 <p><b>Act on climate change</b></p>	<ul style="list-style-type: none"> <li>Direct and indirect negative impact on the environment from the products and services we offer.</li> <li>Objective set to reach net-zero emissions by 2035.</li> <li>82% reduction of CO<sub>2</sub>e emissions in Scopes 1 and 2 since 2020-2021 (with market-based method).</li> <li>11% increase of CO<sub>2</sub>e emissions in Scope 3 since 2020-2021 (with market-based method).</li> </ul>	<ul style="list-style-type: none"> <li>CO<sub>2</sub>e emissions from the production (suppliers) and use of products and services impact global climate change.</li> </ul>	<ul style="list-style-type: none"> <li>At least 90% reduction in direct and indirect CO<sub>2</sub>e emissions by 2035.</li> <li>100% renewable electricity in own operations by 2025.</li> <li>Sustainability strategy.</li> <li>Certified management systems, safety management systems.</li> <li>Code of Conduct.</li> <li>Partner Code of Conduct.</li> <li>EcoVadis supplier evaluations.</li> </ul>	<ul style="list-style-type: none"> <li>Replacing fossil fuels with energy sources such as HVO100, electricity, hydrogen, solar panels and batteries.</li> </ul>	<ul style="list-style-type: none"> <li>Quarterly, half-year and annual follow-ups on progress, internally and to the board.</li> <li>Annual sustainability reporting and assessments.</li> </ul>	<ul style="list-style-type: none"> <li>Sustainability Report.</li> <li>Stakeholder and supplier dialogues.</li> <li>Social media and press</li> <li>CDP and Ecovadis Score</li> <li>UN Global Compact Communicaiton on Progress</li> </ul>
 <p><b>Enable people and communities</b></p>	<ul style="list-style-type: none"> <li>Training, skills enhancement and personal development.</li> <li>Safe and attractive workplaces.</li> <li>Equality, diversity and inclusivity in workplaces.</li> <li>Strengthening our sustainability agenda via partnerships.</li> <li>Providing services and products that enable mobility at a fair price.</li> </ul>	<ul style="list-style-type: none"> <li>Ill health among employees caused by stress.</li> <li>Workplace injuries.</li> <li>Social injustice at the local and global level in our supply chain</li> <li>Human- and labor rights violations in our supply chain</li> </ul>	<ul style="list-style-type: none"> <li>Objective of increasing employment engagement and reducing sick leave and lost workday cases.</li> <li>Whistleblower system</li> <li>Sustainability strategy.</li> <li>Certified EHS systems.</li> <li>Internal incident-reporting system.</li> <li>Code of Conduct.</li> <li>Partner Code of Conduct.</li> <li>Ethics Council.</li> <li>ISO certifications</li> </ul>	<ul style="list-style-type: none"> <li>Worker training in occupational health and safety.</li> <li>Safety walks.</li> <li>Control programmes on a yearly, quarterly, monthly and daily basis.</li> <li>Expanding offer of more sustainable products and services.</li> <li>Developing a due diligence system with cross-sectional collaboration that monitor our supply chain.</li> <li>Development of DEI frameworks.</li> </ul>	<ul style="list-style-type: none"> <li>Follow-up of incidents reported</li> <li>Follow up on whistleblower cases reported.</li> <li>Quarterly follow-ups on progress, internally and to the Board.</li> <li>Annual sustainability reporting and assessments.</li> </ul>	<ul style="list-style-type: none"> <li>Sustainability Report.</li> <li>Stakeholder and supplier dialogues.</li> <li>Social media and press</li> <li>UN Global Compact Communicaiton on Progress</li> </ul>

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# Sustainability Performance

Measuring our sustainability performance helps us ensure that we are acting on our sustainability strategy – making progress, managing risks and developing opportunities.

This chapter is an overview of our sustainability performance. The chapter is divided into areas of impact in our sustainability strategy. Read more about our sustainability strategy on page 10-31, where you can also find more information about our objectives, progress and next steps.

## Climate

OKQ8 Scandinavia uses the operational control approach as our organisational boundary for carbon accounting. Thus, OKQ8 Scandinavia accounts for 100% of applicable emissions from Group companies, sister companies and subsidiaries in Sweden and Denmark. We do not include emissions from franchise units and member-owned service stations. We report on Scopes 1, 2 and 3 in accordance with the Greenhouse Gas Protocol. We use the web-based system CEMAsys for reporting on our carbon footprint. CEMAsys was developed from the Greenhouse Gas Protocol standard and is based on emission factors that are recognised in both Denmark and Sweden. Emission factors are automatically updated by the system owner.

### Energy Consumption in Own Operations (fuel, electricity, and heating)

	2024-2025		2023-2024		2022-2023		2021-2022		2020-2021	
	Consumption (MWh)	Renewables (%)	Consumption (MWh)	Renewables (%)	Consumption (MWh)	Renewables (%)	Consumption (MWh)	Renewables (%)	Consumption (MWh)	Renewables (%)
<b>Direct energy (primary sources)</b>										
Stationary combustion										
Burning oil	43	0%	326	0%	424	0%	1,128	0%	1,490	0%
Natural gas*	237	0%	343	0%	345	0%	326	0%	307	0%
Transportation**										
Diesel	771	6%	1,176	20%	1,839	17%	2,659	18%	2,870	17%
HVO	95	100%	271	100%	565	100%	692	100%	0	100%
Petrol	1,947	6%	1,979	8%	1,114	5.5%	1,267	6.3%	529	5.1%
MGO (marine gas oil)	79	0%	84	0%	84	0%	48	0%	76	0%
Electricity	609	72%	155	76%						
<b>Total direct energy</b>	<b>3,817</b>	<b>19%</b>	<b>4,334</b>	<b>18%</b>	<b>4,371</b>	<b>22%</b>	<b>6,120</b>	<b>21%</b>	<b>5,271</b>	<b>10%</b>
<b>Indirect energy (purchased energy)</b>										
Electricity	75,568	72%	85,022	77%	86,872	75%	86,909	78%	85,131	74%
District heating	18,587	44%	21,199	47%	19,910	45%	22,033	43%	20,738	40%
<b>Total indirect energy</b>	<b>94,155</b>	<b>67%</b>	<b>106,222</b>	<b>71%</b>	<b>106,782</b>	<b>69%</b>	<b>108,942</b>	<b>71%</b>	<b>105,868</b>	<b>67%</b>
<b>Total energy consumption</b>	<b>97,972</b>	<b>65%</b>	<b>110,555</b>	<b>69%</b>	<b>111,153</b>	<b>68%</b>	<b>115,062</b>	<b>68%</b>	<b>111,140</b>	<b>65%</b>

\*During 2024-25 OKQ8 also purchased Biogas 100 (36 MWh, 100% renewables), in addition to the Natural gas. Biogas has been included in the Total Energy Consumption data in the table above.

\*\*See comment below table CO<sub>2</sub>e emissions in Scopes 1 and 2 in the chapter Climate in this report.

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### Energy Intensity

Energy intensity (MWh/MSEK)	2024-2025	2023-2024	2022-2023	2021-2022	2020-2021
Direct energy	0.51	0.53	0.57	0.87	0.97
Indirect energy	13	13	14	16	20
<b>Total energy</b>	<b>13.2</b>	<b>13.5</b>	<b>14.4</b>	<b>16.4</b>	<b>20.5</b>
<i>Change to baseline</i>	-36%	-34%	-30%	-20%	-

The energy intensity ratio is calculated using the annual gross profit for OKQ8 Scandinavia, including OK Detaljhandel AB.

### CO<sub>2</sub>e Emissions in Scopes 1 and 2 (own operations) – location-based method

Emissions (tCO <sub>2</sub> e)	2024-2025	2023-2024	2022-2023	2021-2022	2020-2021
<b>Scope 1 (direct emissions)</b>					
Stationary combustion	46	136	162	334	427
Transportation	659	764	688	888	823
Total Scope 1	705	899	850	1,222	1,250
<b>Scope 2 (indirect emissions)</b>					
Electricity	4,177	4,557	5,118	5,139	6,482
District heating	875	968	915	1,243	1,258
Total Scope 2	5,052	5,525	6,034	6,382	7,740
<b>Total Scopes 1 + 2 (own operations)</b>	<b>5,757</b>	<b>6,424</b>	<b>6,884</b>	<b>7,604</b>	<b>8,990</b>
<i>Change to baseline</i>	-36%	-29%	-23%	-15%	-

Scope 1 emissions were reduced by 545 tCO<sub>2</sub>e compared to baseline year 2020-2021. The reduction in emissions from stationary combustion results from the replacement of oil burners. The reduction in transportation emissions compared to baseline year 2020-2021 is due to electrification of the car fleet.

Scope 2 emissions were reduced by 2,668 tCO<sub>2</sub>e compared with the baseline year. Reductions in emissions from electricity can be ascribed to lower electricity consumption caused by electricity-saving initiatives as well as lower emission factors compared to last year.

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### CO<sub>2</sub>e Emissions in Scopes 1 and 2 (own operations) – market-based method

Emissions (tCO <sub>2</sub> e)	2024–2025	2023–2024	2022–2023	2021–2022	2020–2021
<b>Scope 1 (direct emissions)</b>					
Stationary combustion	46	136	162	334	427
Transportation	659	764	688	888	823
Total Scope 1	705	899	850	1,222	1,250
<b>Scope 2 (indirect emissions)</b>					
Electricity	17	2	0	0	6,482
District heating	875	968	915	1,243	1,258
Total Scope 2	892	970	915	1,243	7,740
<b>Total Scope 1 + 2 (own operations)</b>	<b>1,597</b>	<b>1,869</b>	<b>1,765</b>	<b>2,465</b>	<b>8,990</b>
Change to baseline	-82%	-79%	-80%	-73%	-

Since 2021-2022, Guarantees of Origin (GoOs) have been purchased to ensure total electricity consumption is covered by renewable sources. According to the market-based method, Scope 1 and 2 emissions were reduced by 7,393 tCO<sub>2</sub>e compared to the baseline year.

### CO<sub>2</sub>e Emissions in Scope 3 (value chain)

Emissions (tCO <sub>2</sub> e)	2024–2025	2023–2024	2022–2023	2021–2022	2020–2021
<b>Scope 3 (upstream emissions)</b>					
Cat. 1: Purchased goods and services	2,087,961	1,846,795	1,895,118	1,951,087	1,879,549
Cat. 3: Fuel and energy-related activities	3,820	4,583	2,153	3,852	2,912
Cat. 4: Upstream transport and distribution	2,503	3,968	6,808	10,754	14,498
Cat. 5: Waste	1,204	1,728	1,998	2,049	2,056
Cat. 6: Business travel	214	159	145	51	31
Total upstream emissions	2,095,701	1,857,233	1,906,223	1,967,792	1,899,045
<b>Scope 3 (downstream emissions)</b>					
Cat. 11: Use of sold products	7,625,083	6,600,092	6,748,024	7,240,732	6,842,655
Cat. 13: Downstream leased assets	17,432	16,413	16,003	21,516	15,259
Total downstream emissions	7,642,515	6,616,505	6,764,027	7,262,248	6,857,915
<b>Total Scope 3 (entire value chain)</b>	<b>9,738,216</b>	<b>8,473,738</b>	<b>8,670,250</b>	<b>9,230,040</b>	<b>8,756,960</b>
Change to baseline	+11.2%	-3.2%	-1.0%	+5.4%	

Scope 3 emissions increased by 981,256 tCO<sub>2</sub>e, corresponding to +11.2% compared to baseline year 2020-2021. This increase can mainly be ascribed to the fact that in January 2024, the reduction mandate in Sweden was lowered from 7.8% to 6% for petrol and from 30.5% to 6% for diesel. The significant reductions in the emission reduction mandate have resulted in higher CO<sub>2</sub>e emissions for OKQ8 Scandinavia, our customers, and the wider transport industry in 2024-2025. Emissions from upstream transportation decreased by 83% in the same period, due to the increasing usage of HVO100.

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### CO<sub>2</sub>e Emissions all Scopes – location-based method

Emissions (tCO <sub>2</sub> e)	2024–2025	2023–2024	2022–2023	2021–2022	2020–2021
Scope 1	705	899	850	1,222	1,250
Scope 2	5,052	5,525	6,034	6,382	7,740
Scope 3	9,738,216	8,473,738	8,670,250	9,230,038	8,756,960
<b>Total all Scopes</b>	<b>9,743,973</b>	<b>8,480,162</b>	<b>8,677,133</b>	<b>9,237,642</b>	<b>8,765,950</b>
<i>Change to baseline</i>	+11.2%	-3.3%	-1.0%	+5.4%	

### CO<sub>2</sub>e Emissions all Scopes – market-based method

Emissions (tCO <sub>2</sub> e)	2024–2025	2023–2024	2022–2023	2021–2022	2020–2021
Scope 1	705	899	850	1,222	1,250
Scope 2	892	970	915	1,243	7,740
Scope 3	9,738,216	8,473,738	8,670,250	9,230,038	8,756,960
<b>Total all Scopes</b>	<b>9,739,813</b>	<b>8,475,607</b>	<b>8,672,015</b>	<b>9,232,503</b>	<b>8,765,950</b>
<i>Change to baseline</i>	+11.1%	-3.3%	-1.1%	+5.3%	

Biogenic emissions (tCO <sub>2</sub> e)	2024–2025	2023–2024	2022–2023	2021–2022	2020–2021
Scope 1	64	134	214	N/A	N/A
Scope 2	0	0	0	N/A	N/A
Scope 3	668,140	1,116,640	1,259,554	N/A	N/A
<b>Total all Scopes</b>	<b>668,204</b>	<b>1,116,773</b>	<b>1,259,768</b>	<b>N/A</b>	<b>N/A</b>

NO <sub>x</sub> emissions (tNO <sub>x</sub> )	2024–2025	2023–2024	2022–2023	2021–2022	2020–2021
Scope 1	1.5	3.4	3.7	N/A	N/A
Scope 2	0	0	0	N/A	N/A
Scope 3	31,952	29,699	29,665	N/A	N/A
<b>Total all Scopes</b>	<b>31,954</b>	<b>29,702</b>	<b>29,669</b>	<b>N/A</b>	<b>N/A</b>

SO <sub>2</sub> emissions (tSO <sub>2</sub> )	2024–2025	2023–2024	2022–2023	2021–2022	2020–2021
Scope 1	0.01	0.02	0.02	N/A	N/A
Scope 2	0	0	0	N/A	N/A
Scope 3	206	175	191	N/A	N/A
<b>Total all Scopes</b>	<b>206</b>	<b>175</b>	<b>191</b>	<b>N/A</b>	<b>N/A</b>

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**Emission intensity**

<b>Emission intensity (tCO<sub>2</sub>e/MSEK)</b>	<b>2024–2025</b>	<b>2023–2024</b>	<b>2022–2023</b>	<b>2021–2022</b>	<b>2020–2021</b>
Scope 1	0.09	0.11	0.11	0.17	0.23
Scope 2	0.12	0.12	0.12	0.18	1.4
Scope 3	1,311	1,036	1,122	1,314	1,613
<b>Total all Scopes</b>	<b>1,312</b>	<b>1,037</b>	<b>1,122</b>	<b>1,314</b>	<b>1,615</b>
<i>Change to baseline</i>	-19%	-36%	-29%	-19%	

The emission intensity ratio is calculated using the annual gross profit for OKQ8 Scandinavia, including OK Detaljhandel AB, and use market-based emissions.

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## Value Chain

### Waste Generation and Management

Waste generated (tonnes)	2024–2025	2023–2024	2022–2023	2021–2022	2020–2021
<b>Hazardous waste</b>					
Material recycling	7.4	6.9	8.1	9.5	6.0
Energy recovery	3.8	2.1	0.6	0.8	1.2
Total hazardous waste	11.2	9.0	8.8	10.3	7.2
<b>Non-hazardous waste</b>					
Material recycling	1,160	987	889	840	826
Energy recovery	3,044	3,106	3,943	4,046	4,061
Total non-hazardous waste	4,205	4,093	4,832	4,887	4,887
<b>Total waste</b>					
Material recycling	1,168	994	897	850	832
Energy recovery	3,048	3,108	3,944	4,047	4,062
<b>Total waste</b>	<b>4,216</b>	<b>4,102</b>	<b>4,841</b>	<b>4,897</b>	<b>4,894</b>

The total amount of waste generated at stations has decreased since 2023-2024. The share of waste sent for material-recycling increased due to better waste-sorting systems introduced at stations in 2022-2023. Waste-handling of oil sludge is not included, due to lack of data.

## Ecosystems

### Spills

	2024–2025	2023–2024	2022–2023	2021–2022
Minor spills (5–50 litres) to the environment	7	4	4	9
Major spills (50–159 litres) to the environment	2	0	0	0
Major spills (> 159 litres) to the environment	3	1	0	2
Minor spills (5–159 litres) on hard surfaces	49	47	42	45
Major spills (> 159 litres) on hard surfaces	1	4	4	6

Data collected from internal incident management system. All spills are investigated, and corrective/preventive actions are followed up until closure. Data for 2020-2021 is not applicable as the incident management system was updated.

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## Employees & Stakeholders

The data reported with respect to the work environment covers all of OKQ8 Scandinavia’s own activities and staff. The tables addressing EMI, EHS management systems, injuries, incidents and lost workday cases include OKQ8 Scandinavia as well as franchises and distributors. Distributors who transport our products to customers and service stations are also included in this report.

Some data regarding our environment, health and safety system does not include historic data before 2022-2023 due to a system update (this is also commented below the relevant tables).

### Average Length of Employment and Employee Turnover 2024-2025

	Denmark			Sweden		
	Offices incl. terminals	Station management	Station personnel	Offices incl. terminals	Station management	Station personnel
Average length of employment (year)	12.3	12.5	3.1	9.5	20.0	6.5
Employee turnover (%)	8.7%	11.7%	48.4%	18.8%	4.5%	31.8%

Personnel in the solar business have been included in the figures for Swedish office employees. The calculation of average length of employment is based on permanent employees.

Employee turnover at Stations Personnel (Denmark and Sweden) includes both permanent and temporary employees. Turnover for offices (incl. terminals) only include permanent employees (not temporary employees).

### Employees 2024-2025

	Employees (number)	Contract (distribution %)		Employment (distribution %)		Employees* (distribution %)		Managers (distribution %)		Average age (years)
		Permanent	Temporary	Full-time	Part-time	Female	Male	Female	Male	
Offices** incl. terminals	208	84%	16%	80%	20%	38%	61%	22%	78%	46
Station management	107	100%	0%	100%	0%	50%	50%	50%	50%	43
Station personnel***	1,501	19%	81%	17%	83%	48%	52%	N/A	N/A	28
Total	1,709	27%	73%	24%	76%	47%	53%	43%	57%	30

	Employees (number)	Contract (distribution %)		Employment (distribution %)		Employees (distribution %)		Managers (distribution %)		Average age (years)
		Permanent	Temporary	Full-time	Part-time	Female	Male	Female	Male	
Offices** incl. terminals	535	94%	6%	96%	4%	44%	56%	36%	64%	44
Station management	153	100%	0%	98%	2%	50%	50%	50%	50%	47
Station personnel***	2,042	50%	50%	23%	77%	55%	45%	N/A	N/A	32
Total	2,577	59%	41%	38%	62%	53%	47%	44%	56%	34

\* The last 1% in "offices incl. terminals" is categorised as "other".

\*\* Excluding the executive management and the board, as these figures are stated in the management table below.

\*\*\* The number of station management employees are also included in total station personnel numbers.

Personnel in the solar business have been included in the figures for Swedish office employees. All employees in Sweden who work 100% for OKQ8 Scandinavia owned companies have collective bargaining agreements. In Denmark, 88.13% of employees (stations and terminals) have collective bargaining agreements. The rest of the Danish employees are covered by the Danish law on salaried employees (Funktionærloven) and have the right to association. Minimum notice periods align with requirements in collective bargaining agreements and follow local practice.

### Management 2024-2025

	Management Denmark and Sweden							
	Managers (number)	Contract (distribution %)		Employment (distribution %)		Gender (distribution %)		Average age (years)
		Permanent	Temporary	Full-time	Part-time	Female	Male	
OK-Q8 AB Board	12	N/A	N/A	N/A	N/A	33%	67%	59
Executive management	10	100%	0%	100%	0%	40%	60%	54

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## Employee Engagement Survey

	2024–2025				2023–2024				2022–2023			
	Total OKQ8 Scandinavia	Offices incl. terminals DK & SE	Stations DK	Stations SE	Total OKQ8 Scandinavia	Offices incl. terminals DK & SE	Stations DK	Stations SE	Total OKQ8 Scandinavia	Offices incl. terminals DK & SE	Stations DK	Stations SE
Response rate (%)	82 %	95 %	91 %	75 %	87 %	90 %	87 %	85 %	88 %	90 %	94 %	88 %
Engaged employees	4.4	4.5	4.2	4.4	4.4	4.4	4.3	4.4	4.4	4.5	4.3	4.4
My work is meaningful	4.2	4.4	4.1	4.2	4.2	4.4	4.1	4.2	4.3	4.4	4.1	4.2
I have a suitable work/life balance	4.0	4.1	4.1	3.9	4.0	3.9	4.1	4.0	4.0	3.9	4.1	3.9
I have the opportunity to receive relevant training and development	3.9	4.0	3.8	3.8	3.9	4.0	3.8	3.9	3.9	4.0	3.8	3.9
My work challenges correspond to my skills and ambitions	3.8	4.0	3.7	3.8	3.8	4.0	3.7	3.9	3.8	3.9	3.7	3.9
Leadership index	4.2	4.3	4.2	4.2	4.3	4.2	4.2	4.3	4.3	4.2	4.2	4.3

The figures in the employee engagement survey for Sweden include all types of ownership (company owned, franchises and member-owned). The survey employs a scale ranging from 1 to 5, with 1 indicating the lowest score (strongly disagree) and 5 representing the highest score (completely agree).

## Discrimination and Harassment

	2024–2025	2023–2024	2022–2023
	OKQ8 Scandinavia total (stations and offices)	OKQ8 Scandinavia total (stations and offices)	OKQ8 Scandinavia total (stations and offices)
Bullying	3.4 %	2.9 %	3 %
Harassment or other verbal abuse	12.9 %	11.6 %	12 %
Unwanted sexual attention	7.3 %	6.4 %	6 %
Threats of violence	5.7 %	5.1 %	6 %
Physical violence	1.0 %	0.7 %	1 %

Discrimination and harassment figures are based on responses from the employee engagement survey performed within OKQ8 Scandinavia. The number of responses is 3806. For reasons of privacy, we have chosen to report on percentages and not individual cases.

## Annual employee appraisal dialogues 2024-2025

	Denmark			Sweden		
	No. of employees invited to appraisal dialogue	No. of completed appraisal dialogues	% completed	No. of employees invited to appraisal dialogue	No. of completed appraisal dialogues	% completed
Office incl. terminals	155	120	77 %	472	405	86 %
Station managers	168	126	75 %	197	183	93 %
Station personnel	655	290	44 %	1414	927	66 %

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## Workers covered by an occupational health and safety management system (OHSMS)

	Denmark											
	2024–2025						2023–2024			2022–2023		
	Employees			Non-employees			Employees		Non-employees	Employees		Non-employees
	Offices	Stations	Distribution & terminals	Offices	Stations	Distribution & terminals	Offices	Stations	Distribution & terminals	Offices	Stations	Distribution & terminals
Number of workers covered by OHSMS	189	1,501	19	31	180	1,397	19	47	181	1,466	19	37
Number of workers covered by internally audited OHSMS	189	1,501	19	31	180	1,397	19	47	181	1,466	19	37
Number of workers covered by externally audited or certified OHSMS	0	0	19	0	0	0	19	0	0	0	6	0
<b>Total number of workers</b>	<b>189</b>	<b>1,501</b>	<b>19</b>	<b>31</b>	<b>180</b>	<b>1,397</b>	<b>19</b>	<b>47</b>	<b>181</b>	<b>1,466</b>	<b>19</b>	<b>37</b>
	Sweden											
	2024–2025						2023–2024			2022–2023		
	Employees			Non-employees			Employees		Non-employees	Employees		Non-employees
	Offices	Stations	Distribution & terminals	Offices	Stations	Distribution & terminals	Offices	Stations	Distribution & terminals	Offices	Stations	Distribution & terminals
	Number of workers covered by OHSMS	509	2,042	26	600	603	1,748	32	528	481	1,789	30
Number of workers covered by internally audited OHSMS	509	2,042	26	600	603	1,748	32	528	481	1,789	30	566
Number of workers covered by externally audited or certified OHSMS	0	0	26	0	0	0	32	0	0	0	30	0
<b>Total number of workers</b>	<b>509</b>	<b>2,042</b>	<b>26</b>	<b>600</b>	<b>603</b>	<b>1,748</b>	<b>32</b>	<b>528</b>	<b>481</b>	<b>1,789</b>	<b>30</b>	<b>566</b>

Non-employees are defined as workers who are not employees but whose work and/or workplace is controlled by the organisation. All employees are covered by OKQ8 Scandinavia's OHSMS. Only the depot organisation in Sweden and Q8 Oils are certified according to ISO 9001 and 14001. Also, Q8 Oils in Denmark is certified according to ISO 45001. Data for the years 2020-2021 and 2021-2022 is not available as it could not be transferred following an IT system update.

Station management employees are also included under "stations employees" in Sweden, which can explain the difference from last year, as station management was not included in previous years under "stations".

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**Incidents**

Denmark															
	2024–2025					2023–2024					2022–2023				
	Employees			Non-employees	Customers	Employees			Non-employees	Customers	Employees			Non-employees	Customers
	Offices	Stations	Distribution & terminals			Offices	Stations	Distribution & terminals			Offices	Stations	Distribution & terminals		
Near-accidents	0	7	2	1	1	1	4	5	2	1	0	4	2	2	0
Personal injuries	1	22	0	2	2	2	22	2	2	0	1	27	1	2	1
Fatalities	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Crime	0	79	0	0	0	0	63	1	0	0	1	77	0	0	1

Sweden															
	2024–2025					2023–2024					2022–2023				
	Employees			Non-employees	Customers	Employees			Non-employees	Customers	Employees			Non-employees	Customers
	Offices	Stations	Distribution & terminals			Offices	Stations	Distribution & terminals			Offices	Stations	Distribution & terminals		
Near-accidents	3	51	27	0	1	6	109	13	5	4	5	112	3	0	4
Personal injuries	2	170	0	1	19	1	178	2	3	13	2	157	1	3	16
Fatalities	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Crime	0	114	0	0	0	2	152	1	0	0	1	144	7	0	1

Data for the years 2020-2021 and 2021-2022 is not available as it could not be transferred following an IT system update.

By conducting risk assessments and analysing trends, OKQ8 Scandinavia has identified that work-related hazards posing a risk of high-consequence injury include work at heights, transportation, ATEX environment, threats and violence. During 2022, threats and violence caused or contributed to high-consequence injuries. To eliminate these hazards, OKQ8 Scandinavia has sharpened its focus on preventive training and adopted risk-minimising procedures, e.g. all employees identified as working in risk environments wear assault alarms. OKQ8 Scandinavia conducts regular risk-assessment reviews to focus on eliminating risk if possible. If it is not possible to eliminate risk, OKQ8 Scandinavia mitigates or controls the risk using the hierarchy of controls.

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**Personal Injury and Lost Workdays 2024-2025**

Denmark												
	2024–2025				2023–2024				2022–2023			
	Employees		Non-employees		Employees		Non-employees		Employees		Non-employees	
	Offices	Stations	Distribution & terminals		Offices	Stations	Distribution & terminals		Offices	Stations	Distribution & terminals	
Lost workday cases	0	5	0	0	0	8	1	1	1	15	1	0
Lost workday cases severity	0	3.4	0	0	0	13.1	2	14	30	5.6	2.0	0
Sweden												
	2024–2025				2023–2024				2022–2023			
	Employees		Non-employees		Employees		Non-employees		Employees		Non-employees	
	Offices	Stations	Distribution & terminals		Offices	Stations	Distribution & terminals		Offices	Stations	Distribution & terminals	
Lost workday cases	0	13	0	1	0	14	0	2	0	17	0	1
Lost workday cases severity	0	5.8	0	2	0	7.1	0	1.5	0	6.5	0	5.0
Lost workday severity rate Denmark and Sweden	5.3				6.7				10.4			

Lost workday case severity is the number of days of absence per lost workday case. Lost workday severity rate is the number of days of absence in the event of occupational injuries × 200,000 per number of working hours. Data for the lost workday severity rate is not available per country or business area, but for the entire business collectively. Data for the years 2020-2021 and 2021-2022 is not available as it could not be transferred following an IT system update. In the Sustainability Report 2022-2023 we made a calculation error in the lost workday cases severity data. The calculation error for 2022-2023 has been corrected in this year’s report.

**Safety Walks**

Denmark and Sweden					
	2024–2025	2023–2024	2022–2023	2021–2022	2020–2021
Number of completed safety walks	3,047	2,391	1,883	1,689	2,077

Because safety walks data from previous years was not available per country or business area, they were reported collectively for the entire business. Data for safety walks in 2024-2025 is reported here collectively for comparison to previous years, however data for each country is now available: Denmark: 1,282 and Sweden: 1,765 safety walks.

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**Work-related Ill Health**

Denmark												
	2024–2025				2023–2024				2022–2023			
	Employees			Non-employees	Employees			Non-employees	Employees			Non-employees
	Offices	Stations	Distribution & terminals		Offices	Stations	Distribution & terminals		Offices	Stations	Distribution & terminals	
Number of fatalities due to work-related ill health	0	0	0	0	0	0	0	0	0	0	0	0
Number of cases of recordable work-related ill health*	0	0	0	0	0	3	0	0	0	0	0	0
Sweden												
	2024–2025				2023–2024				2022–2023			
	Employees			Non-employees	Employees			Non-employees	Employees			Non-employees
	Offices	Stations	Distribution & terminals		Offices	Stations	Distribution & terminals		Offices	Stations	Distribution & terminals	
Number of fatalities due to work-related ill health	0	0	0	0	0	0	0	0	0	0	0	0
Number of cases of recordable work-related ill health*	0	0	0	0	0	0	0	0	0	9	0	0

Data for the years 2020-2021 and 2021-2022 is not available, as the IT system was updated, and the data could not be transferred.

By conducting safety rounds, employee surveys, statistics-gathering from the occupational health service, incident-reporting and one-on-one meetings between employees and managers and so forth, OKQ8 Scandinavia has identified work-related hazards that pose a risk of ill health, including stress, unclear boundaries for tasks and a poor work/life balance. To eliminate these hazards and to minimize risk, OKQ8 Scandinavia has implemented action plans with People and/or the occupational health centre.

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**Sick Leave 2024-2025**

Denmark									
	2024–2025			2023–2024			2022–2023		
	Employees			Employees			Employees		
	Offices incl. terminals	Station management	Station personnel	Offices incl. terminals	Station management	Station personnel	Offices incl. terminals	Station management	Station personnel
Sick leave (%)	2.2 %	2.0 %	3.2 %	1.9 %	2.8 %	3.0 %	1.9 %	0.5 %	3.1 %

Sweden									
	2024–2025			2023–2024			2022–2023		
	Employees			Employees			Employees		
	Offices incl. terminals	Station management	Station personnel	Offices incl. terminals	Station management	Station personnel	Offices incl. terminals	Station management	Station personnel
Sick leave (%)	2.5 %	2.7 %	6.3 %	3.1 %	7.1 %	6.0 %	3.3 %	4.1 %	6.3 %

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# About the Report

The OKQ8 Scandinavia Sustainability Report 2024-2025 covers the financial year 1 March 2024 to 28 February 2025 and is OK-Q8 AB's (556027-3244) 12th sustainability report. The report is OK-Q8 AB's statutory sustainability report in accordance with the Swedish Annual Accounts Act under the older wording that applied before 1 July 2024. It has been prepared in accordance with Global Reporting Initiative Standards (GRI) 2021.

This report is based on the materiality assessment conducted in 2020-2021. In the coming years, our sustainability report will be integrated with our financial report in accordance with the European Sustainability Reporting Standards (ESRS, under the CSRD). To prepare for this, we have completed our first double materiality assessment (DMA), which will serve as our standard reporting approach moving forward. Additionally, we have begun preparations for the EU Deforestation

Regulation, the Corporate Sustainability Due Diligence Directive and the EU Taxonomy for incorporation as applicable. Ultimately, this reporting framework will provide a solid foundation for enhancing our risk management practices, ensuring a comprehensive approach to identifying, assessing and addressing both sustainability and financial risks.

The report has been limited assured by OKQ8 Scandinavia's external auditor. OKQ8 Scandinavia has been a signatory to the UN Global Compact since 2014 and has committed to work and take responsibility for the ten principles of the initiative concerning human rights, labour rights, the environment and anti-corruption. From 2023, our report Communication on Progress with the UN Global Compact can be downloaded from [unglobalcompact.org](http://unglobalcompact.org).

OKQ8 Scandinavia Sustainability Report 2024-2025 covers all operations within OKQ8 Scandinavia, including its subsidiaries in Denmark and Sweden. The organisation also conducts business via a collaboration agreement in OK Retail AB (OK Detaljhandel AB), which is owned by OK Economic Association (OK Ekonomisk Förening), OKEF. Individual franchises operate service stations under the OKQ8 brand in Sweden via franchise agreements with OK-Q8 AB. This is known collectively as OKQ8 Scandinavia. OKQ8 Scandinavia is owned jointly by OKEF (50%) and Kuwait Petroleum Europe B.V. (50%). The sustainability report is an important component of OKQ8 Scandinavia's dialogue with different stakeholders, and its aim is to promote transparency and continuous improvement. For questions regarding the report or OKQ8 Scandinavia's sustainability work, please contact [sustainability@okq8.se](mailto:sustainability@okq8.se).

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## GRI index

### STATEMENT OF USE

OKQ8 Scandinavia (below OKQ8) has reported in accordance with the GRI Standards for the period 1 March 2024 to 28 February 2025

### GRI 1 USED

GRI 1: Foundation 2021

### APPLICABLE GRI SECTOR STANDARD

GRI 11: Oil and Gas Sector 2021

#### Omission

GRI Standard Title	Disclosure Number	Disclosure Name	Location	Requirements omitted	Reason	Explanation	GRI Sector Standard Ref. No 11
<b>GENERAL DISCLOSURES</b>							
<b>GRI 2: GENERAL DISCLOSURES 2021</b>	2-1	Organizational details	4, 58				
	2-2	Entities included in the organization's sustainability reporting	58				
	2-3	Reporting period, frequency and contact point	58				
	2-4	Restatements of information	6, 13, 17, 20, 33-34, 36, 50, 51, 53-57				
	2-5	External assurance	64				
	2-6	Activities, value chain and other business relationships	3, 4, 8, 19, 28-31				
	2-7	Employees	51, 25-27				
	2-8	Workers who are not employees	53-56	Workers who are not employees are not included in table "Employees 2024–2025".	Information unavailable.	Workers who are non-employees are included (part of franchise business) in all relevant tables at pages 51-52."	
	2-9	Governance structure and composition	38	"OKQ8 Group AB does not fully report on this disclosure.	Confidentiality constraints.	OKQ8 Group AB is not a public company and does not report in accordance with the Swedish Code of Corporate Governance.	
	2-10	Nomination and selection of the highest governance body	38	See above	See above	See above	
	2-11	Chair of the highest governance body	38				
	2-12	Role of the highest governance body in overseeing the management of impacts	38				
	2-13	Delegation of responsibility for managing impacts	38				
	2-14	Role of the highest governance body in sustainability reporting	38				
	2-15	Conflicts of interest	38	Information is not public.	Confidentiality constraints	OKQ8 is not a public company and does not report in accordance	
	2-16	Communication of critical concerns	38				
	2-17	Collective knowledge of the highest governance body	38				
	2-18	Evaluation of the performance of the highest governance body	38				
	2-19	Remuneration policies		Information is not public.	Confidentiality constraints	OKQ8 AB Group is not a public company and does not report in accordance with related requirements in the Annual Accounts Act and the Swedish Code of Corporate Governance.	
	2-20	Process to determine remuneration		See above	See above	See above	

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Omission							
GRI Standard Title	Disclosure Number	Disclosure Name	Location	Requirements omitted	Reason	Explanation	GRI Sector Standard Ref. No 11
	2-21	Annual total compensation ratio		Complete information from the Group companies is missing.	Information unavailable/incomplete	OKQ8 AB Group will prepare to be able to report in time for the implementation of CSRD/ESRS.	
	2-22	Statement on sustainable development strategy	7				
	2-23	Policy commitments	10, 33, 38-40, 44				
	2-24	Embedding policy commitments	10, 33, 38-44				
	2-25	Processes to remediate negative impacts	33, 39-43				
	2-26	Mechanisms for seeking advice and raising concerns	39-40				
	2-27	Compliance with laws and regulations	40-43			No cases of significant non-compliance	
	2-28	Membership associations	29-30				
	2-29	Approach to stakeholder engagement	28-31, 33, 38-40				
	2-30	Collective bargaining agreements	51				
<b>MATERIAL TOPICS</b>							
<b>GRI 3: Material Topics 2021</b>	3-1	Process to determine material topics	33				
	3-2	List of material topics	33				
<b>Anti-corruption</b>							
<b>GRI 3: Material topics 2021</b>	3-3	Management of material topics	34, 38-40, 44				
<b>GRI 205: Anti-corruption 2016</b>	205-1	Operations assessed for risks related to corruption	34, 38				11.20.2
	205-2	Communication and training about anti-corruption policies and procedures	38				11.20.3
	205-3	Confirmed incidents of corruption and actions taken	26, 38-39				11.20.4
<b>Anti-competitive behavior</b>							
<b>GRI 3: Material topics 2021</b>	3-3	Management of material topics	38-39, 44				11.19.1
<b>GRI 206: Anti-competitive behaviour 2016</b>	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	38-39				11.19.2
<b>Energy</b>							
<b>GRI 3: Material Topics 2021</b>	3-3	Management of material topics	12-18, 34-35, 44				11.1.1
<b>GRI 302: Energy 2016</b>	302-1	Energy consumption within the organization	45-49				11.1.2
	302-2	Energy consumption outside of the organization	46-49	OKQ8 Scandinavia does not report on water consumption	Information incomplete.	OKQ8 Scandinavia will investigate how to obtain satisfying data on energy consumption outside of the organization going forward.	11.1.3
	302-3	Energy intensity	46				11.1.4
	302-4	Reduction of energy consumption	45				
<b>Water and effluents</b>							
<b>GRI 3: Material Topics 2021</b>	3-3	Management of material topics	22-24, 38-44				11.6.1
<b>GRI 303: Water and Effluents 2018</b>	303-1	Interactions with water as a shared resource		OKQ8 Scandinaviadoes not report on water consumption	Information unavailable/incomplete	OKQ8 Scandinaviawill investigate how to obtain satisfying data on water consumption going forward.	11.6.2

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							Omission
GRI Standard Title	Disclosure Number	Disclosure Name	Location	Requirements omitted	Reason	Explanation	GRI Sector Standard Ref. No 11
	303-2	Management of water discharge-related impacts		OKQ8 Scandinavia does not report on water consumption	Information unavailable/incomplete	OKQ8 Scandinaviawill investigate how to obtain satisfying data on water discharge-related impacts going forward.	11.6.3
	303-3	Water withdrawal		OKQ8 Scandinavia does not report on water consumption	Information unavailable/incomplete	OKQ8 Scandinavia will investigate how to obtain satisfying data on water withdrawal going forward.	11.6.4
	303-4	Water discharge		OKQ8 Scandinavia does not report on water consumption	Information unavailable/incomplete	OKQ8 Scandinavia will investigate how to obtain satisfying data on water discharge going forward.	11.6.5
	303-5	Water consumption		OKQ8 Scandinavia does not report on water consumption	Information unavailable/incomplete	OKQ8 Scandinavia will investigate how to obtain satisfying data on water consumption going forward.	11.6.6
<b>Biodiversity</b>							
<b>GRI 3: Material Topics 2021</b>	3-3	Management of material topics	22-24, 34-35, 38-44				11.4.1
<b>GRI 304: Biodiversity 2016</b>	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas			Information unavailable/incomplete	OKQ8 Scandinavia will work to produce quality-assured data on biodiversity going forward.	11.4.2
	304-2	Significant impacts of activities, products and services on biodiversity	22-24, 34-35, 38-44				11.4.3
	304-3	Habitats protected or restored	42-43				11.4.4
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations			Information unavailable/incomplete	OKQ8 Scandinavia will work to produce quality-assured data on biodiversity going forward.	11.4.5
<b>Emissions</b>							
<b>GRI 3: Material Topics 2021</b>	3-3	Management of material topics	16-18, 34-35, 44				11.1.1
<b>GRI 305: Emissions 2016</b>	305-1	Direct (Scope 1) GHG emissions	46-48				11.1.5
	305-2	Energy indirect (Scope 2) GHG emissions	46-48				11.1.6
	305-3	Other indirect (Scope 3) GHG emissions	47-48				11.1.7
	305-4	GHG emissions intensity	49				11.1.8
	305-5	Reduction of GHG emissions	47-48				11.2.3
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	48				11.3.2
<b>Waste</b>							
<b>GRI 3: Material Topics 2021</b>	3-3	Management of material topics	19-21, 44				11.5.1
<b>GRI 306: Effluents and Waste 2016</b>	306-3	Significant spills	50				11.8.2
<b>GRI 306: Waste 2020</b>	306-1	Waste generation and significant waste-related impacts	19-21				11.5.2
	306-2	Management of significant waste-related impacts	19-21				11.5.3
	306-3	Waste generated	50				11.5.4
	306-4	Waste diverted from disposal	50				11.5.5
	306-5	Waste directed to disposal	50				11.5.6
<b>Supplier environmental assessment</b>							
<b>GRI 3: Material Topics 2021</b>	3-3	Management of material topics	19-21, 38-44				
<b>GRI 308: Supplier Environmental Assessment 2016</b>	308-2	Negative environmental impacts in the supply chain and actions taken	38-44				
<b>Employment</b>							
<b>GRI 3: Material Topics 2021</b>	3-3	Management of material topics	25-27, 38-44				11.10.1
<b>GRI 401: Employment 2016</b>	401-1	New employee hires and employee turnover	51				11.10.2

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Omission							
GRI Standard Title	Disclosure Number	Disclosure Name	Location	Requirements omitted	Reason	Explanation	GRI Sector Standard Ref. No 11
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	31, 43				11.10.3
	401-3	Parental leave	43	OKQ8 Scandinavia does not report on parental leave.	Information unavailable/incomplete	All our employees are entitled to parental leave. OKQ8 Scandinavia does not follow-up on number of employees taking parental leave or leaving OKQ8 Scandinavia after finished parental leave.	11.10.4; 11.11.3
<b>Labour/management relations</b>							
<b>GRI 3: Material Topics 2021</b>	3-3	Management of material topics	44, 52				11.10.1
<b>GRI 402: Labour/Management Relations 2016</b>	402-1	Minimum notice periods regarding operational changes	51				11.10.5
<b>Occupational health and safety</b>							
<b>GRI 3: Material Topics 2021</b>	3-3	Management of material topics	25-27, 38-44				11.9.1
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1	Occupational health and safety management system	43				11.9.2
	403-2	Hazard identification, risk assessment, and incident investigation	43				11.9.3
	403-3	Occupational health services	43				11.9.4
	403-4	Worker participation, consultation, and communication on occupational health and safety	43				11.9.5
	403-5	Worker training on occupational health and safety	43				11.9.6
	403-6	Promotion of worker health	43				11.9.7
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	43				11.9.8
	403-8	Workers covered by an occupational health and safety management system	53				11.9.9
	403-9	Work-related injuries	55				11.9.10
	403-10	Work-related ill health	56				11.9.11
<b>Training and education</b>							
<b>GRI 3: Material Topics 2021</b>	3-3	Management of material topics	27, 44				11.10.1
<b>GRI 404: Training and Education 2016</b>	404-1	Average hours of training per year per employee		OKQ8 Scandinavia does not report on average training hours.	Information unavailable/incomplete	OKQ8 Scandinavia will investigate how to report on training going forward	11.10.6; 11.11.4
	404-2	Programmes for upgrading employee skills and transition assistance programmes	27				11.10.7
	404-3	Percentage of employees receiving regular performance and career development reviews	51-52				
<b>Diversity and equal opportunity</b>							
<b>GRI 3: Material Topics 2021</b>	3-3	Management of material topics	25-27, 44				11.11.1
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1	Diversity of governance bodies and employees	51				11.11.5
	405-2	Ratio of basic salary and remuneration of women to men	27	Not fully reported.	Information unavailable.	OKQ8 Scandinavia will investigate how to report on salaries with regards to our different types of employment.	11.11.6
<b>Non-discrimination</b>							
<b>GRI 3: Material Topics 2021</b>	3-3	Management of material topics	25-27, 44				11.11.1
<b>GRI 406: Non-discrimination 2016</b>	406-1	Incidents of discrimination and corrective actions taken	52				11.11.7
<b>Freedom of association and collective bargaining</b>							

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Omission							
GRI Standard Title	Disclosure Number	Disclosure Name	Location	Requirements omitted	Reason	Explanation	GRI Sector Standard Ref. No 11
<b>GRI 3: Material Topics 2021</b>	3-3	Management of material topics	19-21, 25-27, 44				11.13.1
<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	19-21, 51	Not fully reported.	Information unavailable/incomplete	We plan to commence screening of suppliers not included in EcoVadis from 2024	11.13.2
<b>Forced or compulsory labour</b>							
<b>GRI 3: Material Topics 2021</b>	3-3	Management of material topics	19-21, 25-27, 44				11.12.1
<b>GRI 409: Forced or Compulsory labour 2016</b>	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	19-21, 38-44	Not fully reported.	Information unavailable/incomplete	We plan to commence screening of suppliers not included in EcoVadis from 2024	11.12.2
<b>Supplier social assessment</b>							
<b>GRI 3: Material Topics 2021</b>	3-3	Management of material topics	19-21, 38-44				11.10.1
<b>GRI 414: Supplier Social Assessment 2016</b>	414-1	New suppliers that were screened using social criteria	20-21	Not fully reported.	Information unavailable/incomplete	OKQ8 Scandinavia cannot track the number of new suppliers in our supplier assessment tool EcoVadis.	11.10.8; 11.12.3
	414-2	Negative social impacts in the supply chain and actions taken	38-44				11.10.9

**TOPICS IN THE APPLICABLE GRI SECTOR STANDARDS DETERMINED AS NOT MATERIAL**

Topic	Explanation
<b>11.7 Closure and rehabilitation</b>	The main disclosures required in 11.7 are not relevant for our business. However, we operate service stations and terminals. When closed we set aside financial provisions for closure and rehabilitation. Our financial provisions (11.7.6) are reported in the Annual Report 2024-2025.
<b>11.14 Economic impacts</b>	The main disclosures required in 11.14 relates to how OKQ8 Scandinavia affects economic systems connected to procurements practices and employment of workers. Our operations at local, national and global level are not material enough to have that type of impact.
<b>11.15 Local communities</b>	The main disclosures required in 11.15 relates to community engagement programs and operations with significant negative impacts on local communities. We operate service stations and terminals all over Denmark and Sweden. These are dependent upon permits from local authorities.
<b>11.16 Land and resource rights.</b>	Land and resource rights are not material for OKQ8 Scandinavia focusing on the marketing and sale of oil and gas.
<b>11.17 Rights of indigenous peoples</b>	Given our type of business, marketing and sale of oil and gas the rights of indigenous people are not identified as material.
<b>11.18 Conflict and security</b>	We operate in Denmark and Sweden and we don't use security personnel.
<b>11.21 Payments to governments</b>	Payments to governments in addition to what is legally required is not part of OKQ8 AB's business.
<b>11.22 Public policy</b>	Public policy in this sense is not material for OKQ8 Scandinavia.

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# Auditor's Limited Assurance Report on OK-Q8 AB's Sustainability Report and statement regarding the Statutory Sustainability Report

To OK-Q8 AB, Corp. id. 556027-3244

## Introduction

We have been engaged by the Board of Directors of OK-Q8 AB to undertake a limited assurance engagement of OK-Q8 ABs Sustainability Report for the financial year 2024-03-01—2025-02-28. OK-Q8 AB has defined the scope of the Sustainability Report on page 58 in this document, the Statutory Sustainability Report is defined on page 58.

## Responsibilities of the Board of Directors and the Chief Executive Officer

The Board of Directors and the Chief Executive Officer are responsible for the preparation of the Sustainability Report including the Statutory Sustainability Report in accordance with applicable criteria and the Annual Accounts Act in accordance with the older wording that applied before 1 July 2024. The criteria are defined on page 58 in the Sustainability Report, and are part of the Sustainability Reporting Guidelines published by GRI (The Global Reporting Initiative), that are applicable to the Sustainability Report, as well as the accounting and calculation principles that the Company has developed. This responsibility also includes the internal control relevant to the preparation of a Sustainability Report that is free from material misstatements, whether due to fraud or error.

## Auditor's responsibility

Our responsibility is to express a conclusion on the Sustainability Report based on the limited assurance procedures we have performed and to express an opinion regarding the Statutory Sustainability Report. Our responsibility is limited to the historical information reported and thus does not include future-oriented information.

We conducted our limited assurance engagement in accordance with ISAE 3000 (Revised) Assurance engagements other than audits or reviews of financial information. A limited assurance engagement consists of making inquiries, primarily of persons responsible for the preparation of the Sustainability Report, and applying analytical and other limited assurance procedures. Our examination regarding the Statutory Sustainability Report has been conducted in accordance with FAR:s auditing standard RevR12 The auditor's opinion regarding the Statutory Sustainability Report. A limited assurance engagement and an examination according to RevR 12 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.

The firm applies International Standard on Quality Management 1, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements. We are independent of OK-Q8 AB in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements.

The limited assurance procedures performed and the examination according to RevR 12 do not enable us to obtain assurance that we would become aware of all significant matters that might be identified in an audit. The conclusion based on a limited assurance engagement and an examination according to RevR 12 does not provide the same level of assurance as a conclusion based on an audit.

Our procedures are based on the criteria defined by the Board of Directors and Chief Executive Officer as described above. We consider these criteria suitable for the preparation of the Sustainability Report.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our conclusions below.

## Conclusions

Based on the limited assurance procedures performed, nothing has come to our attention that causes us to believe that the Sustainability Report is not prepared, in all material respects, in accordance with the criteria defined by the Board of Directors and the Chief Executive Officer.

A Statutory Sustainability Report has been prepared.

Stockholm 29-04-2025

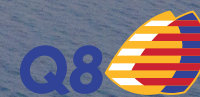
**KPMG AB**

**Tomas Gerhardsson**  
Authorised Public Accountant

**Torbjörn Westman**  
Specialistmedlem i FAR



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