


GN Transport Suède France

# SUSTAINABILITY REPORT 2025


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GN Transport
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MILJÖSTATION


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# ABOUT GN TRANSPORT




***Our business idea*** is to be a niche transport company with a strong focus on the French market, with Scandinavia as our base.

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

***Our vision*** is to work with continuous improvement while remaining a distinctive transport company.
We foster a company culture that places employees at the center, and together we create a business environment that enables long-term profitability.

# ORGANISATION

GN Transport is a family-owned company with its roots in Gert Carlssons Åkeri in Getinge and was founded in 1986. Today, the company is led by Henrik Nilsson, who succeeded founder Per-Olof Nilsson as CEO. Our ownership is characterized by long-term commitment, stability and responsibility.

The family-oriented culture permeates both our organisation and our relationships with customers and partners. Close collaboration and mutual trust create security and continuity.
A stable organisation with dedicated and experienced employees forms the foundation of the service and delivery reliability that define GN Transport.



ABOUT GN TRANSPORT

# GN GROUP – CORPORATE STRUCTURE




**GN Group** is a transport and logistics group operating in Sweden, France and Luxembourg. The group consists of several companies with clearly defined roles that together enable efficient international transport solutions.

The group structure enables coordination of transport and logistics across borders and creates favourable conditions for structured and efficient sustainability work at both company and group level.

- **GN Transport** is the core business of the group and is responsible for international road transport, with headquarters in Halmstad and operations in Lyon, France.
- **GN Logistics** operates logistics and terminal activities in Luxembourg and Sweden and complements transport flows through warehousing and distribution solutions.
- **GN Equipment Services** focuses on the procurement, ownership and rental of equipment and assets within the group. The equipment is primarily used by the group's transport and logistics companies.
- **GN Åkeri** operates road transport services in both national and international traffic. The company forms an important part of the Group's transport capacity and contributes to ensuring efficient and reliable transport solutions within GN Group.

# SELECTED EVENTS 2025

**Linde Pallet Trucks:** More efficient internal logistics: Investment in 7 electric Linde T20–T25 SP pallet trucks strengthens our internal logistics and working environment. They are powered by modern lithium-ion batteries that can be flexibly charged during the workday, reducing downtime and contributing to more energy-efficient terminal operations.



**Future Commission for Road Transport:** GN Transport participated in industry dialogue on the future conditions of road transport. By actively contributing to discussions on competitiveness, sustainability and regulation, we strengthen our role in the transition of the transport sector.

**35 Huckepack Trailers:** Investment in 35 liftable huckepack trailers enables more intermodal transports where road is combined with rail. This creates flexibility in our flows, reduces climate impact and strengthens capacity along our main corridors.

**Thermo King Advancer:** Introduction of energy-efficient Thermo King Advancer units for temperature-controlled transport. The new technology provides lower fuel consumption, reduced noise and improved environmental performance without compromising delivery reliability.

ABOUT GN TRANSPORT

# ORGANISATIONAL CHART



# CORE VALUES

At GN Transport, our work is guided by respect for both people and the environment. We operate in an industry where transport and logistics have a clear impact on the climate, which places high demands on a responsible and long-term approach.

By continuously developing our ways of working – focusing on climate-smart transport solutions, efficient planning, optimized load capacity and improved route management – we actively work to reduce our environmental impact and contribute to a more sustainable future.

At the same time, our core business remains central. We strive for high quality, reliability and profitability, with the objective of always delivering maximum value to our customers. This is made possible by committed and skilled employees working in an inclusive environment characterized by respect, diversity and open dialogue.



# ABOUT GN TRANSPORT



# POLICIES & RISKS

We continuously maintain and update policy documents across all areas of our operations. Through this work, GN Transport minimizes the risks inherent in the transport industry. Examples of established and actively applied policies include our Environmental Policy, IT Policy, Business Policy, Ethics Policy and Code of Conduct. Our employees work in line with these policies to ensure a safe workplace and reduce operational risks. In the same spirit, GN Transport expects its stakeholders to operate according to similar principles and uphold high sustainability standards.

GN Transport also holds two ISO certifications following dedicated external audits. We place high value on these certificates as proof that our operations meet recognized standards in sustainability and quality, while also supporting our continued development in managing and leading environmental and quality work.

### *ISO 9001 – Quality Management Certification*

- Higher productivity
- Improved operational control and precision
- Better understanding among employees
- Increased competitiveness

### *ISO 14001 – Environmental Management Certification*

- Improved relationships with customers and stakeholders
- More efficient use of materials, energy and waste management
- Greater employee awareness and involvement in environmental work
- Competitive advantage, as certification is required by certain customers

### *Emission calculations in accordance with ISO 14083*

***GN Transport calculates its greenhouse gas emissions in accordance with ISO 14083, using the EcoTransit tool.***

- Multiple greenhouse gases are calculated and reported
- Ability to distinguish between fossil and renewable fuels
- Calculations based on cargo weight, volume, distance and transport mode
- Multimodal transport (road, rail, sea) included
- Methodology aligned with a transparent international standard

ABOUT GN TRANSPORT

# UN SUSTAINABLE DEVELOPMENT GOALS

Achieving sustainability on a global level requires both individuals and companies to work toward shared objectives. GN Transport therefore bases its sustainability work on the United Nations Sustainable Development Goals, which we strive to integrate into our operations where relevant.




Within **Climate and Environment**, GN Transport focuses its sustainability efforts on five priority areas. Through active measures, we work to reduce our climate impact and contribute to more sustainable development.

Our operations affect the environment both directly and indirectly, and together with our employees and partners, we are aware of the responsibility this entails. The five selected goals serve as a clear guiding principle and permeate our work in climate and environmental matters.




To create an organisational structure and corporate culture that provide strong conditions for long-term and sustainable development, **social sustainability** is a central part of GN Transport's work. By supporting our employees and offering information, dialogue and training, we aim to foster shared responsibility throughout the organisation. Our employees should feel valued and have a safe and inclusive working environment. Open dialogue and employee discussions are an important part of this effort and contribute to a workplace characterized by respect, equality and diversity.



# THE CEO'S WORD

## THE BIGGER PICTURE BEHIND THE NUMBERS

**How would you summarise 2025 for GN Transport?**
– 2025 has been about refining what we have already built. We have moved from ambition to structure: clearer targets, improved follow-up and more concrete tools – both for customers and internally. This applies to everything from climate data and delivery precision to how we work with intermodal flows and biofuel.

**"Right transport on the right route" is a clear theme in the report – what does that mean?**
– It means there is no universal solution. Road transport remains the foundation of our business, but where conditions allow, we use rail and sea as complements. Intermodality is not a goal in itself, but a tool to reduce climate impact without compromising delivery reliability.

**Biofuel and insetting are also highlighted – why?**
– Because the transition must work here and now. Not all flows can run fossil-free today, but through our biofuel compensation model, customers can still take concrete steps toward their climate goals. It is a pragmatic way of working with sustainability.

**Why is transparency so central to your work?**
– Because sustainability without measurability does not hold. Customers demand clear climate data and comparable reporting. That is why we have continued to develop our reporting and visualisation, including through EcoTransIT. It builds trust – both ways.



**How does this connect to the EU's targets for 2030 and 2050?**
– Our targets follow the same direction. With 2020 as our base year, we track development over time, aiming to reduce $CO_2e$ intensity by 2030 and achieve climate neutrality as a long-term ambition. It is ambitious, but necessary.

**And the people behind the numbers?**
– They are crucial. Our employees are at the core of everything from planning to customer dialogue. Results such as high delivery precision, low sick leave and satisfied customers are directly linked to how people feel and collaborate.

**What do you take into the next phase?**
– That we are on the right track. 2025 has confirmed that combining responsibility, flexibility and business focus works. Now we continue to develop – not least within digitalisation – together with our customers.

***"Sustainable transport is not about individual solutions – it is about the whole, and about making the right decisions every day."***

*Interview with Henrik Nilsson, CEO of GN Transport – on direction, responsibility and the next step in the company's development.*

# CLIMATE & ENVIRONMENT

The transition within the transport sector places increasing demands on reduced climate impact. For GN Transport, this means a continued focus on developing efficient transport solutions with lower emissions. During 2025, our work in climate and environmental matters has been characterized by concrete investments, improved monitoring and a more clearly integrated sustainability perspective.

We know that every transport has an impact. Therefore, throughout the year we have continued to invest in solutions that enable more sustainable transport setups. Investments in huckepack trailers have strengthened our capacity for intermodal transport and enabled a shift from road to rail. At the same time, we have invested in Thermo King Advancer units, contributing to higher energy efficiency in temperature-controlled transport.

An important part of our development in 2025 has also been the increased use of biofuel, primarily HVO, in cooperation with customers seeking more sustainable transport solutions. The use of biofuel has increased compared to 2024 and contributes to lower emissions per transported ton-kilometre.

In parallel, we have continued to improve planning and route optimisation to reduce driving distances, empty runs and emissions. During the year, we have also strengthened our ability to measure and monitor climate impact through enhanced reporting of $CO_2e$ per shipment and per ton-kilometre.

We are proud of the steps we have taken, but view 2025 as a year of continued development in our sustainability work through clear targets, increased investments and a more data-driven approach.



# TARGETS AND FOLLOW-UP

## REVISED TARGETS ALIGNED WITH INDUSTRY PRACTICE AND EU CLIMATE AMBITIONS

GN Transport works with clear and measurable targets to gradually reduce the climate impact of our operations. During 2025, our long-term climate targets were revised to better reflect industry practice, increasing customer requirements and the EU's overall climate ambitions.

Instead of focusing solely on individual measures, we have chosen to more clearly distinguish between long-term strategic targets and operational short-term targets, enabling better follow-up and greater transparency.

### Long-term climate targets

- **Reduce $CO_2e$ emissions per ton-kilometre by 30% by 2030, compared to the 2020 baseline**
- **Long-term ambition to reach climate neutrality by 2050, in line with EU climate targets**

### Operational targets 2025

To achieve our long-term targets, GN Transport works with concrete annual objectives within quality, environment and transport setup.

#### Quality Targets

- **Delivery reliability: 98%**
- **Share of cargo damage: max 0.05%**

#### Environmental Targets

- **Increase the share of transported ton-kilometres using biofuel: +10%**
- **Continued reduction of $CO_2e$ intensity per ton-kilometre (WTW)**

#### Transport Setup

*Distribution of ton-kilometres*

- **Road: 80 %**
- **Road using biofuel: 10 %**
- **Rail (intermodal): 6 %**
- **Sea: 4 %**

By combining clear long-term targets for 2030 and 2050 with concrete operational sub-targets, GN Transport ensures a structured and credible sustainability approach. The focus remains on continuous improvements in transport efficiency, a higher share of fossil-free solutions and maintained high delivery precision.

CLIMATE & ENVIRONMENT

# IN LINE WITH THE EU'S CLIMATE TARGETS

The EU's climate strategy is clear: the Union aims to be climate neutral by 2050, with an interim target of reducing net emissions by at least 55% by 2030 compared to 1990 levels. For the transport sector, which accounts for a significant share of the EU's emissions, this means substantial changes and an increased focus on efficiency and transition.

GN Transport is part of this transport system. Although we are a smaller company within a larger context, we see it as our responsibility to contribute through measures that are relevant, measurable and practically achievable. It is not about already being there, but about moving in the right direction – step by step.

## EU climate targets at a glance

- 2030: At least –55% net emissions compared to 1990
- 2050: Climate neutrality across the EU
- Transport sector: Significant emission reductions by 2050, in line with the EU's long-term objectives

## GN Transport's targets in relation to the EU

In line with the EU's climate ambitions, GN has established the following targets:

- Reduce $CO_2e$ emissions per ton-kilometre by 30% by 2030, compared to the 2020 baseline
- Long-term ambition to reach climate neutrality by 2050

The targets are aligned with industry practice and focus on emission intensity, enabling growth while reducing climate impact.

## Our current position

- Exclusively EURO 6-classified vehicles
- Increased use of biofuel where practically feasible
- Compensation models where fossil-free alternatives are not available
- Emissions measured and reported in accordance with ISO 14083
- Parts of our flows transported intermodally via rail and sea
- Solar energy used at our facilities, with surplus electricity fed back into the grid

## Our way forward

We will continue to develop our fuel strategies, optimise route planning and increase the share of intermodal transport. By combining technical solutions, improved working methods and close customer collaboration, our ambition is to contribute to the transition in a way that is both sustainable and commercially sound.

The EU's targets are ambitious – and intentionally so. Our role is to translate these ambitions into practical measures that work in everyday operations.

# A LOGISTICS PARTNER TO GROW WITH

## MORE THAN TRANSPORT – INTEGRATED LOGISTICS SOLUTIONS

Sustainability reporting has become a natural and important part of how GN Transport operates. In sharing this report, we also see it as an opportunity to communicate with you – customers, suppliers and other stakeholders – and demonstrate how we create value beyond figures and targets.

We are proud of our sustainability efforts, but they represent only one part of the bigger picture. For us, it is equally important to clearly show why GN Transport is a secure and long-term choice as a transport and logistics partner.

### A large and stable company – driven by an entrepreneurial mindset

At the core of GN Transport is the way we work and engage with our customers. We are large enough to offer stability, capacity and breadth – from international transport and 3PL solutions to temperature-controlled flows and tailored setups. At the same time, we operate with the same commitment, flexibility and proximity as a smaller, entrepreneur-driven company. We view every customer and every assignment as unique. This means an open and solution-oriented approach, with quick decisions, flexible execution and close attention to your needs. Whether it concerns volume changes, new flows or more sustainable transport alternatives, we work together to find the right solution.

In this report, we describe our biofuel compensation models, an area where we welcome dialogue with customers seeking to reduce their climate impact. We also present GN Dedicated Solutions – our integrated service where we work with customers to optimise transport and logistics processes for increased efficiency, transparency and cost control. These are examples of how we create value in practice. Our ambition is clear: GN Transport aims to be an engaged, reliable and long-term partner helping you develop your logistics – toward solutions that are greener, faster and more cost-efficient.

### Hear what our customers have to say

***We have many years of collaboration. You are excellent.***

***Monica Bylin***
***HELÉNS RÖR***

***Reliable, flexible and cooperative partner.***

***Johan Jigemark***
***SANDVIK ROCK TOOLS***

***You are a stable and professional partner in a challenging market.***

***Erik Levisson***
***EJENDALS***

***Always great service, please keep it up in the future!***

***Henrik Holmsten***
***EAB***

CLIMATE & ENVIRONMENT

# INSETTING MODEL FOR BIOFUEL

## FROM PILOT TO MEASURABLE IMPACT

In 2024, GN Transport initiated work on our own **insetting model for biofuel** – a way to reduce climate impact within our own value chain instead of purchasing external carbon offsets.

The model is based on each individual shipment's weight and distance. Using EcoTransit, we calculate the corresponding fuel consumption and then refuel the equivalent amount of HVO in our domestic flows, where HVO100 can be fully utilised.

During 2025, the model has continued to develop and scale up in cooperation with more customers. The result is a clear increase in biofuel usage and a significantly higher $CO_2$ reduction compared to the previous year – demonstrating that the model works in practice.

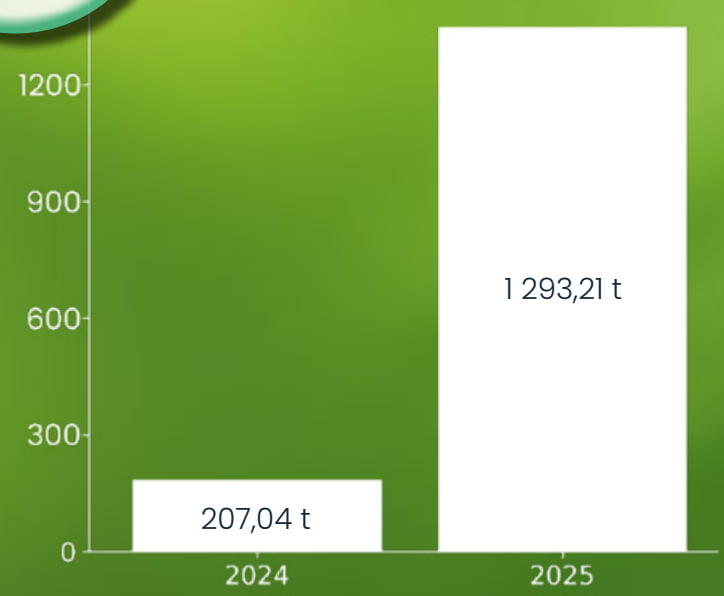
Insetting means that emission reductions take place within our own transport system. This creates:

- Direct climate benefit
- Full traceability
- Transparency in reporting
- A concrete path toward more fossil-free transport

***"Real transition happens when climate benefits are integrated into daily operations – not treated as something separate."***

*Contact GN today to learn more and find a solution that fits your company.*

2025:
***NUMBER OF LITRES HVO***
**135 568**




**$CO_2E$ SAVED THROUGH HVO (TONNES)**

# CUSTOMER CASE: ROXTEC

## *SUSTAINABILITY DRIVING BUSINESS FORWARD*

**For Roxtec, sustainability is a strategic business issue – not a separate function.**
As a global supplier with centralized production in Sweden and worldwide distribution, the company works systematically to reduce its climate impact while strengthening its competitiveness.

– *"What was once seen as a cost is now an investment in future resilience."*
***Pernilla Eriksson, Global Sustainability Manager, Roxtec***

Sustainability responsibility is integrated into operational functions. Those who own the business processes also own the sustainability targets. By developing lighter and more resource-efficient products, Roxtec creates both reduced environmental impact and economic benefits for customers throughout the product life cycle.

**Transport – a Priority Area in the Reduction Strategy**
Transport accounts for approximately 20% of Roxtec's emissions and is therefore a key focus within the company's Carbon Reduction Plan. The work includes mapping transport flows, analysing climate data and prioritising the routes with the greatest impact. In this context, transport partners play a crucial role.

***– "We need transparency in both pricing and climate data. Only when we fully understand the alternatives can we make the right decisions."***
Roxtec highlights the importance of open and constructive dialogue around reduction opportunities. As part of developing its reduction strategy, the company has had close and productive discussions with GN Transport representatives, including Liselott Nidesjö, to understand available options, pricing of low-carbon solutions and how climate data can support decision-making.

**Insetting as a Practical Tool**
GN Transport's biofuel insetting model is viewed as a concrete way to reduce emissions within the company's own value chain. Instead of relying on external carbon offsets, emission reductions take place directly within the transport system.

For Roxtec, the future lies in partnerships where sustainability is fully integrated into the business.

**What was important to you when choosing GN Transport – and how do you experience the partnership today?**
For Roxtec, reliability and on-time deliveries were decisive when selecting a logistics partner. GN Transport is considered the best partner for their road transports to France.

The collaboration is characterised by a high level of service, clear communication and strong forward planning. Roxtec in Sweden, its French subsidiary and end customers in France are all satisfied with the partnership.

***– "We expect transport partners who want to drive development forward – not just follow it."***

Customer case based on written email responses from:
Pernilla Eriksson – Global Sustainability Manager, Roxtec
Björn Arwedahl – Global Transportation Manager, Roxtec
Text editorially adapted from Roxtec's written answers.

Roxtec

CLIMATE & ENVIRONMENT

# SOLAR ENERGY CREATING IMPACT

## *A LONG-TERM INVESTMENT IN OUR OWN ENERGY*

GN Transport continues to invest in solutions that strengthen both our operations and our environmental efforts. Our solar installation in Halmstad contributes to on-site production of renewable electricity and forms part of our long-term work to reduce climate impact.

Total electricity production reached 419,335 kWh in 2025, compared to 335,255 kWh in 2024. The increase in production between the years is primarily weather-related and should not be seen as a result of increased capacity or technical upgrades to the installation. Annual solar production can vary depending on weather and solar radiation, even when the system itself remains unchanged.

At the same time, the outcome demonstrates that the investment in solar energy delivers stable, long-term returns, helping to reduce GN Transport's climate impact and increase the share of self-produced renewable electricity in our operations.

The solar panels are installed on both office and warehouse buildings and cover a significant share of our own electricity consumption. When surplus electricity is generated, it is fed back into the local grid, meaning the benefits extend beyond our own operations. For GN Transport, solar energy is not a short-term measure but part of a long-term and responsible approach to business development – focusing on stable energy supply, reduced dependence on external energy sources and more sustainable operations over time.

***"We see solar panels as a natural part of our development toward more sustainable and cost-efficient operations. It is one of several steps – but an important one."***
*– Henrik Nilsson, CEO*

## *OUR SOLAR INSTALLATION AT A GLANCE:*

Installed in: **Halmstad**
Produces: **Green electricity directly to our facilities**
Surplus: **Fed back into the grid**
Impact: **Reduces the need for externally sourced fossil-based electricity**
Symbolic value: **A commitment to long-term sustainability**

## *ANNUAL PRODUCTION 2025:*

# *419 MWh*

$CO_2$ reduction (kg): **893 000**
Equivalent number of trees planted: **48788**

# INDUSTRY DIALOGUE 2025

## *THE FUTURE COMMISSION FOR ROAD TRANSPORT*

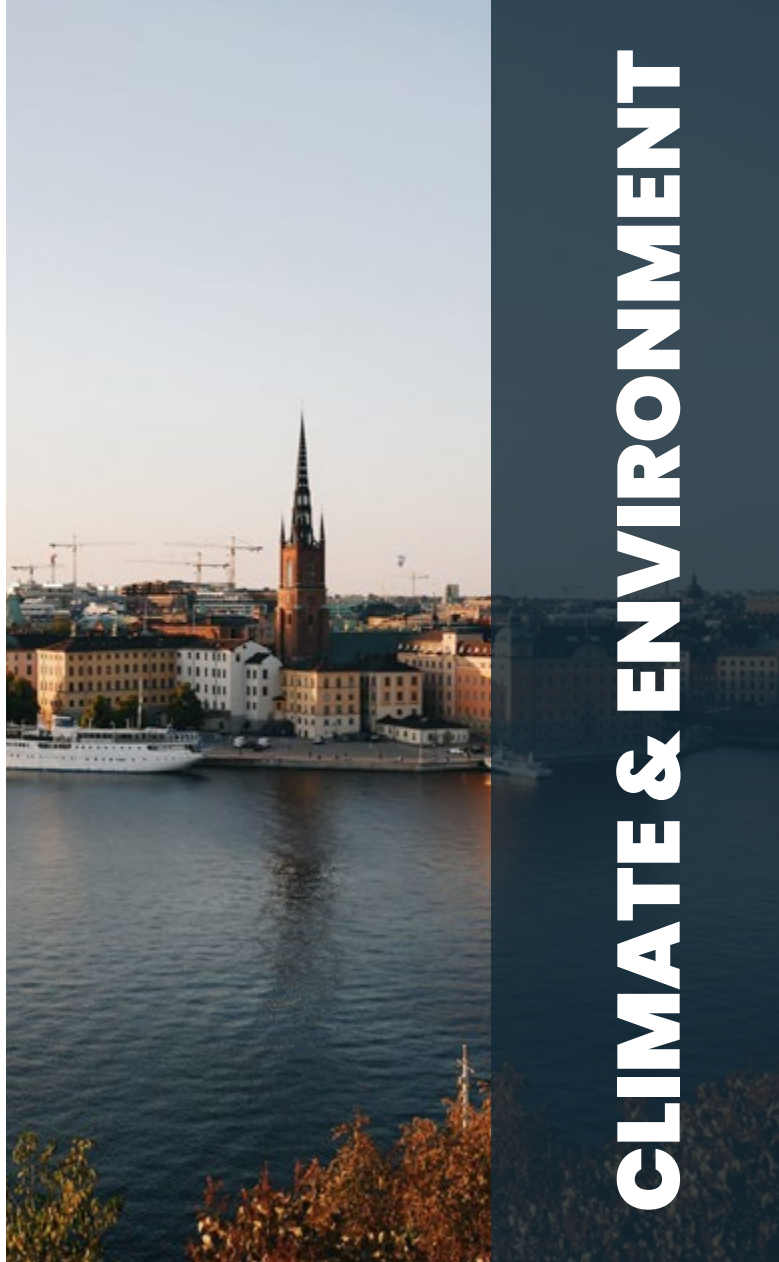
During 2025, GN Transport participated in the Future Commission for Road Transport, an initiative led by the Swedish Association of Road Transport Companies, where representatives from the transport sector gathered to discuss the industry's future challenges and opportunities.

The Commission's work focused on key issues such as transition and sustainability, competitiveness, resilience in a changing global environment, and the role of road transport in Sweden's supply preparedness. Through dialogue with policymakers, researchers and industry peers, participants gained deeper insight into how global trends, geopolitics and regulatory frameworks affect the transport sector – both in the short and long term.

GN Transport's participation reflects our ambition to be actively involved in shaping the industry's development. By contributing our perspectives and learning from the knowledge and experience of others, we strengthen our ability to make well-informed decisions, develop sustainable transport solutions and meet future demands from customers, society and legislators.

For us, sustainability is not only about internal measures – it is also about taking part in the collective effort to shape the future of road transport.





# SMARTER FLOWS – MEASURABLE RESULTS

Transport is a necessary part of society – but how it is planned and executed makes a significant difference. At GN Transport, we work systematically to combine high delivery precision with reduced environmental impact. For us, it is not about choosing between quality and climate – but about optimising both at the same time.

During 2025, we have continued to develop our way of working with a focus on data-driven follow-up and practical improvements. We continuously analyse our flows and actively work to reduce empty runs, increase load factors and use the right transport mode on the right route. Every adjustment – whether related to fuel choice, route planning or intermodal setups – contributes to a more resource-efficient whole.

We monitor key performance indicators such as delivery reliability, loading accuracy, fuel consumption, capacity utilisation and cargo damage. Continuous measurement forms the foundation of our improvement work – and is essential for providing transparency to our customers.

***"What gets measured can be improved – and what is improved creates value for both customer and climate."***

As an ISO 14001-certified organisation, we work in a structured way with environmental management throughout the company. Clear procedures, training and follow-up ensure that sustainability is not a side issue, but a natural part of everyday operations.

Efficient logistics is not only about arriving on time. It is about making the right decisions – every day.



### *WE MEASURE – TO IMPROVE:*

- Loading precision (time & location)
- Delivery precision (time & location)
- Load factor and capacity utilisation
- Cargo damage and deviations
- Fuel consumption and vehicle standards
- Share of intermodal transport

***99.84% of 37,500+ shipments in 2025 were delivered in the correct condition.***

# TRANSPORTS WITH LOWER EMISSIONS

## *FROM FUEL CHOICE TO DATA-DRIVEN IMPROVEMENT*

Road transport remains the core of our operations – and therefore also the area where our climate impact is greatest. That is precisely where our measures make the biggest difference. GN Transport operates a modern fleet of EURO 6-classified trucks, with drivers trained in ECO-driving. Through structured work on driving behaviour, planning and capacity utilisation, we reduce both fuel consumption and emissions in daily operations.

During 2025, we have continued to increase the share of transport using biofuel, either directly in operations or through our biofuel compensation model (insetting). In this way, we contribute to reduced climate impact even in flows where fossil-free operations are not yet fully feasible. At the same time, we closely monitor developments in alternative fuels and electrification. Our focus is to implement solutions when they are technically and commercially sustainable – and when they deliver real impact.

An important tool in this work is EcoTransIT, which provides detailed climate data per transport and per shipment. Through continuous analysis of emissions, route choices and transport modes, we identify improvements and make more informed decisions. This makes our climate work measurable – and manageable. With around 200 trailers and 100 trucks, we operate a flexible and scalable fleet that enables us to combine efficiency with gradually reduced climate impact.

***"Climate work is not a project – it is a continuous improvement process driven by data, decisions and commitment."***

# INVESTMENT IN HUCKEPACK TRAILERS

During 2025, GN invested in 35 Huckepack trailers from Ekeri. The trailers are designed for intermodal transport and can easily be transferred between road and rail without reloading the goods.

By using rail on longer distances, the climate impact per ton-km is reduced, while efficiency and delivery reliability are improved.

**Key benefits:**

- Ability to replace long road distances with rail, resulting in lower $CO_2$ emissions
- Reduced fuel consumption and less dependence on fossil-based road transport
- More efficient flows through fewer transshipments
- Strengthened capacity for sustainable and competitive transport solutions






# THERMO KING ADVANCER

## INVESTING IN EFFICIENCY AND SUSTAINABILITY

During the year, GN invested in 5 Thermo King Advancer units for temperature-controlled transport. Advancer represents a new generation of trailer refrigeration units, combining high energy efficiency, smart power management and operational flexibility – delivering clear benefits for both customers and the environment.

### Benefits for customers:

- **Lower climate impact:** Advancer is designed with sustainability in focus and reduced $CO_2$ emissions through improved fuel efficiency, hybrid or electric operation and alternative power sources, lowering emissions per transported ton-km.
- **Operating cost and efficiency:** The units deliver up to 20% lower fuel consumption compared to previous generations and feature advanced monitoring and proactive performance systems, reducing both fuel costs and maintenance time.
- **Flexibility and future readiness:** Advancer can operate on multiple energy sources (including electric, hybrid and alternative power), is compatible with low-emission urban zones and provides greater flexibility in logistics planning.
- **Reliable temperature control:** Advanced technology ensures faster temperature pull-down and stable temperature management, safeguarding sensitive goods throughout the supply chain.

This investment strengthens GN's offering to customers seeking sustainable, cost-efficient and future-proof temperature-controlled transport solutions, in line with both climate targets and increasing demand for greener logistics.

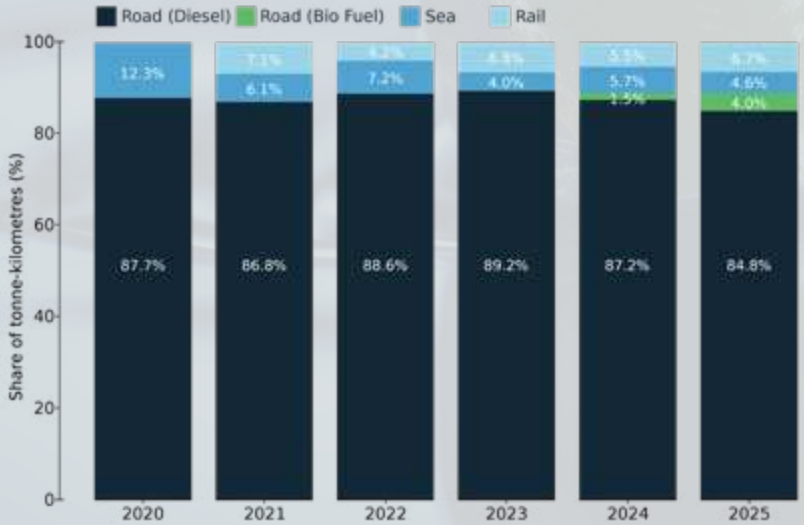
# STATISTICS

To ensure clear, comparable and transparent follow-up of our sustainability work, GN Transport uses 2020 as the base year in our reporting. This provides a stable reference point and enables structured tracking of developments over time. The graphs in this report illustrate how our operations have evolved since the base year – in areas such as transport mix, delivery volumes, delivery precision and climate impact. Together, they provide an overall view of how our investments, working methods and priorities gradually influence both efficiency and sustainability.

By applying consistent measurement methods and openly reporting results, we create transparency towards customers, partners and other stakeholders – and lay the foundation for continued monitoring in line with increasing requirements towards 2030 and 2050.

**Tonne-kilometres / Mode of transport**

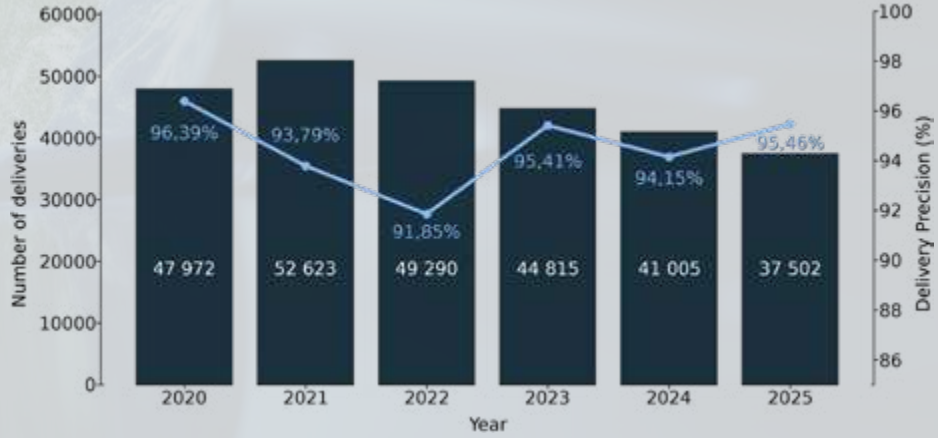
Percentage development of how our goods were transported 2020–2025




*Development of the transport mix 2020–2025 – a gradual shift towards intermodal solutions and biofuel in line with the 2030 and 2050 targets.*

**Delivery volume and precision over time**

Number of deliveries and share delivered on time during 2020–2025




*The graph shows the development of total shipments and the share delivered on time. The consistently high delivery precision reflects robust flows and long-term quality management.*

# TRANSPORT SOLUTIONS IN TRANSITION

## FLEXIBLE FLOWS FOR A SECTOR IN TRANSFORMATION

The transport sector faces increasing demands for both efficiency and reduced climate impact. The EU's 2030 and 2050 targets mean that transport planning must increasingly consider multiple perspectives – from emissions and capacity to resilience and delivery reliability. For GN Transport, the transition is therefore about developing how we use and combine different modes of transport, rather than replacing one with another.

Road transport remains the foundation of our flows between Sweden and France. At the same time, intermodal solutions have become an increasingly important tool where conditions allow. When parts of the route can be carried out by rail or sea, opportunities arise to reduce climate impact, ease pressure on road infrastructure and build more resilient flows over time.

***"The transition is not about replacing road transport – but about using each mode where it creates the greatest value."***

Not all flows are suited to intermodal solutions. Lead times, delivery points, available infrastructure and external timetables define the framework. Our role is to assess each transport in its context and, in close dialogue with the customer, identify the solution that works best – both operationally and environmentally.

With a more flexible approach to transport planning, GN Transport continues to develop its flows in line with the sector's transformation, with clear milestones towards 2030 and climate neutrality as a long-term ambition towards 2050.

***Number of trailers transported by rail 2025***

***535***

***REDUCED $CO_2$ EMISSIONS (TONNES) VIA RAIL 2025***

***909***

***TOTAL KILOMETRES TRAVELLED BY RAIL 2025***

***662.172***

**CLIMATE & ENVIRONMENT**

SOCIAL SUSTAINABILITY

# TAKING RESPONSIBILITY – EVERY DAY

Sustainability is not only about climate and the environment – it is equally about people. GN Transport aims to be a stable, responsible and long-term partner, both as an employer and as a business partner. Our core responsibility is to run a financially sound operation with high quality and strong ethics, while taking responsibility for how our activities impact people, society and the environment.

We take responsibility where we have control and strive to make a difference where we can influence outcomes – in daily operations as well as in the broader context in which we operate as a company and employer.

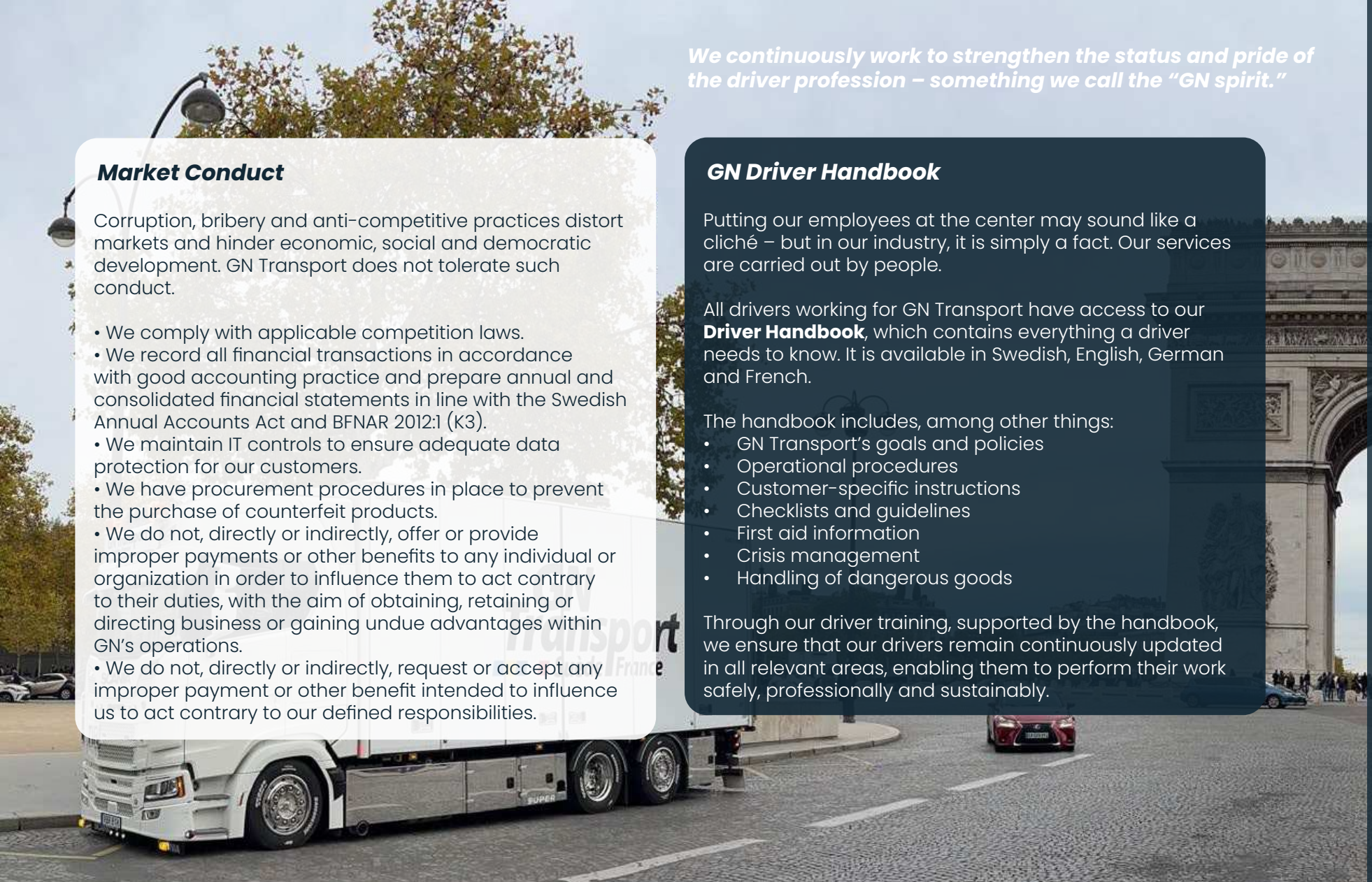
***Our core principles:***

- We conduct our business with integrity and accountability.
- We comply with applicable laws and regulations in the countries where we operate.
- We respect the UN Universal Declaration of Human Rights and take responsibility for how our actions affect employees and the communities in which we operate.
- We maintain open and respectful dialogue with all stakeholders impacted by our activities.
- We require our suppliers and partners to adhere to the principles outlined in our Code of Conduct.

***Transparency and accountability***

To ensure responsible and ethical conduct, GN Transport has implemented a whistleblowing function in accordance with Swedish Act (2021:890). The function enables employees and business partners to report suspected misconduct anonymously and without risk of retaliation.

The whistleblowing system is part of our long-term efforts to strengthen transparency, trust and internal accountability, providing a secure channel for raising concerns that might otherwise go unheard.



***We continuously work to strengthen the status and pride of the driver profession – something we call the "GN spirit."***

## *Market Conduct*

Corruption, bribery and anti-competitive practices distort markets and hinder economic, social and democratic development. GN Transport does not tolerate such conduct.

- We comply with applicable competition laws.
- We record all financial transactions in accordance with good accounting practice and prepare annual and consolidated financial statements in line with the Swedish Annual Accounts Act and BFNAR 2012:1 (K3).
- We maintain IT controls to ensure adequate data protection for our customers.
- We have procurement procedures in place to prevent the purchase of counterfeit products.
- We do not, directly or indirectly, offer or provide improper payments or other benefits to any individual or organization in order to influence them to act contrary to their duties, with the aim of obtaining, retaining or directing business or gaining undue advantages within GN's operations.
- We do not, directly or indirectly, request or accept any improper payment or other benefit intended to influence us to act contrary to our defined responsibilities.

## *GN Driver Handbook*

Putting our employees at the center may sound like a cliché – but in our industry, it is simply a fact. Our services are carried out by people.

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

The handbook includes, among other things:

- GN Transport's goals and policies
- Operational procedures
- Customer-specific instructions
- Checklists and guidelines
- First aid information
- Crisis management
- Handling of dangerous goods

Through our driver training, supported by the handbook, we ensure that our drivers remain continuously updated in all relevant areas, enabling them to perform their work safely, professionally and sustainably.

SOCIAL SUSTAINABILITY




# OUR EMPLOYEES

***SECURE WORKING CONDITIONS CREATE QUALITY***

At GN Transport, we see our employees as the foundation of our delivery. High service levels, delivery precision and long-term customer relationships all begin with a safe and well-functioning work environment.

We actively work to create a workplace where people can develop, take responsibility and feel proud of their work. This means clear roles, short decision-making paths and a culture built on dialogue, respect and collaboration.

We offer wellness allowances, regular performance reviews and an open organisation with close cooperation between departments. Our flat structure enables fast knowledge-sharing, effective problem-solving and strong teamwork.

A sustainable business is not built on technology and processes alone – but on committed people who thrive and grow. That is why social sustainability is a natural part of our long-term strategy.




# THE IMPORTANCE OF RELATIONSHIPS

***RELATIONSHIPS WITH OUR EMPLOYEES***

Maintaining strong and lasting relationships with all employees, built on mutual respect and dignity, is essential to GN Transport. The employment conditions we offer meet at least the minimum requirements of national legislation and relevant ILO conventions.

- We provide a safe and healthy work environment and continuously strive to improve it.
- We offer equal opportunities regardless of gender, gender identity or expression, ethnicity, sexual orientation, religion or belief, disability or age. Discrimination and harassment are not tolerated.
- GN Transport provides a whistleblowing function where employees and partners can safely report misconduct or justified concerns. Reports are reviewed and addressed properly, without risk of retaliation.
- We recognise employees' right to form or join trade unions in accordance with national laws and principles.
- We offer training opportunities that support employees in their current and future roles.
- We do not employ anyone under the age of 15, or any higher applicable legal minimum age.
- We do not use forced labour or any other form of involuntary work.
- We do not allow practices that restrict employees' freedom of movement.

SOCIAL SUSTAINABILITY

# WHEN PLANNING BECOMES REALITY

## *MEET KARIN HALL IN BACK OFFICE – THE ADMINISTRATIVE HUB AT GN TRANSPORT*

Behind every smoothly executed transport lies extensive administrative work. For Karin Hall, daily life is about making all the pieces fit together – from bookings, quotations and documentation to customer contact and coordination with both internal teams and external carriers.

Karin serves as a central link in the daily flow. Her role is broad, varied and essential to keeping the overall operation aligned in a business where conditions can change quickly.



### Many moving parts – one responsibility

*– There is a lot that needs to work at the same time. Bookings, inquiries, ferry reservations, transport orders, loading and deliveries – plus all the documents that need to follow the truck. At the same time, customers expect quick answers and practical solutions in their daily operations.*

**The role also involves continuous contact with external carriers working on behalf of GN Transport, where clarity and good planning are essential.**

### Structure that creates flow

*– A big part of the job is staying one step ahead. When everything around the transport is prepared, drivers can focus on driving and customers receive exactly what has been promised.*

**It's in the details that reliability and quality are built – both internally and towards the customer.**

### Customer dialogue in practice

*– Customers reach out with everything from small questions to last-minute changes. Being accessible and solution-oriented is a key part of the role.*

**Dialogue is central to the work.**

### Why GN Transport?

*– I work closely with both the Transport Manager and Traffic Planning, and I experience a strong sense of trust. You are given responsibility, but you always have support from colleagues. There is a clear willingness here to collaborate and solve things together.*

***"Good logistics is often about what you don't see – structure, communication and getting the details right."***

*Interview with Karin Hall, a key administrative contributor to GN Transport's daily logistics operations.*

# EMPLOYEES – KEY FIGURES










Total sick leave: 3,9 %
Long-term sick leave: 0 timmar
Total hours worked: 41 213

Behind every transport are people. Our key figures reflect a stable organisation with clear structures, low absenteeism and steady development over time. The total number of employees has decreased slightly in recent years, in line with the current economic climate and a more cautious market – while maintaining high delivery precision and strong customer satisfaction.

For us, sustainability is not only about climate. It is equally about working conditions, competence and long-term stability. A secure and engaged organisation is the foundation for delivering quality – every day.




NUMBER OF EMPLOYEES

# CUSTOMER SURVEY

## Overall Customer Satisfaction

As part of our customer survey, we asked our customers to rate their overall satisfaction with GN Transport. The results show consistently high satisfaction, with all responses in the two highest rating categories. The distribution provides a clear picture of how our customers experience the partnership in practice.



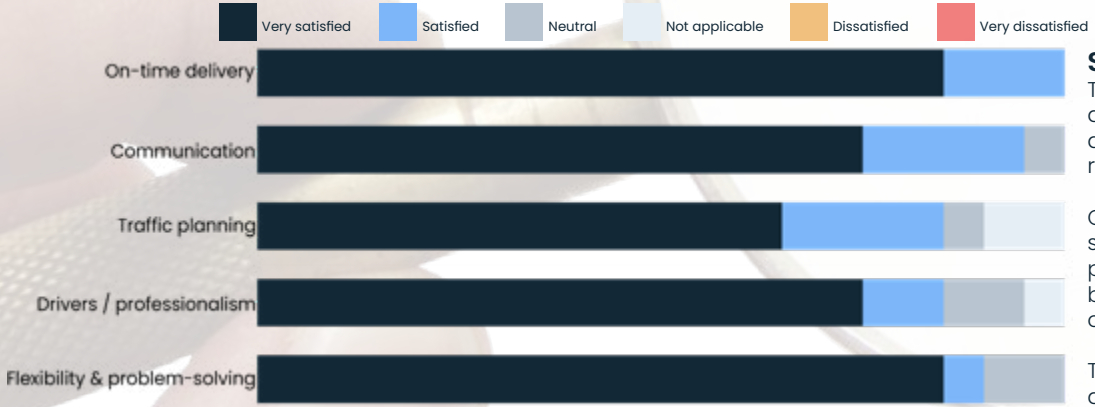

**4.70**
Average rating

## Likelihood to Recommend (NPS)

The results indicate a very high willingness to recommend GN Transport. With an NPS score of 90, based on a clear majority of promoters and no detractors, the survey reflects strong confidence in our services. Such a high NPS score highlights long-term customer relationships, high delivery quality and close day-to-day collaboration.




The survey shows that 90% of respondents are ambassadors who would actively recommend GN Transport, while 10% are neutral. No negative ratings were recorded.




All response options from "Very dissatisfied" to "Very satisfied" were included in the survey. No responses fell into the "Dissatisfied" or "Very dissatisfied" categories.

## Service Areas – Customer Satisfaction (%)

The results show consistently very high customer satisfaction across all evaluated areas. Particularly strong ratings were given for on-time delivery, flexibility and professional conduct, where a clear majority of responses were "Very satisfied."

Communication and traffic planning also received high scores, with a small share of neutral responses – valuable input for our continued improvement efforts. Overall, the findings confirm that our focus on accessibility, accountability and solutions that work in practice is appreciated by our customers.

The customer survey provides both confirmation of what is working well and a foundation for continued development together with our customers.

# INDEPENDENT ASSESSMENT

GN Transport participates in external sustainability assessments to ensure transparency, quality and continuous improvement in our sustainability work. An important tool is EcoVadis – a global platform that evaluates companies' performance in environment, ethics, labour practices and responsible sourcing.

Through EcoVadis, we receive an independent review of our processes and clear guidance on areas for improvement. For us, participation is not primarily about ratings, but about working in a structured, long-term and transparent manner in line with international sustainability standards.




***To maintain a high level of sustainability in practice, the choice of partners is crucial. GN Transport therefore works with established and specialised actors that contribute to quality, transparency and reliable reporting.***

**EcoTransIT** is a key tool in our climate calculations. The platform enables detailed and standardised emission calculations per transport and shipment, streamlining our reporting and allowing us to meet increasing demands from customers and other stakeholders. Our investment in EcoTransIT strengthens our ability to deliver reliable and comparable climate data.

EcoTransIT World

At GN Transport, we strive for transparency and continuous improvement in sustainability. We therefore actively participate in external evaluation systems such as SupplierAssurance and EcoVadis – partly to improve ourselves, and ultimately to strengthen our competitiveness.

## SupplierAssurance and SAQ 5.0

SUPPLIER ASSURANCE

GN Transport also participates in SupplierAssurance, a global evaluation system that assesses companies' sustainability performance through the Sustainability Assessment Questionnaire (SAQ 5.0). The assessment covers areas such as corporate governance, human rights, labour conditions, environment and business ethics. In the most recent evaluation, GN Transport achieved a C51 rating, placing us in the so-called amber zone. The result shows that we meet several key sustainability criteria while having identified areas for continued improvement.

SAQ 5.0 SCORE: **C51**

SOCIAL SUSTAINABILITY

# COMMUNITY ENGAGEMENT

For many years, GN Transport has been an active part of the local community. For us, it is more than sponsorship – it is about taking responsibility where we operate.

By supporting associations such as HK Drott, Halmstad Hammers and Halmstad BK, we help create opportunities for children, young people and adults to meet, develop and thrive. Community sports foster togetherness, security and confidence in the future – values that also reflect how we aim to operate as a company.

***"When the local community grows stronger, so do we."***

Our engagement also strengthens our connection to the surrounding region. It builds relationships, creates internal pride and further anchors GN Transport in the area where we have our roots.



# DIGITAL DEVELOPMENT – STEP BY STEP

Digitalisation is a natural part of how GN Transport develops its operations. Our work is focused on simplifying everyday tasks, strengthening quality and creating better conditions for both customers and employees.

Our website now serves as a central platform for customer dialogue, information and marketing communication. With improved structure, functionality and a modern look, it more clearly reflects who we are and how we work – with accessibility and clarity in focus.

In parallel, continuous development is taking place behind the scenes. We further improve integrations, reporting and internal ways of working, including internal dashboards, enhanced EDI flows and more structured climate data linked to our transports. The guiding principle is always the same: digital solutions should simplify daily operations and provide better visibility – not create unnecessary complexity.

At the same time, we are exploring how new digital solutions, including AI-based tools, can over time contribute to more efficient flows, better decision support and higher quality. The work is still at an early stage, but it is an important part of our long-term digital ambition.

***"Digital solutions should simplify everyday work, create clarity and support better decisions – not add complexity."***

We are also reviewing how new digital solutions, including AI-based tools, can in the long run contribute to more efficient flows, improved decision support and higher quality. The work is still in an early phase, but it is a clear part of our long-term digital ambition.

Our digital journey is ongoing and develops in line with operational needs – step by step, with a forward-looking focus.


GN Logistics


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