



Scanlog Sustainability report 2025

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This sustainability report covers Scandinavian Logistics Partners AB, company registration number 556492-6383, and Scandinavian Logistics Partners AS, company registration number 929 048 660, for the period 1 January to 31 December 2025.

The report reflects the matters that are material to our operations, identified through our own analyses and surveys. In preparing this report, we have drawn inspiration from the VSME framework and its principles to ensure that the content is relevant.

The standard has guided the scope and content of the sustainability report. The underlying data and statistics have been obtained from internal systems and processes and cover our entire operation. The report has not been externally assured.

For further information and questions, please contact **Matilda Thulin, Chief Sustainable Growth Officer**, matilda.thulin@scanlog.com

Highlights 2025

INSETS

In 2025, Scanlog and our customers invested in insets corresponding to an emission reduction of 2,720 tonnes of CO₂e. This was a record year for both the sale of and investment in insets at Scanlog. Through this initiative, we continue to accelerate the transition to more sustainable transport and reduce the climate impact in our value chain. Read more about our inset offering on page

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WINNER AT THE WPA CONFERENCE

At the annual WPA conference, Scanlog received the Excellent Operations award, voted for by our colleagues in the WPA network. The award shows that our partners appreciated our communication and operational performance during the year.

48.25% fossil-free

48.25% of all containers transported by Scanlog generated no emissions.

BUSINESS EXCELLENCE

In 2025 a new function, Business Excellence, was implemented at Scanlog to improve quality and strengthen our business. Read more on page

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7^{OUT} OF 10!

Seven of our ten largest customers purchased fossil-free transport from Scanlog.

CUSTOMER CARE

Our Customer Care programme was implemented. Customer Care is one of our central initiatives for strengthening the customer experience and employee engagement. Read more on page

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CEO'S MESSAGE

This is the third sustainability report you are holding in your hands. Three years into this journey, I can conclude that each report reflects a company that is genuinely moving forward, not only in words but in action. That is exactly how it should be.

At the same time, this is my first sustainability report as CEO of Scanlog. I take on the role with both humility and confidence in the future. Together with our employees, customers and partners, I look forward to continuing to develop Scanlog's position in sustainable logistics and building on the strong foundation that has already been laid.

We are operating in a world that challenges our entire industry. Geopolitical turbulence, squeezed margins and a global climate in which sustainability is all too often pushed aside in favour of short-term considerations. That concerns me. Not for Scanlog's sake, because we have never doubted our direction, but because every delay in the transition costs time we do not have.

Let me be clear: sustainability is not a separate track running alongside the business. It is the business. A business that is not environmentally sustainable is not financially sustainable either, and vice versa. This is our fundamental conviction, and it permeates every decision we make, in our dialogue with customers, in our choice of suppliers and in how we design each individual transport solution. This is how we built Scanlog, and this is how we will continue.

What impresses me most as I take over as CEO is not an individual metric or a new service, but the position Scanlog has managed

to establish. Today, Scanlog is a recognised centre of expertise in sustainable logistics. This opens doors to forums and discussions where we can influence the direction of the industry, not only our own. It is a responsibility we take very seriously.

We also act when the headwinds are strongest. In May, we ran an air freight campaign in which we funded Sustainable Aviation Fuel, SAF, for a number of predefined destinations. The purpose was simple: to show that sustainable logistics does not need to be complicated or expensive. We covered the cost to lower the threshold for our customers. That is Responsible Logistics in practice.

We are convinced that the only way forward is always to offer the sustainable alternative without compromising our customers' profitability requirements. A business that does not work financially is not truly sustainable either. This is the balance we navigate every day, and it is precisely this balance that we manage better than most. Scanlog shall be at the forefront. Not because it is good for the brand, but because it is the only reasonable position if you are serious.

With love,
Magnus Jallinder

ABOUT US

Scandinavian Logistics Partners, Scanlog, is an international logistics company specialising in innovative, cross-border transport solutions by sea, road, rail and air, together with associated services.

Scanlog offers international transport using all modes of transport. Regardless of mode, Scanlog designs international door-to-door solutions that include value-added services such as customs management, control tower services and IT services.

Our primary responsibility is to organise and execute freight transport quickly, safely and cost-effectively. Scanlog's responsibility includes physical flows, information flows and financial flows. Drawing on the team's specialist expertise and experience, we tailor end-to-end solutions to individual preferences and needs. Fossil-free solutions can be offered for all modes of transport.

With offices in Sweden and Norway and a global network of partners, Scanlog has a strong worldwide presence.

RESPONSIBLE LOGISTICS

Scanlog was founded in 2013 with a clear ambition to build a logistics company with responsibility as its guiding principle. We take comprehensive responsibility for our value chain, both upstream and downstream. Scanlog creates value for customers, suppliers and employees through a culture of responsibility embodied in our motto, Responsible Logistics. For us, this means delivering transport services with maximum cost efficiency, minimum negative environmental impact and the highest quality.



**MAXIMUM
COST EFFICIENCY**



**MINIMUM
NEGATIVE
ENVIRONMENTAL
IMPACT**



HIGHEST QUALITY

NET SALES

SEK 438,079

PROFIT / LOSS

SEK -1,882

TRANSPORT WORK

1,463,975,167
tkm

DISTANCE TRANSPORTED

91,674,019 km

CO₂ EMISSIONS

21,840
tonnes

CO₂ EMISSIONS / TKM

0.014

WINNINGTEMP

7.9

EMPLOYEES

40

AVERAGE AGE

43.2

HEALTHY
ATTENDANCE RATE

97.74%

POLICIES

BUSINESS ETHICS POLICY | WORK ENVIRONMENT POLICY | IT POLICY
GENDER EQUALITY POLICY | CREDIT POLICY | QUALITY AND ENVIRONMENTAL
POLICY | DIVERSITY AND INCLUSION POLICY | WHISTLEBLOWING POLICY
STRESS POLICY | SUPPLIER CODE OF CONDUCT | COMPANY CAR POLICY
FOREIGN EXCHANGE POLICY

WOMEN

45%

WOMEN
ON THE BOARD

20%

WOMEN IN
IN SENIOR
POSITIONS

33%



ORGANISATION

Our employees are Scanlog's most important asset. Our corporate culture is based on the equal value of every person and a clear ambition to be an attractive and responsible employer. To continuously monitor employee well-being and job satisfaction, we conduct a weekly anonymous employee survey that is sent to all employees.

The survey provides a pulse check on well-being across the organisation and enables management to monitor trends continuously and identify where action may be needed. The 2025 results show employee satisfaction of 7.9 out of 10, slightly above the benchmark index of 7.8. We scored above eight in the categories of engagement, team spirit, advocacy, equality and diversity, and psychological safety. No category scored below 6.9. In 2026, we are working towards an overall score of 8 and a higher response rate.

At Scanlog, we are convinced that a healthy organisation is a prerequisite for long-term success. Systematic work environment management is primarily led by the management team, site managers and health and safety representatives, and covers both the physical and psychosocial work environment. The work is supported

by clear guidelines in our employee handbook and governing policies, which are firmly embedded in the organisation and reviewed annually. To ensure regulatory compliance and up-to-date working practices, Scanlog continuously monitors legislative updates in the field of occupational health and safety.

Scanlog's employees are predominantly employed on permanent contracts. The company has a limited proportion of fixed-term employment, mainly related to internships and temporary needs. Most employees work full time.

Diversity and inclusion are integral to Scanlog's values. We believe that differences enrich the organisation and contribute to development and innovation. This includes, but is not limited to, differences in sex, gender identity or expression, age, ethnic background, sexual orientation, disability, religion or other belief.

In recruitment, Scanlog actively promotes gender equality and diversity. Our aim is to attract, recruit, develop and retain employees with different backgrounds, experiences and perspectives. As an employer, we strive to reflect the diversity of the communities in which we operate. In recruitment, we work with both the Swedish Public Employment Service and private recruitment companies. Scanlog also regularly welcomes interns from universities and higher vocational education institutions at all offices and has on several occasions recruited employees through New Start Jobs and similar initiatives. Our work in these areas is governed and guided by our Diversity and Inclusion Policy.

All employees complete internal sustainability training, including basic training when they join the company and ongoing training in relevant areas.

BUSINESS AREAS

Scanlog is organised into four business areas: Sea, Air, Intermodal and Special Projects. Supporting functions comprise Business Excellence, Finance & HR, Sales, and Strategy, Communication & Sustainability. The company structure creates the conditions required to carry out our assignments efficiently and in line with our motto, Responsible Logistics.

MARKETS AND CUSTOMERS

Scanlog offers transport and logistics solutions with global reach. The company's customers are primarily Swedish and Norwegian businesses with import and export flows to and from Scandinavia. Scanlog designs transport solutions based on the customer's needs and prevailing conditions. Within Europe, transport arrangements are largely characterised by intermodal solutions, enabling a resource-efficient combination of different modes of transport. For global flows, sea and air freight predominate, and Scanlog actively optimises the choice of transport mode based on both delivery requirements and environmental impact.

Scanlog works with customers across a broad range of industries, with particular strength in the following segments: Food industry » Swedish industry » Consumer products » Transport of dangerous goods.





BUSINESS EXCELLENCE

In 2025, a new function was implemented at Scanlog. Business Excellence is a supporting and driving function focused on developing and improving our business and ways of working, both operationally and commercially. The department is an important investment in higher quality and efficiency.

Its responsibilities include process improvement, quality and performance, as well as support in supplier procurement and customer implementation. Through data, analysis and digital solutions, we contribute to more accurate decisions, stronger customer experiences, long-term business relationships and more efficient logistics operations across all modes of transport. The Business Excellence function bridges business, operations and IT, with customer value at its core.



CUSTOMER CARE

In 2025, we implemented our Customer Care programme. It is one of our central initiatives for strengthening the customer experience and employee engagement. Through regular and structured follow-up, we monitor how our customers experience their cooperation with us. Each office has a designated Customer Care representative. Customer Care is a systematic approach to ensuring high customer satisfaction and long-term customer relationships.

- » Strengthen our customer value so that Scanlog becomes the obvious choice and the hardest choice to replace.
- » Continuously develop our offering based on customers' actual needs.
- » Shift from reactive to proactive customer care by staying one step ahead in dialogue, analysis and service.

The background of the image is a sky filled with large, dark, and textured clouds. A bright light source, likely the sun, is positioned behind the clouds, creating a powerful sunburst effect with rays of light radiating outwards. The overall color palette is dominated by deep blues and greys from the clouds, contrasted with the bright white and yellow of the sun and its rays.

A sustainable company
that works with logistics

STRATEGY

Scanlog's operations are governed by the company's owner directives and corporate strategy, in which sustainability is a central and integrated component. The corporate strategy is rooted in a sustainability perspective and based on the materiality assessment that identifies the sustainability matters of greatest significance to the business and its stakeholders.

The strategy's three main areas represent the company's ESG work. Each area has clear objectives and associated action plans. The strategy sets out how Scanlog will move from being a logistics company that works with sustainability to being a sustainable company that works with logistics.

To respond to the increased requirements of the EU Corporate Sustainability Reporting Directive, CSRD, Scanlog presented a double materiality assessment in 2024. It considers both impacts on the outside world and financial risks and opportunities, even though Scanlog is not subject to the CSRD reporting requirements.

The result of the double materiality assessment shows that the following sustainability areas are material to Scanlog:

- » Climate change mitigation
- » Climate change transition cost
- » Resource outflows related to products and services
- » Pollution: air

A SUSTAINABLE BUSINESS

OUR CLIMATE COMMITMENT

A CARING COMPANY

An aerial photograph of a rural landscape at dawn or dusk. The foreground shows a green field with distinct diagonal furrows. A thick layer of white mist or fog fills the middle ground, partially obscuring a large, dark forest. In the background, rolling hills and more fields are visible under a soft, hazy sky. The overall mood is serene and atmospheric.

Emission reductions through insets

Scanlog works systematically to contribute to the transition to fossil-free transport, in line with the company's strategy and identified material sustainability matters. Progress against objectives and key performance indicators is presented on page 27 of the original report.

Since 2024, Scanlog has offered fossil-free solutions for all modes of transport. An important tool for enabling this is the provision of emission reductions through insets. In 2025, Scanlog's inset solutions helped reduce greenhouse gas emissions from shipping by 37% compared with the base year.

Insets represent verified ownership of the right to claim an indirect emission reduction that occurs within the company's own value chain. The insets are generated,

transferred and used through the Book and Claim mechanism in accordance with the transport sector methodology developed by Smart Freight Centre, SFC, as part of its voluntary market-based system for accounting and reporting logistics emissions.

The reduction takes place through the use of fossil-free fuel in accordance with the mass balance principle. The mass balance principle is an important tool for accelerating the transition to a fossil-free logistics industry.

Scanlog uses inset solutions to reduce emissions from sea, air and road transport where direct emission reductions are not practically possible. The design of the solutions varies between transport modes. For sea freight, the emission reduction is achieved through the use of BioLNG bunkered in vessels at European ports. For air freight, Sustainable Aviation Fuel, SAF, is used and supplied to aircraft in the United States. For road transport, renewable fuels such as HVO and RME are used in trucks in Sweden.

All insets offered by Scanlog are additional, meaning that the emission reductions go beyond what would have occurred without the relevant measure.

All biofuels included in Scanlog's inset solutions are certified in accordance with ISCC, International Sustainability and Carbon Certification, an international certification system that ensures sustainability and traceability throughout the value chain. The certification is regularly audited by independent certification bodies.

The insets offered by Scanlog are verified by independent verification bodies in accordance with ISO 14083:2023. Traceability is verified in accordance with ISO 22095:2020.

Insets and other market-based mechanisms are central tools for increasing demand for fossil-free fuels and thereby supporting the transport sector's transition. Scanlog actively works to spread knowledge about these solutions and to further develop methods and processes that strengthen their transparency, credibility and impact.

In the transition from a transport sector that is currently dependent on fossil energy to a fossil-free future, these mechanisms are considered crucial for creating the market signals and investments required to scale up the production and use of sustainable fuels.



BUSINESS ETHICS

All suppliers that sign Scanlog's Supplier Code of Conduct also confirm that all subcontractors comply with the requirements throughout the value chain. All assignments are carried out in accordance with the CMR Convention and the General Conditions of the Nordic Association of Freight Forwarders, NSAB, where applicable.

Our Supplier Code of Conduct is based, among other things, on the UN Global Compact, the UN Guiding Principles on Business and Human Rights and the OECD Guidelines. It includes requirements relating to a safe and healthy work environment, human rights, the environment, anti-corruption, data integrity and the reporting of non-conformities.

Scanlog has the right to assess compliance with the requirements of the Supplier Code of Conduct. If a Scanlog supplier fails to comply with the Code, Scanlog reserves the right to take appropriate action against the supplier. This may also lead to immediate termination of the business relationship and to claims for damages and other rights being asserted.

No cases of corruption, bribery or unethical business practices were reported in 2025. Scanlog has had a whistleblowing function for many years, enabling employees to report misconduct or irregularities. No whistleblowing reports were submitted in 2025. No incidents of harassment or bullying were reported.



Our sustainability journey



2013 SCANLOG FOUNDED

2014 SCANDINAVIAN RAIL SHUTTLE LAUNCHED

2015 ISO 14001

2019 CARBON OFFSETTING OF AIR FREIGHT
AT NO EXTRA COST TO CUSTOMERS

2020 SCANDINAVIAN POLAR SHUTTLE LAUNCHED

2022 CHIEF SUSTAINABILITY OFFICER RECRUITED

2023 NEW STRATEGY TOWARDS BECOMING A SUSTAINABLE COMPANY LAUNCHED

2023 FOSSIL-FREE AIR FREIGHT LAUNCHED

2023 JOINED THE UN GLOBAL COMPACT

2023 SCANLOG DEVELOPED 100% FOSSIL-FREE SEA FREIGHT

2024 FIRST CUSTOMER PURCHASED 100% FOSSIL-FREE SEA FREIGHT

2025 RECORD SALES OF FOSSIL-FREE TRANSPORT, INCLUDING INSETS



**CHIEF SUSTAINABLE GROWTH
OFFICER'S MESSAGE**

**»In a changing
world, we stay
the course«**

Looking back on 2025, it is difficult not to conclude that the world around us changed. In my more than ten years as a sustainability leader, I have never experienced the conditions for the climate transition changing so rapidly and in so many different directions at the same time.

We saw growing hesitation about climate action and responsibility, both in business and politics, nationally and globally. Policy instruments that had previously driven the transition forward were simplified, delayed or called into question. In some cases, initiatives were stopped altogether. Developments surrounding the IMO's work towards a fossil-free shipping sector and the easing of certain parts of the EU Green Deal are examples of this trend.

Climate investments were postponed, sustainability budgets were reduced and many companies reconsidered their ambitions. This affected demand for fossil-free transport solutions. As transport costs rose, many organisations also became less willing to invest in emission reductions.

In such a situation, companies face a choice: adjust to a lower level of ambition or remain committed to their long-term direction. At Scanlog, we have chosen the latter.

Together with customers and partners who share our ambition, we continued to drive the transition forward,

even as conditions became more challenging. In 2025, we sold more 100% Fossil-Free Sea Freight than ever before. This resulted in record emission reductions while we maintained our business volume. This would never have been possible without our fantastic customers, whose priorities align with ours.

»Despite the headwinds, we once again succeeded in breaking the link between economic growth and emissions«

Like many other sectors, the logistics industry has been characterised by a strong link between growth and increased emissions. Our ambition is to break that link, and both 2024 and 2025 show that it is possible to combine business growth with a reduced climate impact. This is something of which we are very proud.

Our 100% Fossil-Free Sea Freight has been highly significant to the result. Without inset solutions, I would argue that it would not have been possible. At the same time, we see a continued need to improve knowledge and understanding of insets.

For the transport sector to reduce its emissions in the short and medium term, these solutions need broader acceptance and use.

We are convinced that the future of transport is fossil-free, and we will continue working to accelerate that development. Success requires close cooperation among participants throughout the value chain.

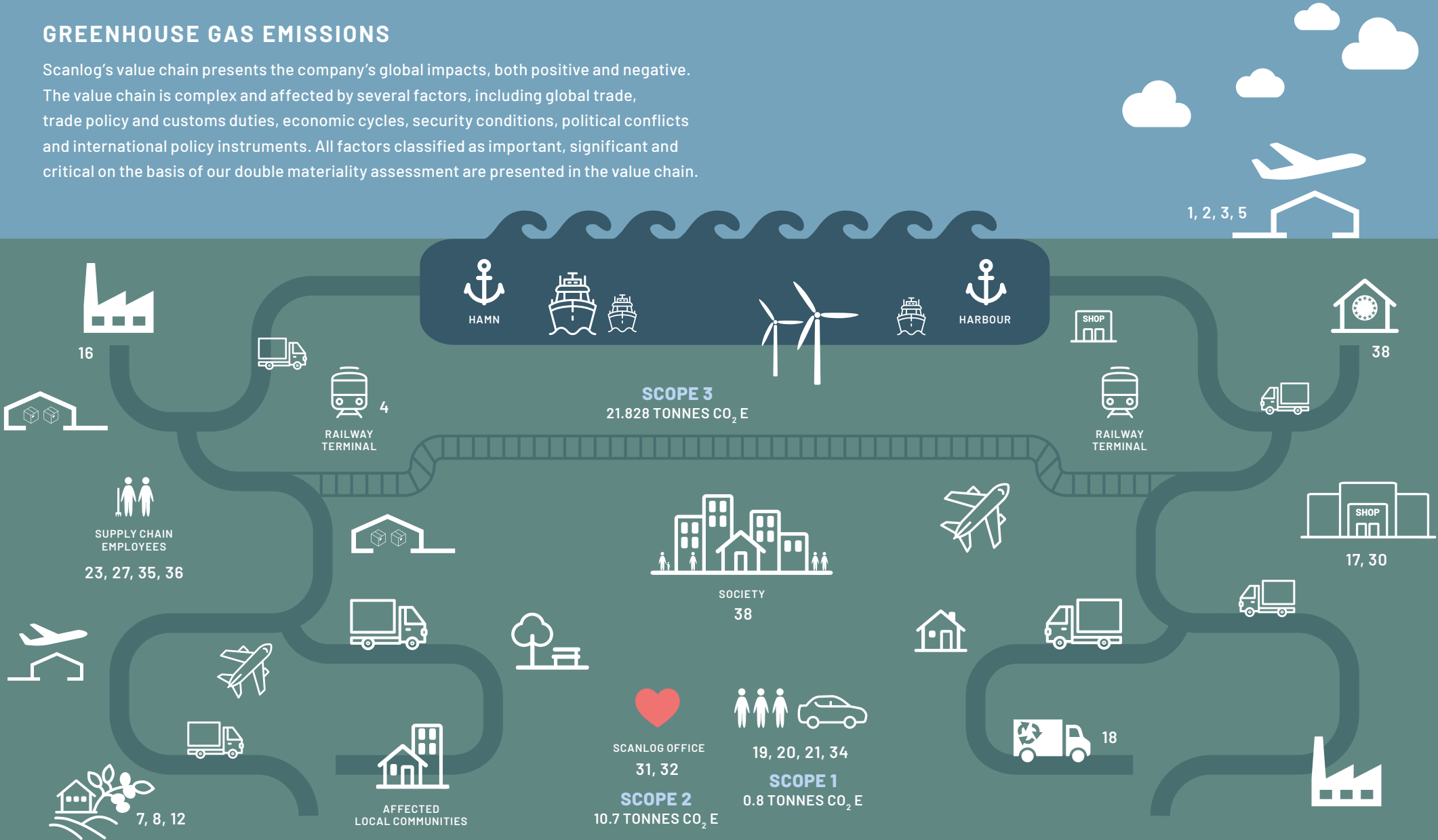
Reducing dependence on fossil fuels is not only about the climate. It is also about reducing geopolitical risks, creating more stable energy markets and strengthening the resilience of the global economy. Today's dependence on fossil energy represents a significant vulnerability that we need to reduce together.

Conditions have become more challenging, but we are maintaining our focus and our fossil-free objectives. With a sustained long-term strategy and close cooperation with customers and suppliers, we continue to invest in the transition. The winds may have changed, but for Scanlog and many of our fantastic customers, the course remains unchanged. And soon, we will have the wind at our backs again.

Matilda Thulin

GREENHOUSE GAS EMISSIONS

Scanlog's value chain presents the company's global impacts, both positive and negative. The value chain is complex and affected by several factors, including global trade, trade policy and customs duties, economic cycles, security conditions, political conflicts and international policy instruments. All factors classified as important, significant and critical on the basis of our double materiality assessment are presented in the value chain.



E1: CLIMATE 1 - 3

Climate change: 1 opportunity, 2 mitigation, 3 transition cost.

E2: POLLUTION 4 - 9

4 energy, 5 air, 6 water, 7 soil, 8 living organisms.

E3: WATER & MARINE RESOURCES: 10 - 11

11 use of marine resources.

E4: BIODIVERSITY AND ECOSYSTEMS: 12 - 15

12 direct impact of biodiversity loss.

E5: RESOURCES AND CIRCULAR ECONOMY: 16 - 19

16 resources inflows, including resource use, 17 resource outflows related to products and services, 18 waste.

S1: OWN WORKFORCE: 20 - 22

19 positive working conditions, 20 working conditions, 21 equal treatment and opportunities for all.

S2: WORKERS IN THE VALUE CHAIN: 23 - 26

23 working conditions.

S3: AFFECTED COMMUNITIES: 27 - 29

27 positive economic, social and cultural rights of communities.

S4: CONSUMERS AND END USERS: 30

30 positive information-related impacts for consumers and end users.

G1: BUSINESS CONDUCT: 31 - 38

31 corporate culture, 32 positive corporate culture, 33 protection of whistle blowers, 34 positive political engagement and lobbying activities, 36 management of relationships with suppliers, 38 wars/instabile economics and world trade.

Scanlog's greenhouse gas emissions are presented in Scopes 1, 2 and 3.

Scanlog compiles its emissions annually in a greenhouse gas inventory in accordance with the Greenhouse Gas Protocol. After value-chain-based emission reductions through insets, our market-based net greenhouse gas emissions amounted to 21,840 tonnes of CO₂e, representing a marginal decrease compared with the previous year. All emissions are reported as CO₂ equivalents on a well-to-wheel basis. Emissions per tonne-km were 0.014.

SCOPE 1

Emissions from our own operations, generated by company cars. All vehicles owned by Scanlog are now electric vehicles, in accordance with the Company Car Policy.

SCOPE 2

Emissions generated by electricity consumption, heating and cooling at our four offices. We use renewable electricity at all offices and district heating at all offices except Malmö, which uses biogas.

SCOPE 3

All emissions in our value chain. Scanlog's by far largest emissions are generated in the transport services we perform for customers. Transports for 99% of our total greenhouse gas emissions.

All transport emissions are calculated using EcoTransIT.

MEASURES & RESULTS

OWN OPERATIONS

Offices and company cars:

- » All offices are supplied with renewable electricity and energy-efficient district heating.
- » All company cars are electric. From 2024 to 2025, emissions from company cars decreased by 81.7%.
- » All business travel by air is carried out using fossil-free aviation fuel, SAF.

OUR SUPPLIERS

- » All suppliers have signed our Supplier Code of Conduct.
- » Our suppliers help Scanlog deliver fossil-free solutions for all modes of transport.
- » All suppliers are assessed on the basis of quality, cost and environmental requirements.

OUR CUSTOMERS

- » 70% of our ten largest customers purchase fossil-free transport from us.
- » We sold 2,550 tonnes of CO₂ reductions through insets in 2025.
- » All customers are offered the opportunity to purchase fossil-free fuel for all shipments across all modes of transport.





48.25%

IN 2025, 48.25% OF OUR SEA-FREIGHTED TEU VOLUME
WAS TRANSPORTED USING 100% FOSSIL-FREE SEA FREIGHT
THROUGH INSET SOLUTIONS.

FOSSIL-FREE BUSINESS TRAVEL

For all business travel by air, Scanlog invested in Sustainable Aviation Fuel, SAF. This was carried out through an inset solution and is registered in the SAFc Registry. Scanlog invested in SAF corresponding to 29 tonnes of CO₂e, resulting in a 100% reduction in greenhouse gas emissions.

RISK MANAGEMENT

Scanlog works systematically to identify, assess and manage risks associated with its operations and value chain. Risk management is integrated into corporate governance and is based on the company's strategy and completed materiality assessment. Identified sustainability risks primarily include climate-related risks, value-chain emissions, business ethics and risks associated with supplier and partners.

The Board has ultimate responsibility for risk management, while executive management is responsible for the operational work of identifying risks, deciding on measures and monitoring developments. The work is supported by governing policies, such as the Code of Conduct, supplier requirements and the whistleblowing function, which help prevent and manage risks both in our own operations and in the value chain.

SUSTAINABILITY GOVERNANCE

Sustainability is integrated into Scanlog's business strategy and implemented throughout our operations. The Board decides on the company's strategy and has ultimate responsibility for ensuring that the company actively addresses material sustainability matters.

Corporate management jointly drives the sustainability agenda and ensures that the company has the resources required to achieve the desired results. Corporate management decides on objectives, action plans and policies. Day-to-day responsibility for sustainability work lies with Scanlog's Chief Sustainable Growth Officer.



CORPORATE GOVERNANCE

Scanlog is a limited company owned as follows: Svenska Orient Linien AB, company registration number 556605-0950, headquartered in Gothenburg 50.1%, Sunwid Holding AB, company registration number 556846-0488, headquartered in Stockholm 30.1% and SLP Intressenter AB, company registration number 556880-3299, headquartered in Stockholm 19.8%.

EXECUTIVE MANAGEMENT



MAGNUS JALLINDER
Chief Executive Officer



LINA LIND
Chief Financial Officer



ERDAL RESIDOVSKI
Business Excellence Director and Intermodal Director



MATILDA THULIN
Chief Sustainable Growth Officer



ROBIN STENMARK
Sales Director



MYRIAM NYSTRÖM
Sea Freight Director



MIKAEL LARSSON
Air Freight Director



ANDERS ØYEN
Managing Director Norway

BOARD OF DIRECTORS



MATHIAS WIDEROTH
Chair of the Board



MICHAEL KJELLBERG
Board member



TOMMY KALIN
Board member



ANNA PERSSON
Board member



CERTIFICATIONS, PERMITS, MEMBERSHIPS AND PARTNERSHIPS

ISO 14001 AND 9001 Scanlog is certified to ISO 9001 and ISO 14001. Our management system is one of our most important tools for creating structure in procedures, processes and follow-up.

ECOVADIS Scanlog holds an EcoVadis Bronze rating. EcoVadis is a tool that supports us in assessing and managing sustainability practices in our supply chain. During 2025, Scanlog worked actively towards achieving EcoVadis Gold.

AEO Scanlog has held the EU Authorised Economic Operator, AEO, authorisation since the company was founded. The authorisation aims to increase security worldwide and support efficient and consistent customs management in the EU. It means that Scanlog's customers can be confident that their goods have been stored, loaded, handled and transported safely by authorised personnel.

IATA Accreditation by the International Air Transport Association, IATA, enables us to book international air freight directly with airlines, issue Air Waybills and handle freight in accordance with IATA's global safety and quality standards. The licence demonstrates that we have the right expertise, financial stability and compliance with high industry standards. It strengthens our credibility and efficiency and provides better control over the transport chain, as well as access to IATA's global systems and network.

SECURITY APPROVAL FROM THE SWEDISH TRANSPORT AGENCY confirms that Scanlog meets the safety requirements and standards established by the Swedish Transport Agency to ensure safety in the transport sector. It means that we are authorised to perform specific security-related tasks and services, such as handling dangerous goods and acting as a security-approved freight agent.

UNHCR is the UN Refugee Agency and helps displaced people with protection and essential supplies. UNHCR has worked to protect displaced people for 70 years. Since the full-scale invasion of Ukraine began in 2022, Scanlog has supported UNHCR and its work with education in Ukraine.

UN GLOBAL COMPACT As a member of the UN Global Compact, Scanlog endorses its ten principles, works actively to fulfil them and reports annually on how the principles are promoted in the business. The principles are based on the

UN Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development and the UN Convention against Corruption.

SOS CHILDREN'S VILLAGES Scanlog has supported SOS Children's Villages since the company was founded in 2013. We are a proud ambassador and corporate partner, and we make an annual Christmas donation instead of purchasing gifts for customers. Through donations, we provide financial support to "our" children's village in Siem Reap, Cambodia, and to various educational initiatives for children in Ukraine.

ECOTRANSIT WORLD EcotransIT World EcoTransIT World is a tool for calculating energy consumption, carbon dioxide emissions and other environmental impacts from freight transport. It helps companies analyse and compare transport alternatives based on sustainability performance and supports decisions on more environmentally friendly logistics solutions. Scanlog uses EcoTransIT World to calculate emissions from all transport services. Scanlog cooperates with Linköping University in both research and education. In 2024, Scanlog participated in a research project on sustainable transport chains from a freight forwarder perspective.

OBJECTIVE	RESULT	POLICIES	ESRS/MATERIAL TOPIC	UN SDGS	STRATEGY
Achieve net-zero emissions and be fossil-free by 2050	Compared with our 2023 base year, emissions per tonne-km have decreased by approx. 17%, and totally approx. 10%	Quality and environmental policy Procurement policy	1, 2, 3, 4, 5	9, 13, 17	Our climate commitment
Be fossil-free within Europe by 2030	Through insets, we now have the ability to be fossil-free across all modes of transport in Europe	Quality and environmental policy Procurement policy	1, 2, 3, 4, 5	9, 13, 17	Our climate commitment
Be fossil-free within the Nordic region by 2026	The major flows are fossil-free today, and there is a plan for achieving fossil-free operations during 2026	Quality and environmental policy Procurement policy	1, 2, 3, 4, 5	9, 13, 17	Our climate commitment
Customer satisfaction of 4.5 out of 5 and 95% participation in the Customer Care programme	Most recent measured result: 4.2 (2024) Customer Care 98%	Business ethics policy Quality and environmental policy Supplier code of conduct	31, 36	8, 9, 17	A sustainable business
Healthy attendance rate of 98.8%	Healthy attendance rate: 97.74%.	Work environment policy Gender equality policy Diversity and inclusion policy Whistleblowing policy Stress policy	19, 20, 21, 31, 32	3, 8	A caring company
Employee satisfaction of at least 8 out of 10	Employee satisfaction: 7.9 points	Work environment policy Gender equality policy Diversity and inclusion policy Whistleblowing policy Stress policy	19, 20, 21, 31, 32	3, 8	A caring company



**Fossil-free solutions for
all modes of transport**

 **Scanlog**