



Sustainability Report

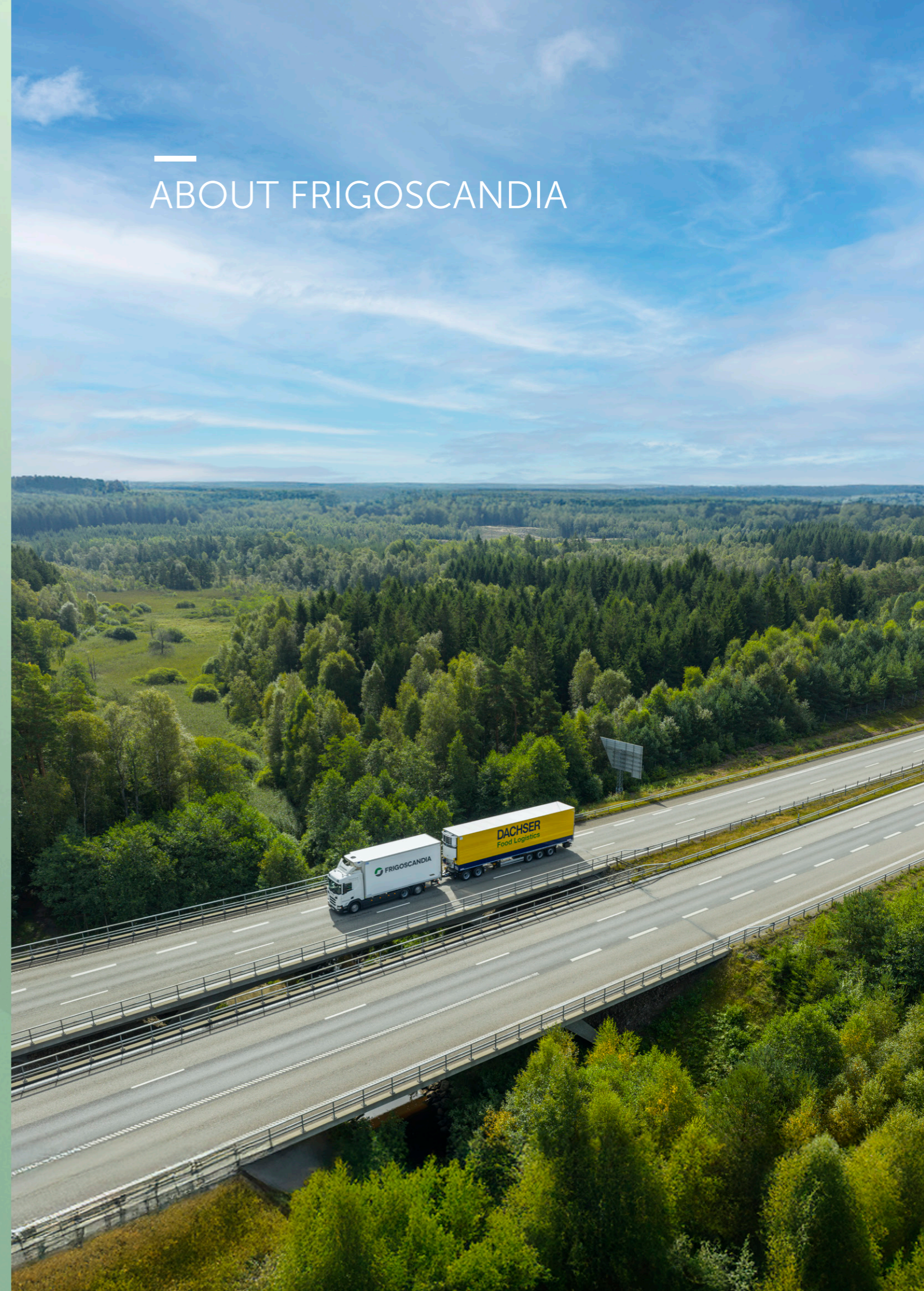
Sustainable food logistics

2025

ABOUT FRIGOSCANDIA

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About Frigoscandia

Frigoscandia has played a key role in the development of the Nordic food industry since 1948, when the company was founded by Tore Lauritzson. Driven by the idea of improving logistics through shared resources in cooling systems, warehousing and distribution, the company laid the foundation for what has now become a business covering the entire temperature-controlled food supply chain.

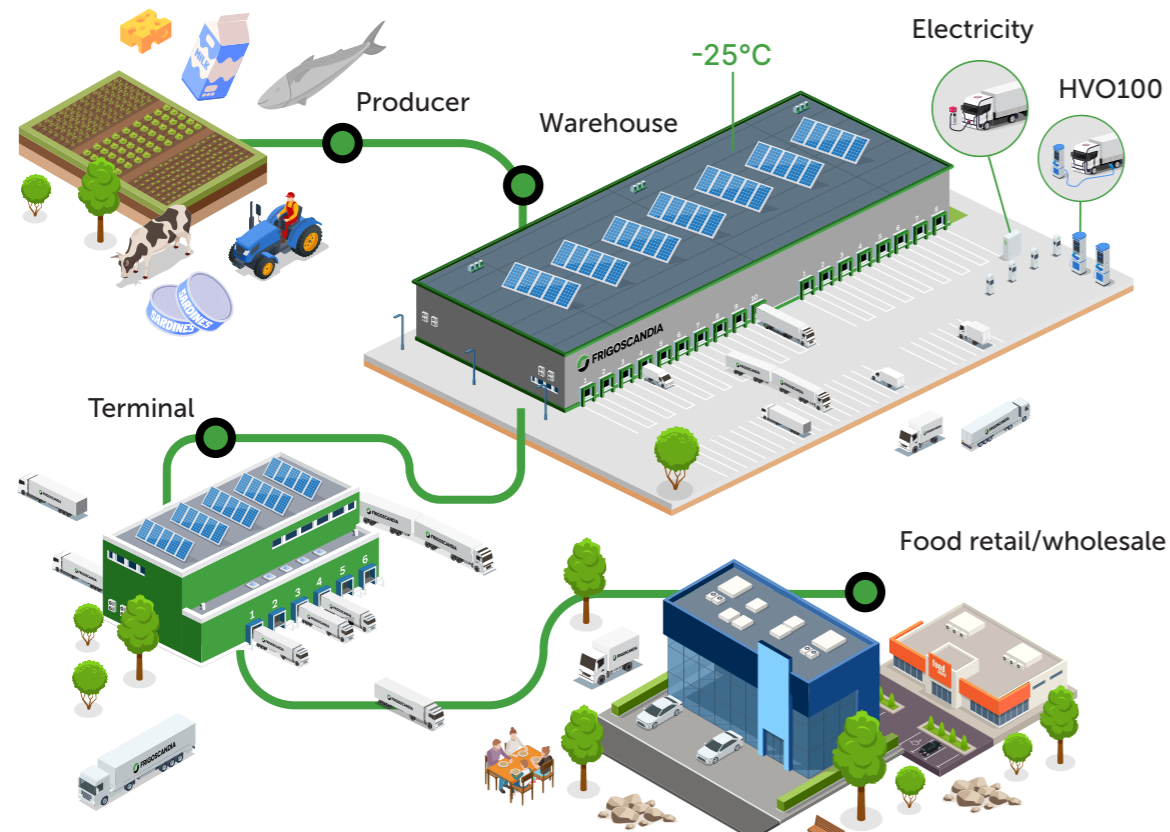
Frigoscandia adopts a holistic approach to customers' goods flows to deliver optimised logistics solutions. With a strong infrastructure in the Nordics and an international network, we can support our customers' needs both locally and globally. Our competitiveness has been further strengthened since Frigoscandia became part of the DACHSER Group in 2024.

Founded in 1930, the family-owned global logistics group DACHSER is headquartered in Kempten, Bavaria, in southern Germany. The group has operations on all continents, with offices in 43 countries, approximately 37,000 employees and a turnover of around EUR 9 billion.

Frigoscandia's services

Drawing on broad experience in logistics, food handling and safety, we work to optimise goods flows and support a well-functioning food supply chain in which food is handled correctly and delivered on time and in the desired quality. Through digital tools and data-driven analyses, we offer insight and support to further streamline logistics processes.

- Transportation and warehousing services throughout the supply chain.
- A well-established Nordic infrastructure with access to international transport networks.
- Competence and procedures for correct handling of food with different temperature and storage requirements.
- Custom analyses and solutions designed to optimise logistics flows and minimise resource use.
- Digital tools for traceability and the ability to make data-driven decisions.



Frigoscandia's logistics 2025

Warehouse	Domestic Transport	International Transport	Air & sea
No. of warehouses: 14	Shipments: 1,140,000	Shipments: 48,000	980 TEU container shipments
Capacity: 270,000 pallet locations	Tonnes shipped: 1,409,000	Tonnes shipped: 390,000	
Orders handled: 600,000	Destinations served: 1,788	Unique delivery addresses: 3,762	

Sustainable food logistics

Sustainability is an integral part of our operations, and we are continuously working to improve it. Frigoscandia assumes responsibility for reducing environmental impact by using resources efficiently, optimising transport, minimising waste and increasing the proportion of fossil-free transport. Through our sustainability efforts, we strive to create a solution where sustainability and profitability are driven by the same forces. Our solutions are designed to support a long-term sustainable food supply where both quality and environmental considerations are prioritised.

We aim to lead the world towards a better future

One of the greatest challenges in food logistics is reducing the carbon emissions generated by transport. We can do our bit by choosing appropriate transport modes, vehicle technologies and fuels, by improving fleet efficiency, and by advancing digitalisation to optimise logistics flows and enhance capacity utilisation.

The future of food logistics is exciting, and digitalisation plays a key role in transforming the industry from a relatively static structure with fixed roles in the logistics chain, to a more flexible and dynamic sector. By creating entirely new functionality in digital platforms, modern logistics solutions can be developed that challenge previous structures. This creates new opportunities for flexibility and efficiency and equips us with new tools for sustainable development.



Frigoscandia specialises in temperature-controlled transport and warehousing, with 75 years of experience when it comes to food logistics for fresh, chilled and frozen food, deeply rooted in sustainability. We are the market leader in temperature-controlled food logistics in the Nordics and work to integrate sustainability principles into all dimensions of our operations.

Sustainability for us

Sustainable workplace

Our employees are the core of our business, and we want to offer a work environment that promotes well-being, diversity and inclusion. By investing in training and safety we strive to create a sustainable workplace where every individual feels respected, appreciated and motivated to contribute to our shared development and success.

Sustainable operations

Our operations have a significant impact on the climate, and we are therefore committed to continuously improving them to minimise this impact. By investing in modern technology, efficient processes and fossil-free fuels, we are working to reduce overall fuel consumption and, in particular, the use of fossil fuels. Through these efforts, we strive to minimise our carbon footprint and reduce our negative environmental impact.

Sustainable business

Our business should be run sustainably and generate growth and profitability. Through our work, we create business opportunities that benefit the customer, society and the climate, while strengthening our long-term profitability and competitiveness.

Sustainable development

For us, sustainability is a key driver of success and therefore a fundamental part of our long-term objectives. To contribute to the development of the sustainable food logistics of the future, we pursue continuous innovation processes, and our ambition to lead the industry's sustainable transformation makes us receptive to new ideas, technologies and partnerships. Our 75-year history as a food logistics company has shaped our identity and values, and we remain firmly committed to advancing the industry towards a more sustainable and resilient future for everyone.

Companies included in the 2025 Sustainability Report

This report constitutes the company's statutory Sustainability Report in accordance with the Swedish Annual Accounts Act (ÅRL) and is included as part of the Administration Report for Frigoscandia AB, corporate registration number 556052-0263. The Sustainability Report refers to the 2025 financial year and encompasses all subsidiaries within the Group, unless otherwise specified.

Frigoscandia AB

The company provides logistics and warehousing services, primarily for chilled and frozen food products. In addition to national transport operations within Sweden, the business also includes import and export activities to several European countries, as well as the Frigoscandia Group's head office. The business generates a turnover of SEK 1,807 million. The CEO is Kristian Jönsson.

Frigoscandia Åkeri AB

Haulage operations providing transport services primarily for chilled and frozen food products within Sweden on behalf of Frigoscandia AB. With a fleet of 66 trucks, the business generates a turnover of SEK 280 million. The CEO is Niklas Nilsson.

Svebol Logistics AB

With a focus on the Mälardalen region, Svebol Logistics AB conducts haulage operations, primarily for chilled and frozen food products for its own customers. With a fleet of 91 trucks, the business generates a turnover of SEK 387 million. The CEO is Mikael Sahlsten.

Götene Kyltransporter AB

Based in Götene, Götene Kyltransporter AB conducts haulage operations,

primarily for chilled and frozen food products within Sweden for Frigoscandia AB and its own customers. With a fleet of 94 trucks, the business generates a turnover of SEK 327 million. The CEO is Mikael Sahlsten.

Götene Kyllager AB

The business involves the rental of chilled and frozen storage capacity and is operated in Götene and Lidköping. The business generates a turnover of SEK 66 million. The CEO is Mårten Koshko.

Frigoscandia Denmark A/S

The company provides logistics services, primarily for chilled and frozen food products. In addition to national transport operations within Denmark, the business also includes import from and export activities to several other European countries. The business generates a turnover of SEK 144 million. At the end of the year, the CEO was Peter Hut.

Frigoscandia Warehouse Norway AS

The business involves the rental of chilled and frozen storage capacity and is operated in Rud, Rudshøgda and Larvik in Norway. The business generates a turnover of SEK 92 million. The CEO is Ingvard Risholm.

Frigoscandia Netherlands B.V.

The company provides logistics services, primarily for chilled and frozen food products. In addition to national transport operations in the Netherlands, the business also includes import from and export activities to several other European countries and has been fully integrated in the DACHSER Group since April 2025. From January–March, the business generated a turnover of SEK 16 million. The CEO at the end of March was Michel van Ijzendoorn.

Frigoscandia Finland OY

The company provides logistics services, primarily for chilled and frozen food products. In addition to national transport operations in Finland, the business also includes import from and export activities to several other European countries. In November, all shares were sold to the DACHSER Group, and since the end of the year, Frigoscandia Finland OY has been fully integrated into the Group. The business generates a turnover of SEK 174 million. The CEO is Stefan Lagerroos.

Frigoscandia's Executive Management Team at the end of 2025



Kristian Jönsson - CEO



Mårten Koshko - COO Warehouse



Per Lundqvist - COO Transport



Tobias Dahlskog - CIO



Peter Dahlvist - GM Hauliers

CEO's statement

In an era marked by rapid change, increasing demands and economic uncertainty, logistics plays a vital role. Every day of the year, Frigoscandia's operations play a crucial role in maintaining the food supply chain. With that role also comes a clear responsibility in relation to sustainability. For us at Frigoscandia, sustainability is an integral part of how we operate and develop our business. Sustainability topics are a high priority, and in 2025 we have taken important steps in our work and succeeded in reducing our total emissions by 14%.

2025 was an eventful year, which I would like to summarise through a few key events:

Real estate: The inauguration of our new modern warehouse facility in Hyllinge marks an important milestone in the company's history. With the new multi-temperature facility, we have created a site built to meet both current and future logistics needs, while maintaining a strong environmental profile.

Digitalisation: We have made several digital advances, including the launch of a new customer portal and the introduction of parcel scanning at the terminal. These are important steps towards more modern, sustainable and efficient logistics.

Safety work: Our focused safety efforts have led to a reduction in accidents, clearly demonstrating that our collective initiatives to create a safe and secure workplace are yielding strong results.

Employee/organisation: We have continued our work to strengthen the safety culture, develop leadership and create better conditions for

engagement and inclusion. For us at Frigoscandia, having employees who feel safe, involved and proud is a prerequisite for long-term sustainability.

Integration DACHSER: Together with our owner, we are making significant progress in the integration work. In 2025, our transport operations in Norway and the Netherlands were fully integrated into DACHSER, and from 1 January 2026, the operations in Finland were also fully integrated into DACHSER.

Social sustainability: With commitment and pride, we continue our collaboration with Hittarp IKs Gatulag, where we see that our efforts truly make a difference for people.

Sustainable logistics: As part of our ambitious sustainability efforts, we are proud to be able to offer our customers 100% fossil-free solutions.

In 2026, we will continue our targeted work to reduce our climate impact with a focus on digitalisation, efficient energy use, fossil-free fuels and being an active and reliable partner for our customers in their sustainability efforts.

I would like to conclude by extending a heartfelt thank you to all employees, customers and partners who contribute to our development every day. Sustainable practices and reduced climate impact are a shared responsibility – together we take responsibility for creating a sustainable supply chain, both today and in the future.



Kristian Jönsson
CEO, Frigoscandia

SUSTAINABILITY GOVERNANCE



Sustainability governance

Sustainability management forms the basis of Frigoscandia’s work to integrate sustainability throughout its operations. Through clear governance documents, systematic follow-up and active dialogue with stakeholders, we ensure a transparent and responsible business. Material sustainability topics for Frigoscandia have been identified and prioritised through the materiality analysis, and stakeholder dialogue that has been conducted. The sustainability efforts are structured around three areas – Environmental, Social and Business Sustainability. Each area has governance mechanisms and follow-up routines that ensure that our sustainability efforts are conducted systematically and in line with the company’s overall strategy.

Our distribution of responsibilities within the sustainability efforts is designed to ensure clarity, harmonising strategic leadership with operational execution to support the Group’s sustainability ambitions. The Group’s Board of Directors holds the ultimate responsibility and plays a central role in defining the strategies and policies. The CEO ensures that the sustainability efforts are integrated into the company’s overall vision and business goals and are regularly evaluated in relation to these goals by the company’s Head of Sustainability. The Head of Sustainability is responsible for leading and advancing Frigoscandia’s sustainability efforts.

Environmental sustainability

We minimise our environmental impact through resource-efficient solutions and fossil-free alternatives in warehousing and transport operations. We are continuously working to improve energy efficiency and run our operations with renewable energy sources.



Social sustainability

We prioritise a safe work environment and a culture characterised by safety and inclusion. Through continuous training, dialogue and initiatives, we strive to create a workplace that promotes development, engagement and a strong sense of well-being.



Corporate sustainability

The business must be operated sustainably and with long-term profitability. Our business practices must be guided by integrity, with a focus on long-term relationships founded on trust and transparency. We work continuously to ensure compliance with laws and international standards.



Disclosures for the statutory Sustainability Report

The Sustainability Report for the 2025 financial year has been prepared in accordance with the Swedish Annual Accounts Act (ÅRL) and is inspired by accepted methods and standards for sustainability reporting.

	Page reference
Policies and guidelines	See Policies and guidelines section, page 10
Sustainability risks	See Materiality analysis – impact, risk and opportunity section, page 20
Material sustainability topics	See Materiality analysis – impact, risk and opportunity section, page 20
Business model	See About Frigoscandia section, page 4
Environment	See Environmental sustainability section, page 22
Social sustainability and human rights	See Social sustainability section, page 34 and Business sustainability section, page 44
Employees	See Social sustainability section, page 34
Anti-corruption	See Business sustainability section, page 44

Policies and guidelines

Frigoscandia has adopted a set of policies and guidelines to ensure that the business is conducted in line with good business practice, established procedures and defined objectives. All governance documents are subject to an annual review. Our sustainability efforts are guided, among other things, by the company's Code of Conduct, sustainability policy and other group-wide policies.

Code of Conduct

Frigoscandia's Code of Conduct sets out how we are expected to act and should guide all our decisions. It is founded on applicable laws and regulations and clarifies that the company is to be guided by good business practice, operated with respect for human rights, and committed to protecting both people and the environment. We apply a zero-tolerance policy to violations, ensuring that any unethical behaviour is addressed immediately. The Code of Conduct is signed by all employees, consultants and others who act in Frigoscandia's name.

Supplier Code of Conduct

Frigoscandia requires its suppliers to adhere to the same Code of Conduct. We conduct background checks before entering into business agreements and we report suspected misconduct. New partnerships follow a process linked to our ethical standards including compliance with international laws on human rights, labour rights, environmental protection and business ethics.

Sustainability policy

Our sustainability efforts are guided by the company's sustainability policy, which aims to articulate our responsibility for environmental and social impacts across the business. The policy applies to a broad range of stakeholders, including employees, customers, business partners and suppliers. Our operations are to be defined by sound working conditions and ethical conduct, underpinned by a strong commitment to human rights and sustainable societal development. By complying with laws and international standards, maintaining transparent

dialogue with stakeholders and continuously training employees, Frigoscandia strives to reduce its environmental footprint and embed sustainability considerations into its business decisions.

Whistleblower policy

Employees are encouraged to report suspected irregularities and misconduct. We have a whistleblower policy designed to provide clear guidance in situations where misconduct occurs and where the standard reporting channels are unsuitable. An external whistleblowing function is in place so that misconduct can be reported safely and without risk of retaliation, fostering an environment that actively prevents a culture of silence. Read more about our whistleblower function and whistleblower protection on page 45.

Work environment policy

Frigoscandia's work environment policy aims to promote a good and safe physical, social and organisational work environment that supports health and development in both the short and long term. We strive to maintain a work environment where no one is injured or falls ill due to their work, a commitment we regard as a central strategic priority. Work environment management is integrated throughout the organisation, and our managers have a particular responsibility to carry this out systematically in collaboration with employees and safety representatives. All employees have both the right and the obligation to contribute by reporting risks and actively participating in improvement initiatives. We work preventively to address risks before they lead to accidents or ill health.

Equality and diversity policy

Frigoscandia's equality and diversity policy aims to promote equality and diversity in the company. We are convinced that diverse perspectives strengthen our knowledge base and broaden both our skills and our understanding. This enables us to better understand and act in line with the perspectives of society, our customers and our employees.



Insights from the Head of Sustainability

2025 has been a year marked by both change and progress. We operate in a rapidly evolving industry where expectations for transparency and efficient progress are continuously rising. At the same time, we have made substantial progress – together with our employees, customers and partners.

Our mission is clear – Frigoscandia is committed to supporting a sustainable food supply by ensuring that the right food of the right quality reaches the right place, at the right time, with the lowest possible climate impact. To move towards this goal, we have continued over the past year to strengthen our offering in fossil-free transport services, advance our emissions reporting and further progress the transition of our operations. At our modern facility in Hyllinge, we are already seeing clear results – reduced energy consumption, increased operational reliability and a significantly lower carbon footprint.

We have also strengthened and further deepened our efforts within social sustainability. A safe, inclusive and developing work environment is a basic prerequisite for achieving our goals. During the year, we have continued to strengthen the safety culture, invested

in training and worked actively with leadership, psychological safety and employee engagement. Our employees are the source of the value we create, which is why their health, well-being and development are fundamental pillars of our sustainability strategy.

Digitalisation has continued to change our business. The introduction of parcel scanning, the development of our customer portal and new digital working methods provide us with improved traceability, higher quality and smarter processes. This creates value for our customers and enables more resource-efficient operations, which in turn reduces our carbon footprint.

Sustainability is a long-term commitment, and 2025 has offered us valuable insights as well as new opportunities. Together, we are driving the advancement of a more sustainable food logistics system. Every step we take makes a difference – for our customers, our employees and for society.



Viktoria Wöhl
Head of Sustainability, Frigoscandia

Quality, certifications and initiatives

For many years, Frigoscandia has operated a self-monitoring programme and a quality management system covering all our production, based on the fundamental HACCP principles for food safety. We identify and mitigate the four key hazard categories: microbiological hazards (temperature and hygiene control), physical hazards (contamination prevention and damage management), chemical hazards (regulated use) and allergens (segregation). This work is continuously monitored and implemented at every stage and across all sites. All our facilities and contracted hauliers are registered as food establishments in accordance with the Swedish Food Act and are subject to regular inspections by the appointed competent authority. In addition, we conduct regular internal audits as well as audits of our subcontractors to ensure consistently high standards of safety and quality.

Certification

The majority of our manufacturing customers have chosen to certify their production and quality systems in accordance with various food-safety standards. Frigoscandia has likewise certified its HACCP processes and production in line with these standards. We have chosen some of the most common standards that are also notified by the Swedish Food Agency, including the GFSI-recognised standard BRCS Storage and Distribution. We are also quality assured by Sigill through the IP Livsmedel certification, and our warehouses are certified for organic production.

AEOF

AEOF is an EU-wide permit issued by Swedish Customs and aims to create increased safety of goods through the international supply chain. This permit represents a stamp of good quality and safety for Frigoscandia and the company's customers. The 'F' in AEOF (Authorised Economic Operator – Full status) signifies that, beyond security, we are authorised for simplified customs procedures, ensuring smoother and more efficient handling for customers with international flows.

Systematic Fire Safety Management (SBA)

A fire within our operations would have a substantial impact on the external environment, potentially causing damage to air, water and soil. For this reason, we implement systematic fire safety management (SBA) across all our facilities. We carry out audits and safety inspections to monitor critical areas such as chemical handling and waste management. Through these measures, we ensure that chemicals are stored in locked, fire-resistant cabinets and that waste is positioned at a safe distance from buildings to minimise the risk of fire. The purpose of this work is to

prevent fires, protect the external environment, and ensure the health and safety of employees.

To further reinforce and verify our routines, we conduct both internal and external audits. These audits ensure that our operations remain fully compliant with applicable regulatory requirements and external certification standards. These measures enable Frigoscandia to actively minimise fire risks while ensuring a safe and sustainable operation. The work also includes training employees to enhance their awareness and understanding of fire safety. Furthermore, emergency response plans are in place to ensure rapid and effective action in the event of a fire incident.

Rådet för kyl- och fryskedjan (The Council for the Refrigerated and Frozen Supply Chain)

Frigoscandia was one of the founders of the independent trade organisation formerly known as Djupfrysbyrå. The organisation has developed industry guidelines for the storage and transportation of chilled and frozen foods, based on all relevant food legislation. The guidelines are currently managed by Rådet för kyl- och fryskedjan within the Swedish Food Retailers Federation, in which Frigoscandia continues to play an active role.

Environmental management system

Two of our three wholly-owned haulage companies, Frigoscandia Åkeri AB and Svebol Logistics AB, are certified according to the international standard ISO 14001. By adhering to the standard, we focus on continuous improvement, the identification of significant environmental aspects, and a structured, systematic way of working. This helps us reduce our environmental impact and ensures compliance with applicable legal requirements. We set clear objectives and monitor our results to continuously drive development forward. The certification is regularly audited by an independent third party, ensuring transparency and strengthening the credibility of our work. The work has already resulted in several improvements, and we have taken substantial steps forward in strengthening our environmental efforts.

Traceability – parcel scanning

In the autumn of 2025, Frigoscandia made a significant technological leap, becoming the first operator in Sweden to implement parcel scanning within temperature-controlled food logistics. The implementation, which began at our terminal in Helsingborg, is a central part of our long-term work to strengthen traceability, quality and resource efficiency throughout the cold chain. By scanning each individual parcel, instead of merely registering the entire shipment, we now achieve far more

detailed and reliable traceability. Every box and pallet is tracked in real time from pick-up to final delivery. For customers, this means increased transparency, faster information and reduced risk of missing or misdirected packages.

For our own operations, the technology leads to fewer deviations, clearer accountability, reduced paperwork, and improved quality throughout the entire process.

The Helsingborg Declaration

Frigoscandia has signed the Helsingborg Declaration, an initiative designed to bring together the entire logistics hub

of the Helsingborg region to accelerate the green transition of the logistics chain. Through collaboration, companies can identify new opportunities to accelerate the transition.

The transport challenge – Fossil-Free Sweden

Frigoscandia has joined the Fossil-Free Sweden transport challenge. The challenge calls for companies and organisations to transition their domestic transport operations to fossil-free solutions. During the year, Frigoscandia increased the proportion of fossil-free transport by 22 percent, and an impressive 83 percent of all transport performed by our own haulage companies was carried out using fossil-free fuels.

UN Global Sustainability Goals

As an end-to-end provider of storage and transport services for customers in the food industry, and across both the wholesale and retail sectors, Frigoscandia actively contributes to sustainable development in alignment with several of the UN Global Sustainability Goals.

Our sustainability efforts are guided by our vision – **We shall make food available to everyone in a climate-positive manner and with guaranteed product quality throughout the entire supply chain.**

The vision reflects our fundamental values and our responsibility to support sustainable development where we operate.



Zero hunger – our vision is to make food accessible to all people. We are committed to developing infrastructure and efficient transport and storage services that enhance our ability to ensure food is accessible to all in a sustainable manner.



Good health and well-being – health and safety is one of our most highly prioritised areas of responsibility. No one should be injured or fall ill while working for Frigoscandia or using our services. We take active social responsibility by supporting initiatives and promoting well-being, and helping marginalised individuals find new opportunities.



Decent work and economic growth – the foundation for building sustainable and profitable businesses. We work with a wide network of suppliers, primarily in Sweden but also internationally. We have a significant responsibility to set requirements and ensure that fair conditions are upheld. Through our Code of Conduct and ongoing dialogue, we work to create a work environment that safeguards human rights and promotes long-term growth.



Responsible consumption and production – we work for an efficient and sustainable food chain. Through our commitment to ensuring product quality at every stage and actively reducing food waste, we promote responsible consumption and production. Our goal is to create flows that benefit both people and the environment – from producer to consumer.



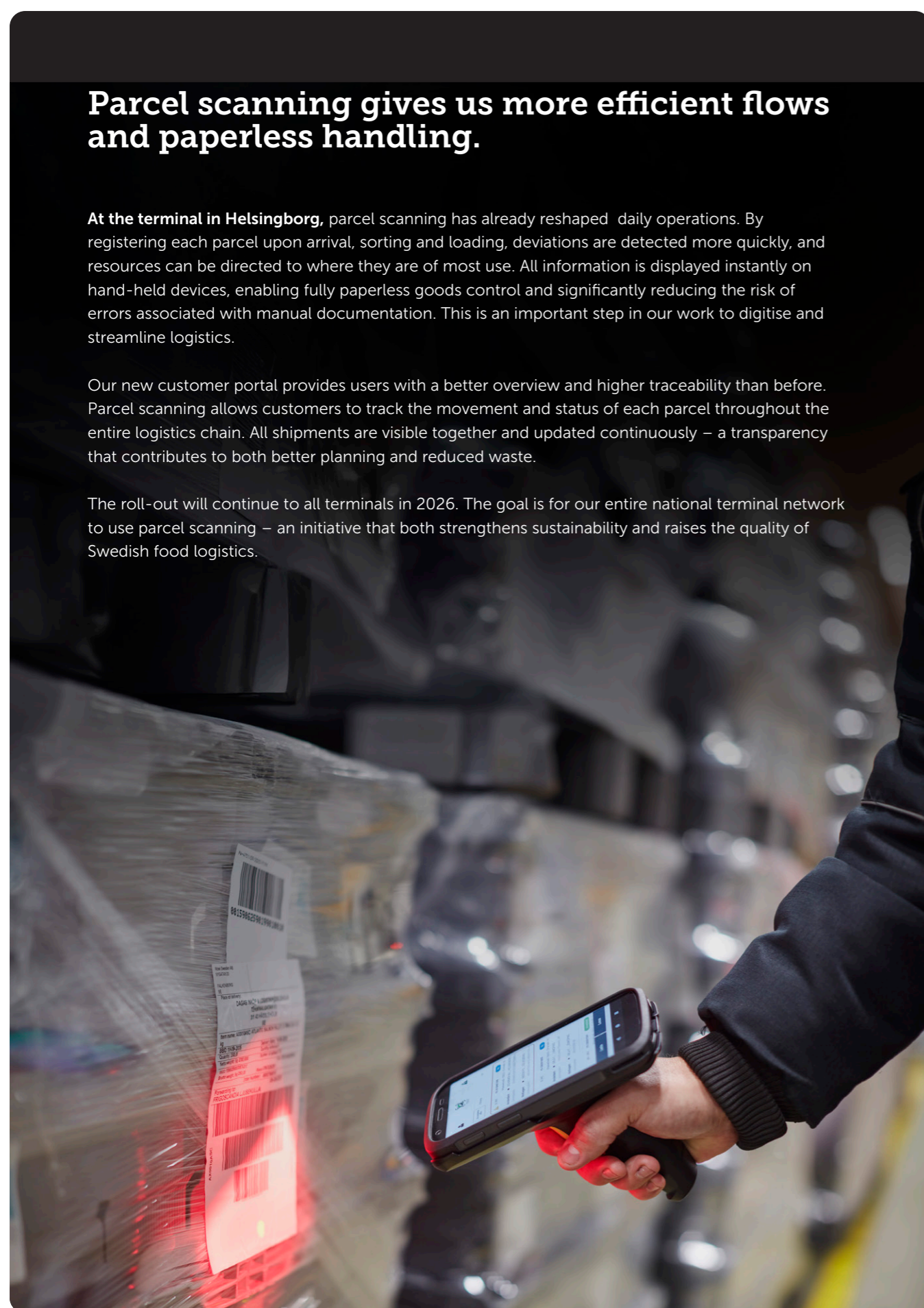
Climate action – we strive to become climate positive. This serves as a clear signal and is testament to our commitment to a sustainable future. Our focus is on reducing transport-related emissions by providing fossil-free logistics solutions.

Parcel scanning gives us more efficient flows and paperless handling.

At the terminal in Helsingborg, parcel scanning has already reshaped daily operations. By registering each parcel upon arrival, sorting and loading, deviations are detected more quickly, and resources can be directed to where they are of most use. All information is displayed instantly on hand-held devices, enabling fully paperless goods control and significantly reducing the risk of errors associated with manual documentation. This is an important step in our work to digitise and streamline logistics.

Our new customer portal provides users with a better overview and higher traceability than before. Parcel scanning allows customers to track the movement and status of each parcel throughout the entire logistics chain. All shipments are visible together and updated continuously – a transparency that contributes to both better planning and reduced waste.

The roll-out will continue to all terminals in 2026. The goal is for our entire national terminal network to use parcel scanning – an initiative that both strengthens sustainability and raises the quality of Swedish food logistics.



Our customers

Frigoscandia maintains close, long-term partnerships with many of Sweden's leading players in the food industry. Our customers play a central role in our sustainability strategy – both as a force for change and as collaborative partners in advancing more sustainable logistics solutions.

We are seeing growing interest from our customers in reducing their carbon footprint across the entire value chain, which places demands on transparency, innovation and tangible action. Over the past year, we have continued our work on developing transport-level climate calculations, expanding fossil-free transport solutions, and building partnerships to create circular flows.

Our sustainability efforts aim to create value for both us and our customers. By offering climate-smart and efficient logistics solutions, we strengthen our customers' competitiveness while jointly contributing to a more sustainable food supply.

To ensure that our services meet our customers' needs and expectations, we hold regular meetings and maintain an ongoing dialogue. During the year, we launched a new customer portal that gives our customers direct access to answers to questions related to their logistics with us. The customer portal provides answers to questions such as current pallet balances, invoicing, shipment status and emissions reports.

We regularly conduct customer surveys to gain valuable information, understand our customers' driving forces, and identify our areas for improvement. The insights help us understand what drives customer loyalty and how we can position Frigoscandia for long-term success.

Some of the main reasons why customers choose Frigoscandia as their logistics provider are:

- Competent and knowledgeable employees in temperature-controlled logistics.
- Long-term relationships and reliable partner.
- Responsive and problem-solving customer service.

Customer surveys also give us the opportunity to work actively on the areas where we have the greatest potential for improvement. By turning insights into practical action, we ensure that our governance framework supports business development and meets customer expectations in a sustainable and long-term manner. We highly value our customers' engagement and active participation in our various surveys.

A long-term partnership for climate-smart food transport

Frigoscandia and farmer-owned Arla have a long-standing collaboration – a partnership characterised by joint development, open dialogue and a continuous focus on reducing climate impact across the supply chain. Together, we have built a transport system that combines a customer-adapted solution – both locally and within Frigoscandia’s network traffic – providing high delivery reliability while reducing emissions from completed transports.

A core part of this work has been the transition to a fossil-free fuel mix. Arla and Frigoscandia have progressively increased the use of fossil-free alternatives, including HVO100, RME and biogas. Since 2024, Arla and Frigoscandia have operated under an agreement for a fully fossil-free fuel mix – a major step in transforming the supply chain of Arla’s chilled goods.

Through our collaboration, we have shown that real sustainability impact is generated in the everyday operational work – through smart route optimisation, efficient load planning, the use of fossil-free fuels and a close dialogue between Frigoscandia and Arla.

“We have a clear ambition to deliver products with the lowest emissions possible. Since 2018, our own transport as well as our fully chartered transport operations have been completely fossil-free. In 2024, our purchased domestic transport operations also transitioned to fossil-free operations. Through our collaboration with Frigoscandia, even transport operations we do not own – including those managed through shared distribution – now contribute to reducing our overall emissions.” – Eric Wärnhem, Fleet & 3PL Manager.



Stakeholder dialogue – how we create value

Our brand promise

We shall be the most reliable logistics partner within temperature-controlled food logistics. Our brand promise is based on four cornerstones – reliability, sustainability, proactivity and know-how. By advancing the green transition across our operations and continuously strengthening and developing our social responsibility, we deliver on our sustainability promise to the market and to society at large.

Our business model

We create value for our customers by providing temperature-controlled solutions. Through effective temperature control, the shelf life of food is extended across the entire value chain, allowing our customers to extend the timing of their product sales or reach markets at greater geographical distances. Frigoscandia provides services across the entire supply chain with a unique nationwide distribution network that reaches wholesale and grocery retailers throughout Sweden as well as import and export flows to the Nordic region and the rest of Europe. For the customer, this allows more effective planning and optimisation of purchasing, production, sales and distribution – ultimately helping to increase revenues and reduce overall costs. In addition to this fundamental value, Frigoscandia creates added value for customers who combine transport and storage services. The more

services a customer uses Frigoscandia for, the less time and resources the customer needs to spend on their temperature-controlled food logistics. The customer gains a logistics partner that is active across large parts of the value chain and that can take coordination responsibility for the entire chain, eliminating the need for the customer to procure multiple logistics providers. For the customer, combining transport and storage services offers greater visibility across the entire logistics flow, with fewer points of contact and faster decision-making. At Frigoscandia, the customer benefits from integrated expertise spanning multiple parts of the value chain, combined with a single, unified standard for the handling of goods and goods information.

Value for our stakeholders

Frigoscandia creates value by offering high-quality solutions for sustainable temperature-controlled logistics, which provides long-term benefits for our stakeholders. Frigoscandia collaborates with a range of stakeholders. Our key stakeholder groups include customers, suppliers and partners, employees, public authorities and society at large, as well as our owners. By engaging these groups in dialogue, we strive to gain better insight and understanding of our stakeholders’ needs and how we can contribute to sustainability issues. Our interactions range from day-to-day communication to company presentations.

Stakeholder group	Value creation	Dialogue forum
Customers	<ul style="list-style-type: none"> • Safe and reliable services that ensure quality • Sustainable services and transport operations • Transparency and traceability • Long-term relationships 	<ul style="list-style-type: none"> • Interaction with customers • Agreement • Targeted dialogue • Customer surveys • Sustainability reporting • Procurement
Suppliers and partners	<ul style="list-style-type: none"> • Long-term collaborations • Efficient, clear and optimised processes • Quality and reliability 	<ul style="list-style-type: none"> • Procurement • Agreement • Targeted dialogue • Surveys
Employees	<ul style="list-style-type: none"> • Safe and secure workplaces • Skills development • Inclusive culture and diversity 	<ul style="list-style-type: none"> • Employee surveys • Workshops • Training programmes • Conferences • One-to-one meetings
Authorities and society	<ul style="list-style-type: none"> • Sustainable transport operations and services • Transparency • Innovation and collaboration 	<ul style="list-style-type: none"> • Procurement • Individual meetings • Networks and forums
Owners	<ul style="list-style-type: none"> • Long-term value creation • Code of Conduct • Transparency 	<ul style="list-style-type: none"> • Monthly meetings • Policies and guidelines • Company presentations



On 27 March, Frigoscandia hosted a well-attended inauguration of its new headquarters and its warehouse for ambient, chilled and frozen food products in Hyllinge, just outside Helsingborg.

The facility was officially declared open by representatives from Frigoscandia, its owner DACHSER, and the property owner. This was followed by an appreciated tour of the warehouse facility, where most areas are kept at a temperature of -25°C .

"We'd like to extend our sincere thanks to all participants who helped make the inauguration such a success. It was a fantastic day that gave us the opportunity to gather customers, suppliers and other guests, strengthen relationships and present our state-of-the-art facility," says Kristian Jönsson, CEO, Frigoscandia.

Materiality analysis – impact, risk and opportunity

Frigoscandia's sustainability efforts are grounded in a materiality analysis designed to identify the company's impacts, risks and opportunities linked to its sustainability efforts. The basis for the materiality analysis is stakeholder dialogue, internal analyses and external monitoring. This forms the foundation of our sustainability efforts and ensures that they are relevant, effective and rooted in real needs.

The analysis is based on two different materiality perspectives – impact materiality and financial materiality. The purpose of this work is to identify, capture and proactively manage the opportunities and risks that may emerge within the business. The mapping is inspired by the double materiality approach.

The following topics have been identified as material sustainability topics for Frigoscandia:



Emissions & fuel

Impact: Transport accounts for a significant part of Frigoscandia's climate impact through greenhouse gas emissions.

Risk: Changing climate requirements, increased fuel costs and customer demands can affect profitability and competitiveness.

Opportunity: An increased share of fossil-free fuels, more efficient transport operations and data-driven follow-up strengthen climate performance, customer value and competitiveness.



Energy consumption & energy efficiency

Impact: Energy consumption in cold storage and frozen storage has a significant impact on both climate and costs.

Risk: High electricity prices, capacity charges and limited grid capacity can affect both operational performance and financial outcomes.

Opportunity: Energy efficiency, in-house electricity production and smart energy management reduce emissions and increase resilience.



Unbroken supply chain

Impact: Safe temperature maintenance and delivery precision are crucial for food safety and reduced waste.

Risk: Operational disruptions, IT outages or extreme weather events can lead to interruptions and losses in the cold chain.

Opportunity: Robust planning, digital monitoring and collaboration in the chain strengthen reliability and customer trust.



Health & safety

Impact: The work environment affects employees' health, well-being and long-term capacity to perform.

Risk: Accidents, strain injuries and inadequate safety procedures can lead to personal injury and production disruptions.

Opportunity: Systematic work environment management reduces accidents, strengthens commitment and contributes to being an attractive employer.



Equality, diversity & inclusion

Impact: An inclusive workplace contributes to innovation, well-being and better decision-making.

Risk: Insufficient inclusion can result in a loss of talent, workplace challenges and a weakened employer brand.

Opportunity: Proactive efforts to promote gender equality and diversity help strengthen culture, leadership and long-term talent supply.



Talent supply

Impact: Having access to the right skills and expertise is essential for safe operations, development and transformation.

Risk: Skills shortages and high staff turnover can affect quality, safety and growth.

Opportunity: Training, internal career paths and collaboration with educational institutions strengthen future competitiveness.



Ethical conduct

Impact: Business ethics and regulatory compliance are fundamental to building trust with customers, partners and society.

Risk: Unethical behaviour can lead to legal penalties, financial losses and brand damage.

Opportunity: Clear guidelines, training and follow-up strengthen transparency and long-term business relationships.



Supplier chain

Impact: Suppliers' environmental and social work affects Frigoscandia's overall sustainability performance.

Risk: Insufficient compliance among suppliers can entail regulatory risks and reputational damage.

Opportunity: Active dialogue, clear requirements and follow-up drive improvements throughout the value chain.



Cargo security

Impact: Ensuring the protection of goods is critical to maintaining customer trust and safeguarding business continuity.

Risk: Theft, sabotage or inadequate routines can lead to financial losses and delivery disruptions.

Opportunity: Preventive security measures, technical support and clear processes strengthen reliability and quality.

ENVIRONMENTAL SUSTAINABILITY

Environmental sustainability

Efficient and optimised logistics flows, fossil-free fuels and an unbroken supply chain are prioritised to ensure that we can run an environmentally sustainable logistics operation. As a leading player in the industry, we will develop, operate and provide logistics solutions that reduce the negative environmental impact. We are committed to continuous evaluation and improvement to advance environmentally friendly solutions.

To ensure continued progress in our efforts, we strive to:

- Maintain an open dialogue with external stakeholders to continuously improve our environmental efforts, make the results visible and thereby uphold our social responsibility.
- Ensure that environmental laws and requirements are complied with.
- Prevent pollution and continuously pursue better renewable-energy solutions for resource-efficient logistics as well as terminal and warehouse operations.
- Build awareness among all employees of the need to minimise our environmental impact and to remain open to new ideas and take initiatives for better environmental solutions.
- Influence and impose clear environmental requirements on our partners and subcontractors.
- Integrate environmental aspects in decisions and actions.



Emissions and fuel

The logistics sector is tasked with realising the green transition, enabling fossil-free transport and ultimately achieving net-zero emissions. Freight transport currently accounts for around 8 percent of global greenhouse-gas emissions, rising to 11 percent when warehousing and port operations are included. Increased demand from growing economies is expected to triple global transport volumes by 2050. Without a transition to fossil-free fuels and transport solutions, the freight sector risks becoming the highest-emitting industry within the next 25 years.

The majority of Frigoscandia's road transport operations are in Sweden, where development and infrastructure have come

a long way in terms of access to fossil-free fuels compared to many other countries. However, the supply is limited in relation to demand which is high, which in turn drives prices upwards. To accelerate the transition, we are developing solutions in close collaboration with our customers, and since 2024, Frigoscandia has been working with a model called mass balance, which makes it possible to offer fossil-free transport. This means that all customers wishing to do so can purchase fossil-free road transport services across our transport network. Read more about our mass balance on page 26.

83% fossil-free transport within our own fleet

Emissions table

		2025	2024	Calculation method	Comments:
Scope 1		Tonnes	Tonnes		
Direct emissions	Fuel consumption – own vehicles	11,194	20,889	Fuel-based	Refers to direct emissions from transport operations carried out by Frigoscandia AB's wholly owned haulage companies. Includes fuel consumption for refrigeration and freezer units.
Direct emissions	Refrigerant leakage	335	314	Average-based	Refers to refrigerant leakage from refrigeration and freezer units in own vehicles.
Direct emissions	Business travel using company cars	50	51	Distance-based	Refers to direct emissions from business trips using company cars.
Total Scope 1		11,579	21,254		
Insets ¹		-3,791	-4,076		
Total Scope 1 (insets)		7,788	17,178		
Scope 2					
Indirect emissions (market based)	Electricity consumption	0	0 ²	Fuel-based	Refers to Frigoscandia AB's total electricity consumption.
Indirect emissions (location based)	Electricity consumption	2,246	2,855	Fuel-based	Refers to Frigoscandia AB's total electricity consumption. Emission factor for Nordic electricity mix – 59 g CO ₂ e/kWh.
Total Scope 2 (market based)		0	0		
Total Scope 2 (location based)		2,246	2,855		
Scope 3					
Indirect emissions	3.4 Transport and distribution, upstream	34,844 ³	32,908	Average-based	Refers to indirect emissions from transport operations carried out by subcontractors to Frigoscandia AB. Also includes refrigerant leaks from refrigeration and freezer units.
Total Scope 3		34,844	32,908		
Total Scope 1, 2 & 3 (market based)		46,423	54,162		
Total Scope 1, 2 & 3 (location based)		48,669	57,017		
Total Scope 1, 2 & 3 (market based + insets)		42,632	50,086		
Total Scope 1, 2 & 3 (location based + insets)		44,878	52,941		

¹ Insets is certification linked to the use of fossil-free fuel. In Frigoscandia's case, this refers to the purchase of fossil-free fuels that are used in road transport operations outside Frigoscandia's own vehicle fleet, where the consuming company has not claimed the fossil-free attributes, allowing the full fossil-free allocation to be assigned to Frigoscandia. Each inset represents a specific amount of fossil-free carbon dioxide avoided by using fossil-free fuels in place of fossil fuels.

² Recalculated from the 2024 Sustainability Report in which 100% renewable electricity was used during the financial year and assumed to have an emission factor of 0 g CO₂e/kWh.

³ From 2025 onwards, emissions are calculated using transport-order data, resulting in higher reported kilometres driven and fuel consumption compared with the previous year.

The Icebar

At ICEHOTEL and ICEBAR, the work with ice is closely connected to the surrounding nature. Located on the banks of the Torne River in Jukkasjärvi in northern Sweden, ice is harvested each winter from one of the cleanest rivers in northern Europe. Every winter, the river freezes naturally, forming the building material for ICEHOTEL and their ICEBARs around the world. When the season is over, or when they rebuild an ICEBAR, the ice melts and returns to water.

Harvesting and storing ice

The ice is harvested in March, when it is at its thickest and clearest. The total amount of ice harvested for ICEHOTEL and all ICEBARs corresponds to around ten seconds of natural flow from the Torne River. After harvest, the ice is stored in a production hall in Jukkasjärvi, cooled primarily by the Arctic climate and supported by locally produced solar energy.

Transport of ice

Transport represents a substantial share of the company's carbon footprint, and they are committed to conducting it as efficiently and sustainably as possible. The ice is transported through Frigoscandia's mass balance system, which ensures that a corresponding amount of renewable fuel is used within Frigoscandia's transport network.

HVO100 is used for deliveries to ICEBAR. It contains 0% fossil oil and reduces fossil emissions by at least 90% compared to traditional diesel.



Mass balance

Mass balance is a key method for enabling the transition to fossil-free transport within Frigoscandia's operations. The method is used to track fuel mix and ensure that the total input and output quantities are in balance. This principle is particularly common in the energy sector, where consumers can, for example, purchase 'green electricity' without always knowing the exact source of the electricity supplied to their homes. Similarly, mass balance is applied in the transport sector to ensure that the transport volumes marketed as fossil-free correspond to the actual use of fossil-free fuels.

Frigoscandia's mass balance model is designed to enable customers to purchase fossil-free road transport by allocating a share of the fossil-free mix to their transport activities. This means that when customers opt for fossil-free transport, they are allocated the amount of fossil-free fuel needed to cover their specific transport volumes. The earmarking of fossil-free fuel volumes ensures that these cannot be sold to multiple customers, which is particularly important within our consolidated transport flows. Frigoscandia considers it impossible to effectively control the exact fuel used for specific loads without applying the mass-balance model. We use a mix of fuels, including biogas, HVO100, RME and diesel with a defined biofuel blend, to ensure we meet the agreed volume of fossil-free fuel purchased by our customers.

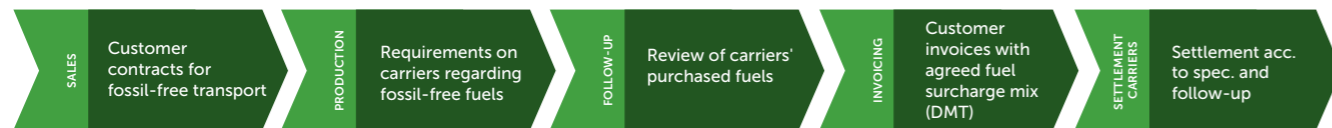
Mass balance offers several advantages for customers and carriers alike. By opting for fossil-free transport solutions,

customers can significantly reduce their carbon footprint – a key contribution to global climate-mitigation efforts. In addition, Frigoscandia is able to retain its operational flexibility within consolidated transport flows. This flexibility makes it possible to optimise routes and vehicle usage without sub-optimisations.

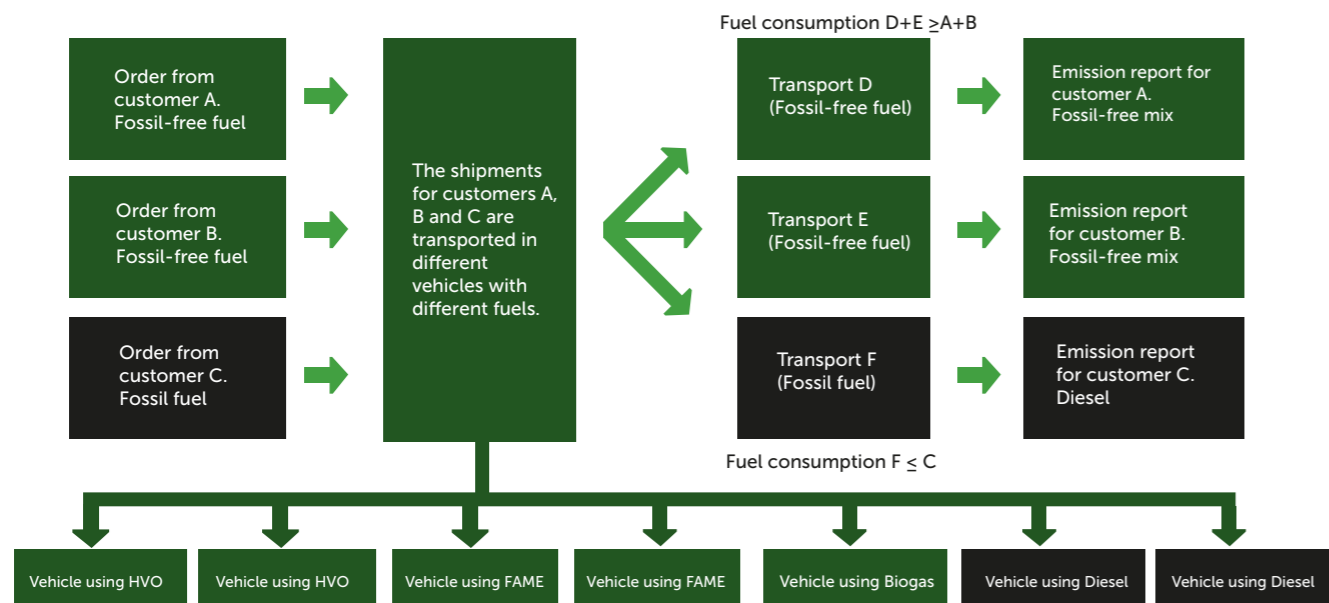
Frigoscandia's process for ensuring fossil-free road transport is based on a continuous balancing of sold volumes of fossil-free transport services against the produced volumes of fossil-free transport. Balancing requires clear and detailed reporting of fuel consumption within the transport network. By maintaining transparency and accurate reporting, we can ensure that each customer receives the fossil-free transport promised, further strengthening their trust in us.

For any share of fossil-free transport not utilised in production, Frigoscandia may purchase an inset – a certificate. The certificate ensures that a certain amount of fossil-free fuel is added by fuel suppliers to their fuel network for road transport. The fossil-free status of the fuel is linked to the certificate and not to the actual user of the fuel, which means that the holder of the certificate can claim the fossil-free status.

Mass balance – makes it possible to offer fossil-free transport solutions even within consolidated transport flows.



The balancing is done monthly and annually



Refrigerant – warehouse and terminal

Frigoscandia has for long time used ammonia as a refrigerant in our refrigeration and freezing facilities. Ammonia has superior thermodynamic properties and is more energy efficient than alternative HFC gases. Thanks to its high heat-transfer efficiency, ammonia enables faster and more cost-effective cooling processes. In addition, ammonia is a natural refrigerant with a GWP (Global Warming Potential) value of 0, making it climate neutral. Alternative refrigerants are installed in some heat pumps.

Refrigerant – transport

The refrigeration units in the vehicles use refrigerants other than ammonia. The market is evolving, and new products with comparable performance are replacing earlier refrigeration units previously powered by pure HFC gases, ensuring consistent delivery quality. The new technology results in significantly lower climate impact, around 45 percent, while also ensuring more efficient operation.

For Frigoscandia, maintaining an unbroken cold chain is of paramount importance. The units are connected, and the temperature is digitally logged several times an hour. Operating at lower temperatures than required for the goods leads to higher operating costs as well as increased environmental impact. Frigoscandia actively strives to maintain an optimal balance between delivery quality, operating costs and environmental impact. The units

themselves are powered by fuel or electricity, and in our own vehicle fleet these are primarily powered by HVO100, which reduces overall emissions.

Emissions

Shifting market conditions are resulting in higher emissions of greenhouse gases. At the beginning of 2024, the biofuel blending mandate was reduced from 30.5 percent biofuel in fossil MK1 diesel to a requirement of 6 percent. This change resulted in MK1 diesel generating roughly 35 percent higher carbon-dioxide emissions than before. Such factors may affect emissions over time.

Vehicle fleet

Through our three wholly owned haulage companies, Frigoscandia has the ability to determine which vehicles are deployed within the operation. Today, the vehicle fleet consists of 251 trucks, the majority of which run on HVO100 or biogas. Additional new vehicles are being introduced, including two electric distribution trucks that will complement the electric truck already operating within Götene Kyltransport's business.

Company cars

At the end of the year, 96 percent of Frigoscandia's company-car fleet consisted of environmentally classified vehicles, 46 percent of which were fully electric.



CASE

Fossil-free transports



GKT 72% fossil-free transports

Across our haulage operations, we predominantly fuel our vehicles with biogas and HVO100. During the year, the share of fossil-free fuels increased significantly. Switching to this fuel has a positive environmental effect and reduces the vehicle's climate impact by just over 80%*.

Investments in HCT vehicles

To enhance both sustainability and transport efficiency, we have invested during the year in High Capacity Transport (HCT) vehicles, which now operate daily along our largest transport corridors between Helsingborg–Stockholm and Gothenburg–Stockholm.

These vehicles offer greater loading capacity than today's standard configurations, raising the maximum capacity from 102 to 132 pallets. With more goods per vehicle, emissions per transported unit are reduced. In the long term, with more HCT vehicles, we also contribute to reduced congestion and increased traffic safety on our roads as fewer vehicles are needed for the same transport volumes.



FÅAB 83% fossil-free transports

Eco-driving

A key environmental objective is to train all drivers in eco-driving, both to improve the working environment and to increase the sustainability of our operations. Optimised driving behaviour lowers fuel consumption, reduces vehicle wear and decreases our overall environmental impact – all without compromising driving performance or delivery schedules.

During the year, we conducted targeted training and systematic follow-ups to raise our eco-driving performance index. Our focus is to ensure that all our drivers are well versed in eco-driving practices:

- Adhere to the speed limits and maintain a maximum speed of 80 km/h.
- Avoid unnecessary idling.
- Plan the drive to minimise unnecessary braking and acceleration.

Even minor adjustments in driving behaviour can have a substantial impact on both environmental performance and cost efficiency. Collaborative efforts – both within our organisation and in partnership with our customers – contribute to more efficient, safer and more sustainable road transport.



SVEBOL 93% fossil-free transports



* <https://www.2030sekretariat.se/hvo>

Energy consumption and energy efficiency

Frigoscandia's refrigeration and freezing facilities are electricity-intensive, operating within a broad temperature range spanning from +15°C down to –25°C. This places high demands on energy-efficient and sustainable solutions. In addition to managing storage with varying temperature requirements, Frigoscandia also provides freezing and thawing services for food products on behalf of its customers. In a freezing tunnel, temperatures can reach as low as –33°C.

As part of our property strategy, we are actively improving the energy efficiency of our existing facilities and conducting ongoing evaluations of our property portfolio, with a particular focus on energy systems. For new developments, our objective is to construct buildings with high environmental and energy performance, certified according to BREEAM Excellent. The certification places high demands on energy efficiency and reduced environmental impact in the construction process as well as in the operational phase of the property.

In existing buildings, we are actively working on energy efficiency measures that reduce the need for purchased energy. Old nitrogen lamps and fluorescent tubes are being replaced with modern LED lighting, outdated freezer doors are being upgraded to high-speed models, weather seals are being renewed, and the replacement of valve stations in the refrigeration systems is resulting in reduced energy consumption.

Renewable electricity

Since 2024, all of our operations have been powered by 100 percent renewable electricity, like other companies in the DACHSER Group.

100% renewable electricity



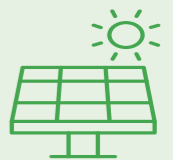
Frigoscandia uses electricity with certificates of origin from hydroelectric power. This decision is part of our sustainability strategy for transitioning to fossil-free operations and a way to support our customers' sustainability goals.

Solar power installations

The conditions for implementing solar power installations across our properties are highly favourable, and for new developments they represent an obvious investment for us. Installing solar panels on the roofs reduces the need for purchased electricity, which both lowers our carbon footprint and contributes to the public good by easing the load on the power grid.

The pattern of solar power production aligns well with our operational profile. During the summer, when electricity demand is at its highest to maintain the required temperatures in our refrigeration and freezing facilities, the solar power installations produce the most. This means that a significant share, up to 100 percent, of the solar electricity produced can be used directly in our operations.

3,880 MWh produced solar power



Residual heat

Residual heat is often an untapped resource in properties. By utilising it, energy consumption, operating costs and environmental impact can be reduced. When a refrigeration and freezing facility is in operation, a refrigerant (in Frigoscandia's case, ammonia) is compressed in a compressor. This process generates heat, which is then released via a condenser. The excess heat generated is referred to as residual heat. In our properties, we reuse residual heat to protect the buildings against frost, and in new properties also for heating office spaces. By recovering and harnessing the energy generated in our cooling processes, we reduce our reliance on purchased energy and enhance the overall energy efficiency.

	Purchased electricity, kWh	Of which renewable electricity, %	Solar energy produced, kWh	Self-consumed solar energy, kWh	Self-consumed solar energy, %	Installed capacity, kWp
2025	38,069,882	100	3,934,414	3,295,006	84	4,346
2024	48,387,570	100	949,200	949,200	100	1,172

Energy-efficient and modern multi-temperature logistics facility

Frigoscandia's new logistics facility, with its head office in Hyllinge just outside Helsingborg, is certified according to the BREEAM standard at the level 'Excellent' – one of the highest environmental certification levels. It is an important part of our sustainability efforts to increase energy efficiency and reduce environmental impact.

After many years in the same warehouse facility in Helsingborg – the location where Frigoscandia began its operations in 1950 – it was time in 2024–2025 to relocate to a more energy-efficient facility. The old building was characterised by low-rise buildings, long internal distances, poor insulation and high energy consumption – a site that could not be adapted to today's requirements for food logistics and sustainability.

By consolidating operations from the older warehouse facilities in Bjuv and Helsingborg to a modern multi-temperature facility with three

temperature zones (ambient, refrigerated and frozen), we have taken major steps towards reducing our climate impact and future-proofing our logistics services. We can now look back on the first year in the new facility and the positive impact it has delivered – both for our operational performance and for our sustainability efforts.

The building features several innovative and sustainable solutions:

- One of Northern Europe's largest rooftop solar parks enables the production of renewable electricity for our operations, thereby reducing the need for purchased electricity by approximately 2,867 MWh annually.
- Unloading gates with inflatable weather seals that minimise energy losses.
- Interior design that consists of 80% recycled furniture, which reduces resource consumption and reflects Frigoscandia's high focus on sustainability.



~ 2,900 MWh

Solar energy produced from the solar power installation on the roof.

2,000

The equivalent number of households whose annual electricity consumption is matched by our solar energy production.

Unbroken supply chain

Frigoscandia shall deliver the right goods, at the right time, with the right temperature and quality. This places high demands on optimal planning and consolidation of goods, continuity plans with alternative delivery solutions, robust systems and effective handling of deviations. Every stage of the supply chain plays a critical role in preserving the quality and sustainability of goods.

Food waste

If an unforeseen event such as a power or IT outage occurs, it may result in deviations that compromise the quality and durability of the goods, and in the worst case result in food waste. Food waste occurs when goods cannot maintain the correct temperature, when they are damaged during transport, or when they remain unsold and must be discarded.

Food waste is a major global sustainability challenge. It refers to food that goes uneaten or undrunk despite being perfectly fit for consumption. Waste occurs at all levels of the supply chain, from producer to consumer.

Since 1 July 2024, stricter regulations for packaging recycling have been in force, requiring food products and their packaging to be separated. Throughout 2025, we have observed the tangible effects of this legislation and how it is influencing Frigoscandia's operations. Growing customer awareness – both of the value of the goods and of their responsibility for proper food-waste sorting – has led to a rising tendency for customers to manage goods themselves in order to avoid destruction. This helps reduce food waste and has also led to changes in Frigoscandia's food-waste management, which we view as positive.

We always strive to preserve residual value by analysing and assessing parts of shipments according to applicable food standards, in order to recover products that are still fully sound and safe for consumption. We work in partnership with external stakeholders and charitable organisations to ensure that surplus food is recovered.



Digitalisation

Frigoscandia's digital services are an important part of our offering and contribute both to creating value for our customers and to our sustainability efforts. As a logistics company with advanced IT solutions and extensive data management, we are aware that digital infrastructure, such as servers and data centres, accounts for a significant portion of our indirect emissions. We therefore work actively to reduce the climate impact of our digital operations.

At the same time, our digital services help us reduce emissions in our operational activities through more efficient transport solutions and higher handling and storage efficiency. With advanced systems for route planning, inventory control and transport management, we can streamline our processes, reduce fuel consumption and improve resource utilisation. This benefits both our customers and the climate.

To reduce emissions associated with our digital infrastructure, we are progressively shifting towards cloud-based solutions and prioritising data centres that run on renewable energy and are optimised for energy-efficient performance. We are also working to reduce energy consumption in our own systems, for example by consolidating applications and reducing the storage of unnecessary data.

Data security and transparency

As digitalisation accelerates across society and digital solutions grow in importance within our service offering, data security has become a core element of our responsibility. We adhere to information-security standards and comply with relevant legislation, including NIS (Directive on Security of Network and Information Systems) and GDPR (General Data Protection Regulation).

The new NIS2 directive, which comes into force in Sweden in 2026, introduces new requirements for control functions and cybersecurity monitoring for companies considered part of the nation's critical infrastructure, including the food-logistics sector. Throughout 2025, Frigoscandia has been working to align its operations with the requirements of the directive.

We also prioritise integrity and transparency in our digital solutions. By offering customers access to sustainability data and self-service services, we strengthen trust and encourage informed choices. Our goal is to create a digital environment that is not only secure and transparent but also contributes to a sustainable future.

Environmental sustainability within the DACHSER Group

Environmental Sustainability within the Dachser Group Frigoscandia became part of the German global logistics group Dachser in March 2024.

Dachser's environmental sustainability work has been driven for some years through the "Climate Protection" project, which encompasses various initiatives aimed at reducing the environmental impact of the operations. The "Emission-Free Delivery" initiative, featuring emission-free freight deliveries in city center areas, has been launched in several cities across Europe in 2024, including Stockholm, Copenhagen, and Oslo. These deliveries are made using electric trucks, among other vehicles.

Dachser also places great emphasis on renewable energy and, since 2022, the company has been using 100% "green electricity" across the entire group, based on certificates of origin from hydro and wind power. This includes Frigoscandia, meaning that 100% of our electricity consumption is fossil-free from 2024. Frigoscandia's solar power generation will contribute to a greater share of renewable energy produced in-house within the group and reduce the need for purchased electricity.

The sustainability collaboration between Frigoscandia and Dachser has initially focused on sustainability reporting according to the new CSRD legislation, system support for emission reporting to customers, and collaboration on green electricity and energy efficiency.

On January 1, 2025, Dachser will establish a new corporate sustainability function. The function's overall goal is to lead the group through the transition to global net zero emissions. The ambitions cover all scopes, and goals for the work are set for both the short, medium, and long term.

The overall environmental sustainability goals for the Dachser Group are:

From 2022: DACHSER RE100 (100% worldwide Green Power Purchase)

From 2023: DACHSER Emission-free Delivery in at least 11 metropolitan regions in Europe

From 2024: DACHSER Company Cars >50% BEV (battery electric vehicles)

From 2025: DACHSER Emission-free Delivery in at least 24 metropolitan regions in Europe

From 2030: Short term GHG targets are set on the basis of a detailed roadmap in 2025

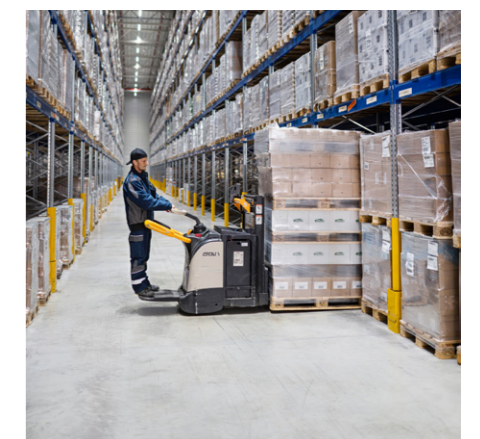
From 2040: DACHSER Group Net Zero GHG (Scope 1+2)

From 2050: DACHSER Transport Net Zero GHG (Scope 3, worldwide in all carrier markets sea, air, rail, road)

"As part of DACHSER, Frigoscandia is undergoing a significant transformation in which our systems and data environments are being progressively integrated. Digitalisation allows us to lower our energy consumption by creating synergies through centralised operations, while also increasing our operational reliability. This coordination is an important step in our continued sustainability efforts and strengthens our ability to deliver climate-smart logistics solutions."



Tobias Dahlskog
CIO, Frigoscandia



SOCIAL SUSTAINABILITY

Social sustainability

Frigoscandia values long-term social sustainability and works to ensure that all employees have safe and fair working conditions. By adhering to collective agreements, Swedish legislation and EU regulations, we ensure safe and fair working conditions and the representation of employees in decision-making processes. Our Code of Conduct encompasses ethical standards, human rights, and a zero-tolerance approach to discrimination, harassment and corruption. It is mandatory for all employees, with compliance ensured through regular follow-up processes. In addition to the Code of Conduct, supplementary policies address child labour, occupational health and safety, gender equality and diversity, GDPR, and alcohol and drugs, all of which are signed by all employees.

Frigoscandia has a whistleblower system that allows employees to anonymously report suspected irregularities, which strengthens transparency and accountability. Through training, dialogue and clear routines, we create a workplace where employees thrive, develop and feel involved, which is a foundation for sustainability and long-term success.

Through our workplace health initiatives, we encourage and enable our employees to take responsibility for their own wellbeing. Frigoscandia offers a wellness allowance to employees as well as advantageous discounts at various training facilities.

Health and safety

Throughout 2025, we continued to strengthen our occupational health and safety efforts with the aim of ensuring that Frigoscandia is a safe and secure workplace. We work according to the principle of *Safety First* to ensure that workplace safety always remains at the top of the agenda. The work is carried out systematically and preventively through risk assessments, safety inspections, training, reporting and analyses based on the company's needs, collective agreements and Swedish regulatory requirements and legislation.

Systematic work environment management

Our work is based on Swedish occupational health and safety legislation and is complemented by internal policies and procedures that address the physical, organisational and social dimensions of the work environment. By conducting regular risk assessments, safety inspections and follow-ups, we identify potential risks and implement measures before problems arise. We have clear processes for reporting accidents, near misses, risk observations and

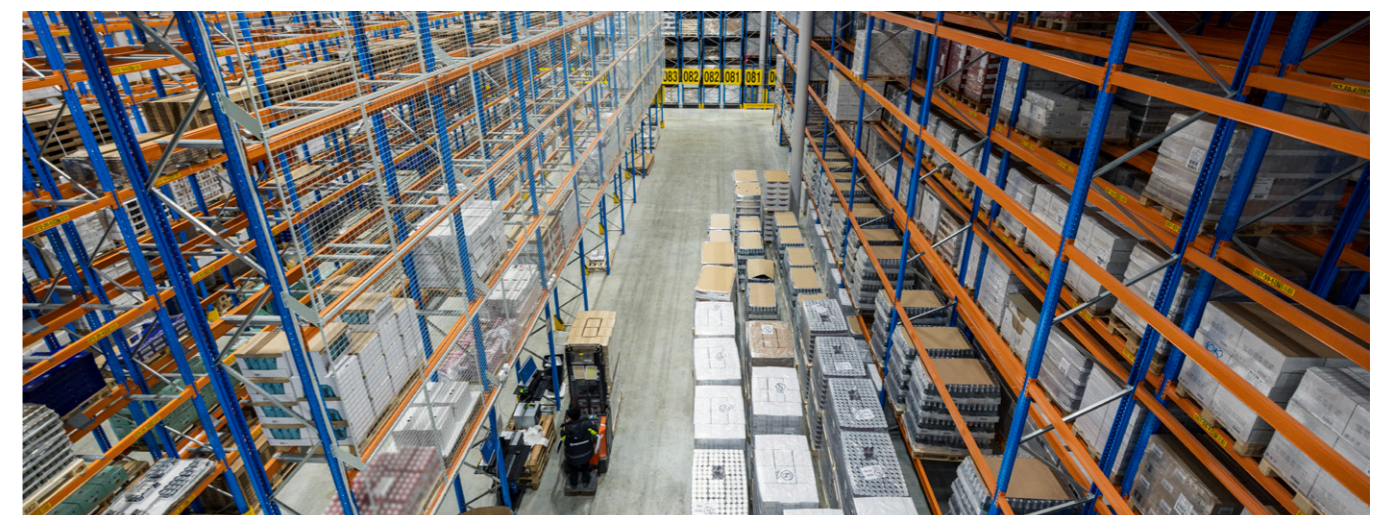
environmental incidents, which creates transparency and enables continuous improvements.

Training

Training constitutes a central element of our way of working. We work with both physical and digital training as well as digital tools and QR codes to make information and training materials easily accessible.

In 2025, advanced occupational health and safety training was carried out for the company's managers. The training provides knowledge of legal requirements and responsibilities, risk assessment, preventive measures and practical tools to support the creation of a safe and sustainable work environment.

The following work-environment-related training courses were carried out in 2025: leadership training, training on offensive behaviour, and leading through change. A common theme throughout the training programmes has been the importance of creating the conditions for psychological safety.



Reporting and follow-up

During the year, we launched our new digital function for reporting and follow-up related to near-misses, accidents and risk observations. The function allows employees and managers to report incidents, track case handling and analyse statistics on reported events.

The employee survey was expanded during the year to include additional questions on occupational health and safety, thereby strengthening the basis for continued improvements in our workplace conditions. Read more about our employee survey on page 43.

	2025	2024
Number of near-miss incidents	416	449
Number of accidents	18	23
Deaths due to work-related injuries	0	0

Preventive initiatives addressing alcohol consumption and risky use

Preventive initiatives addressing alcohol consumption and risky use is part of our responsibility. We have clear policies and action plans and carry out random testing. These measures reduce the risk of accidents, injuries and quality deficiencies. A workplace free from alcohol and drug-related risks is a basic prerequisite for creating a safe and sustainable work environment. Managers have also received training in how to identify early signs of substance abuse.

"We want Frigoscandia to be a workplace where people feel safe and engaged. To achieve this, we work continuously with the processes that underpin social sustainability. This entails complying with laws and collective agreements, strengthening our leaders through targeted training, and working systematically with pay reviews, employee surveys and performance dialogues, alongside preventive measures to counter discrimination and inappropriate conduct.

During 2025, we placed particular emphasis on clarifying our goals and demonstrating how each employee's contribution supports the broader organisation. When everyone understands the connection, both engagement and participation increase. We introduced a wellbeing budget, launched initiatives to recognise engaged employees, and increased the visibility of key roles across the organisation. In doing so, we aim to recognise and strengthen the sense of pride in the value created every day.

Sustainability is about creating genuine, long-term value. "We recognise that certain initiatives require a longer period to take effect before their full impact becomes visible. Through perseverance and consistency, we are confident that we are steadily building a socially sustainable workplace for current and future employees alike."

Julia Kjellberg
Head of HR, Frigoscandia



CASE



Collaboration with Samhall – for an inclusive working life

Samhall works every day to create meaningful employment where individuals can grow by building on their strengths. As part of Frigoscandia's social sustainability efforts, we have chosen to use Samhall's services to contribute to a more inclusive and developing work environment. For us, the collaboration is more than a service delivery. It is a tangible way of taking responsibility and contributing to higher employment, generating value for individuals, the organisation and society at large.

At Frigoscandia's headquarters in Hyllinge, just outside Helsingborg, we meet Maher, who is employed by Samhall and a valued member of the team.

When we meet Maher, he speaks proudly about his three children and about his previous work in Syria, where he ran a food business. His former football career has followed him to Sweden, now in the form of coaching.

"I would say that the work has given me a strong incentive to collaborate and help others with love and respect," Maher tells us during our conversation.

Maher came to Sweden ten years ago and has since shown determination and a strong desire to develop. Through hard work, dedication and a clear ambition to learn the Swedish language, he has become a valued colleague in the workplace.



Traffic safety

Traffic safety is a key priority. Our efforts are conducted systematically to ensure a safer traffic environment for our employees and to reinforce our responsibility within this area. Frigoscandia maintains a strong focus on internal monitoring of driving and rest times. The work is carried out by an internal working group, and the initiative was first launched just over ten years ago at Frigoscandia Åkeri. Today it also extends to our haulage companies Svebol Logistics and Götene Kyltransporter.

The regulatory framework for driving and rest times is inherently complex and demands meticulous compliance to prevent mistakes. It is designed to ensure road safety and a good working environment for professional drivers. The complexity stems partly from numerous detailed regulations and very narrow time margins, placing significant demands on both understanding and practical application.

Our internal working group provides training, conducts follow-ups and maintains ongoing communication with Frigoscandia's drivers and transport planners regarding the regulatory framework for driving and rest times. This work has enabled our employees to become progressively more proficient in understanding and correctly applying the regulations in practice.

The latest routine inspection conducted by the Swedish Transport Agency at Frigoscandia Åkeri resulted in zero penalty fees. This stands as clear evidence of the solid, well-functioning work behind our daily monitoring of driving and rest times, and the close dialogue we maintain with our drivers. It also serves as a testament to the governance-related sustainability of our transport operations, reinforcing trust among our customers and employees alike.

We have participated in collaborations with Trafikverket (Swedish Transport Administration) to support road safety initiatives and increase awareness of risks in professional traffic. Furthermore, we have continued to promote environmentally friendly and safe transport practices across our operations.

Equality, diversity and inclusion

At Frigoscandia, we strive to be a workplace characterised by equality, diversity and inclusion. We firmly believe that this brings valuable perspectives that enhance our collective knowledge base and strengthen our competencies. By drawing on different experiences and perspectives, we can better understand and act on issues relating to society, customers and employees. We therefore work actively with mapping, training, investigation and follow-up to continuously improve conditions and ensure that managers and employees feel secure with Frigoscandia's approach, development efforts and reporting channels.

Annual salary mapping Frigoscandia carries out an annual salary-mapping process to ensure that no unjustified gender-based pay disparities exist. In the salary-mapping process, a comparison of salary levels for all blue-collar and white-collar workers is performed in relation to Equal Pay Index.

Equality

At Frigoscandia, all employees should have the same opportunities, rights and conditions regardless of gender. We therefore work actively to ensure a fair distribution of responsibility, development opportunities and remuneration.

Diversity

We see differences as a strength and strive to create an inclusive work environment where different backgrounds, experiences and perspectives contribute to innovation and quality. Our recruitment and skills development is based on attracting and retaining talent with different skills and life experiences.

Inclusion

All employees should be treated with respect and dignity. We have zero tolerance for discrimination and harassment and work systematically to ensure that our processes and decisions are transparent and fair.

Policies and guidelines

Frigoscandia's road-safety policy reflects applicable laws and regulations, while also aligning with our internal objectives. In addition, we have established vehicle-management guidelines that emphasise adherence to speed limits, the use of seat belts and the minimisation of mobile phone use while driving.

Training

We conduct regular road-safety training sessions for our employees. The training sessions help increase awareness of traffic risks and how they can be avoided through safe behaviour and careful planning. One example is vehicle inspections, which aim to inform our drivers about the importance of both their own safety and the safety of others. The training presents this in a simple and visual way by highlighting the various risks that may arise when using vehicles and when out on the roads.

Several of our training modules are now accessible via QR codes installed in each truck, making it easy for drivers to quickly access the material on site. They are also accessible via our digital intranet platform, which is available to all employees.

Vehicle inspection

All vehicles undergo regular checks to ensure they meet safety standards. The checks are carried out by the drivers before each shift and are recorded digitally via a service on Frigoscandia's intranet for evaluation and follow-up.

Incident follow-up and analysis

We register and analyse incidents, accidents and near misses. This has enabled us to identify recurring risk patterns and to implement effective preventive measures. For example, we have updated our procedures for handling support bars (posts placed between goods to prevent them from tipping) and introduced a requirement to wear protective helmets when handling goods on the second level of the vehicle (to protect against falling items).

We have also strengthened our cargo-securing procedures and introduced digital checklists that are used before departure to ensure that the vehicle is roadworthy. This also helps to increase the driver's safety awareness. The company has also followed up on employees' compliance with road-safety guidelines through regular follow-ups.

Employee assessment of "my boss treats me respectfully": 4.3/5*

"I know where to go to report threats, violence, abuse, bullying or harassment/sexual harassment": 89%*

12% female drivers (9%)



Equal pay index

100% (97%)

Proportion female managers:

22% (20%)

Proportion of women: 17% (16%)
Proportion of men: 83% (84%)

*Employee survey 2025

Meet our colleague Sandra

“I feel good when I’m behind the wheel”

A working day with **Sandra Albrandt**, driver at Frigoscandia Åkeri

For Sandra, it all started with a simple feeling: the joy of driving. “Driving long distances has always made me happy. It’s peaceful,” she says. After 12 years of working at a kindergarten, she chose to follow her passion. She obtained her HGV licence and switched careers. “It’s the best thing I’ve ever done.”

The sense of independence is one of the biggest advantages of the profession. The day begins early, often as early as five in the morning. Then Sandra goes through the freight documents, inspects the trailer and ensures that the temperature in the unit is set correctly. After the daily safety check, the vehicle is coupled, and the workday gets under way with deliveries to regular stores. The afternoon brings new deliveries and often ends with the rig being fully loaded before heading back home. “It might sound simple, but it takes hours,” says Sandra.

In addition to the independence, the variety and daily contact with customers are major benefits of the profession. No two days are the same, and Sandra enjoys the challenge of driving a large

vehicle in places where space is often limited. “There’s a lot to think about during the day but juggling many tasks is all part of the fun.”

A working day can be challenging when time isn’t always on your side and consideration in traffic is sometimes in short supply. “Many people who have never driven a truck don’t realise how heavy the vehicle is or how they should behave around a reversing truck. That might be the hardest part.”

Sandra would like more people to understand that being a driver is a physical and demanding job, especially within distribution transport. “You don’t just sit there and drive. It’s a physically demanding job, and you’re under constant time pressure.”

Despite that, it’s the combination of responsibility, freedom and movement that makes her enjoy the job so much. For Sandra, the job is more than just a profession – it’s a daily life where she can work independently, tackle challenges and take pride in contributing to keeping society running.

Talent supply

Talent supply is crucial to creating a sustainable workplace. By attracting, retaining and developing the right talent, we ensure that Frigoscandia can meet customer demands while acting in line with societal developments and sustainability requirements. A well-planned talent strategy contributes to a sense of security, involvement and development opportunities for employees, which are factors that strengthen engagement and long-term job satisfaction.

All employees complete a mandatory training programme that includes food safety, anti-corruption, the unbroken cold chain, the Code of Conduct and sustainability topics. Managers also receive training in systematic work environment management.

We provide ongoing talent development and climate training to strengthen understanding of our climate goals and action plans. Through these efforts, we create a work environment where knowledge and responsibility go hand in hand with innovation and sustainability, which we see as a prerequisite for being an attractive employer and contributing to a long-term sustainable society.

Engagement

At Frigoscandia, we consider employee engagement a cornerstone of our sustainability efforts. Engaged employees are responsible, quality-conscious and innovative, which affects sustainability in several different ways. Engagement is therefore more than a workplace issue – it is a strategic factor that reinforces our competitiveness and our responsibility towards employees, customers and the wider society.

We believe that engagement is a sign of a work environment where people feel safe and secure, included and that their work is meaningful. It is a measure of how well we succeed in creating a culture that promotes equality, respect and development, which is the core of social sustainability. Engagement shows that employees are happy and wish to contribute to the company’s long-term success.

Employee engagement is measured quarterly through eNPS (Employee Net Promoter Score), which answers the question “How likely are you to recommend us as a good company to work for?”.

During the year, we have seen variations in employee engagement, eNPS. At first, we observed a decline, which we link to staff-related changes that generated a degree of concern and uncertainty across the organisation. Change is a natural part of our development, and we recognise that it can affect the sense of security and involvement, which are central factors for a high level of engagement.

We have therefore stepped up our efforts to strengthen employee engagement. By communicating our goals and purpose more clearly, and by investing in involvement and wellbeing, we are creating the foundations needed to rebuild trust and renew motivation. The results of the latest survey show that we are on the right track: engagement has gradually increased during the latter part of the year, confirming that our efforts are having an effect.

Promoting engagement is a strategic priority and an important part of our social sustainability efforts. We continue to develop initiatives that strengthen employee well-being and participation to ensure long-term satisfaction and sustainability.



CASE

Gatulaget

We support local initiatives and social projects that promote inclusion and health. In 2025, Frigoscandia has proudly continued to support Hittarps IK Gatulag, an initiative aimed at giving people in vulnerable circumstances a place to meet and socialise, with football as the common ground.

Frigoscandia's sponsorship of Hittarps Gatulag extends beyond traditional sponsorship. Our contribution goes beyond financial support – we also share our commitment and our expertise. By using our marketing resources and networks, we spread awareness about the project, help find additional sponsors and inspire other clubs to create their own Gatulag initiatives.



Employee survey

To ensure a sustainable workplace, we use the employee survey as an important tool for monitoring the work environment, engagement and sense of security. During the year, we added more questions to survey to obtain a broader picture of how our employees experience their work situation. The overall results across all questions indicate an average score of 3.9 out of 5, providing valuable insight into both strengths and areas for development.

Our strengths lie in a respectful and safe climate, where employees feel confident approaching their manager whenever work-related challenges arise. We also note strong leadership and clarity around procedures for reporting accidents, near misses, risk observations and environmental incidents, all crucial elements in ensuring a safe and secure working environment.

At the same time, we see areas for development, including the need for clearer goal communication and a greater sense of involvement in the company's ongoing development. These insights are key to our continued social sustainability efforts. By translating the results into concrete actions, we strengthen both engagement and long-term well-being, which is essential for Frigoscandia to remain an attractive and sustainable employer.

"I feel secure and comfortable at work":

4.2/5

The majority of our employees report feeling a high sense of security in their work, which confirms that our initiatives are having an impact.

From the employee survey

Interns and apprentices

At Frigoscandia, we gladly and regularly collaborate with interns and apprentices. By offering internship and apprenticeship opportunities, we create value not only for the company but also for society and the individual. The intern gets the opportunity to put theory into practice, develop their professional skills and begin to build a network, while Frigoscandia can strengthen its brand and work strategically with talent supply and increase engagement both internally and externally. During the year we have had several LIA interns, and we view the outcomes very positively.

For Frigoscandia, internships are a way to contribute to skills development in society, strengthen the workforce of the future and welcome new perspectives and ideas into the organisation. When students have the opportunity to grow, we grow too.

Internships that create value

Meet Gina Sjölin, who chose Frigoscandia to gain a broad and realistic insight into all aspects of HR work.

At Frigoscandia, Gina is given the opportunity to work closely with HR processes at both operational and strategic levels, ranging from employment law and work environment management to negotiations and the implementation of the forthcoming pay transparency directive. For her, the internship is a way to explore where her strengths lie and clarify how she wants to contribute in her future professional role.

In just the first few weeks, Gina has experienced a workplace where she has been welcomed into the team and involved in key meetings, decision-making discussions and processes. She describes the culture she encountered as open, trusting and focused on learning – an environment where dialogue and responsibility go hand in hand. Through the internship, she hopes to build a solid

foundation for her first HR role by developing her skills, deepening her understanding of tools and systems, and gaining experiences that will help her navigate her future career.

Should an opportunity for employment arise in the future, she would view it as highly appealing. She values the flexibility, trust and opportunity to work independently – qualities she believes characterise Frigoscandia as an employer. Whatever the future may hold, she knows that the internship will provide her with valuable experience, insights and a good reference.



CORPORATE SUSTAINABILITY

Corporate sustainability

Frigoscandia conducts its operations with a long-term and responsible perspective. Our business practices are guided by good business ethics, transparent processes and strong relationships. We take responsibility beyond our own operations, striving to ensure that integrity and sustainability permeate the entire value chain.

Whistleblower function and protection for whistleblowers

Frigoscandia strives for a corporate culture where openness and dialogue are an integral part of the day-to-day work. We want our employees to feel secure in voicing their opinions and confident in bringing forward any issues that may arise within the organisation. As a first step, employees are encouraged to discuss any concerns with their immediate manager. For situations where this is not possible, a whistleblower function has been established.

Ethical conduct

Frigoscandia maintains a zero-tolerance stance on all forms and is committed to promoting free and fair competition in the market. We conduct all business activities in a transparent manner in accordance with applicable legislation and established processes.

The whistleblower system is independent and accessible via an external platform. The system enables anonymous reporting of suspected misconduct, including violations of our Code of Conduct and other irregularities.

All operations conducted by Frigoscandia and all members of staff must comply with applicable competition legislation in relation to contact with customers, suppliers in the value chain and competitors.

Frigoscandia's whistleblowing policy is designed to offer clear guidance on when and how misconduct should be reported, while ensuring that all reports relating to the public interest are handled fairly, confidentially and with full respect for the integrity of the individual making the report. The policy ensures that no employee should have to fear retaliation or liability for reporting in good faith.

Human rights

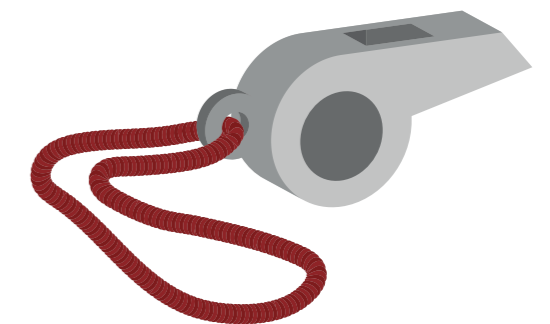
Our responsibility rests on national and international legislation, collective agreements and our own values. As a professional employer, we uphold international standards and are committed to adhering to the UN Declaration of Human Rights.

In May 2024, a new whistleblower function was implemented, and two cases were reported during that year. In 2025, seven whistleblower cases were registered.

Anti-corruption

Frigoscandia's Code of Conduct – with anti-corruption as a key component – is designed to guide every decision we take and serves as an integral part of our management system. Through our intranet, all employees have easy access to up-to-date documentation and the associated e-learning, both via the mobile app and on their computer.

Acting in violation of the Code of Conduct can harm the company and undermine its reputation. Violations of the code may lead to disciplinary action. Corruption, undue advantage, bribery, money laundering, terrorist financing or other punishable acts committed in connection with work will, as a rule, be reported to the police and may lead to legal action. No incidents requiring legal action have occurred during the year.



	2025	2024
Number of confirmed cases of corruption	0	1
Number of corruption cases	1	4



Supplier chain

Frigoscandia places clear expectations on all suppliers and business partners to adhere to our Code of Conduct, which encompasses areas such as human rights, working conditions, environmental responsibility and business ethics. The Code of Conduct is a cornerstone of our sustainability efforts and underpins the expectations we place on all actors across the value chain.

Background checks and certification

Before Frigoscandia enters into an agreement with a new supplier, such as a transport provider, a due-diligence process is carried out to ensure that the supplier meets our requirements regarding legislation, responsibility and quality. The process includes verifying company registration, liability insurance, traffic permits, F-tax certification, the supplier's registration as a food establishment. Only companies that meet all requirements can proceed in the selection process. The supplier must comply with international conventions such as the UN Guiding Principles on Business and Human Rights, the ILO core conventions on minimum labour standards, and relevant environmental and labour laws.

For Swedish transport companies, we also require certification under Fair Transport, an industry standard that ensures transport operations are carried out in a responsible, safe and climate-smart manner.

Follow-up and compliance

Frigoscandia selects its business partners with great care and strives to collaborate with a limited number of reliable actors. All actors are expected to adhere to our Code of Conduct, EU regulatory requirements and the guidelines on social dumping.

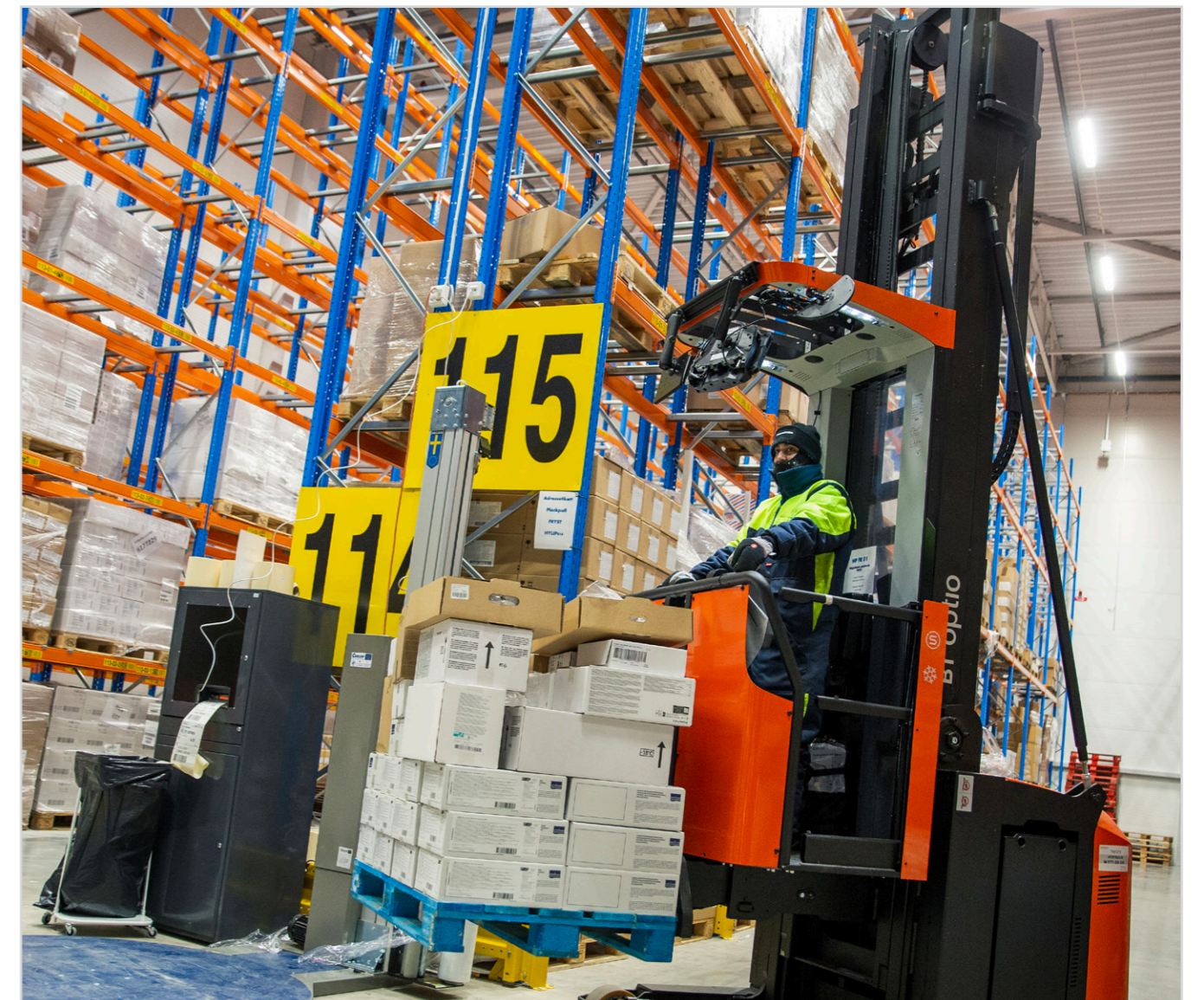
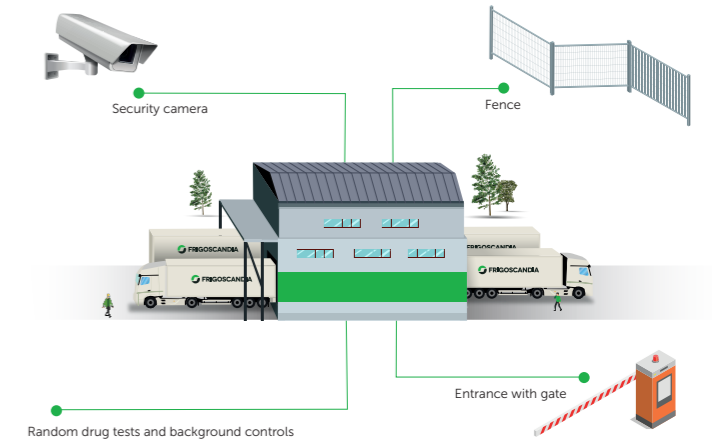
We work actively to ensure fair working conditions throughout the value chain, with a particular emphasis on transparency in drivers' remuneration levels. Frigoscandia requires that drivers receive fixed salaries that reflect market levels, rather than remuneration based on kilometres driven, a practice that can lead to unsafe working conditions and unacceptable pressure.

We also have procedures for reporting suspected improper behaviour within the supplier chain, and we work proactively to identify and address risks related to working conditions, human rights and business ethics. Through continuous follow-up and dialogue with our suppliers, we promote long-term relationships based on mutual trust and sustainable development.

Cargo security

Frigoscandia shall ensure the safety of our customers' goods whenever they are entrusted to us. Food products must be protected from the risk of sabotage and theft in trucks, warehouses and terminals, to prevent products from falling into the wrong hands or having to be destroyed.

Through active security work, background checks on new employees, random drug testing at our workplaces and certifications at our facilities (such as AEOF and BRC), we enhance the security of the goods in our care. An incident such as the theft or sabotage of goods, vehicles or property can have significant consequences depending on its scale. To safeguard our operations and our customers' goods, we implement security-enhancing measures, including robust perimeter protection, surveillance cameras and strict access controls using key tags and visitor logs at our facilities.



Reporting principles and boundaries

GHG Protocol

Our reporting of greenhouse gas emissions follows the Greenhouse Gas Protocol (GHG Protocol) classification into Scope 1, 2 and 3. The GHG Protocol is a global standard for how companies and organisations should measure, calculate and report greenhouse gas emissions.

The report covers the following areas:

SCOPE 1

Direct emissions from our own operations include fuel consumption from vehicles owned or controlled by Frigoscandia, as well as refrigerant leakage from these vehicles.

SCOPE 2

Indirect emissions from purchased energy, which includes the electricity that Frigoscandia purchases and consumes.

SCOPE 3

Other indirect emissions occurring in the value chain, but not owned or controlled by Frigoscandia, include fuel consumption from purchased transport services, business travel in company cars, and refrigerant leakage from purchased transport services.

Emissions from fuel consumption in Scope 1 are based on actual consumption and emission factors for each fuel. Refrigerant leakage from our own vehicles is reported using the average-value method. Fuel consumption from business trips using a company car is calculated according to the distance method and with average consumption for each vehicle and the emission factor for the respective fuel type.

Scope 2 is calculated based on data on actual consumption and the emission factor for origin-labelled hydropower from the supplier. Under the GHG protocol, purchased energy must be reported using both *market-based* and *location-based methods*. For *location-based*, an emission factor for the Nordic electricity mix of 59 g CO₂e/kWh is used.

Scope 3 emissions include category 3.4 – upstream transport and distribution – and are based on actual consumption as far as possible, supplemented with Frigoscandia's own data on transport work procured from third-party providers. Emission factors have been applied for each respective fuel type.

Insets

Insets is a certificate linked to the use of fossil-free fuel. In Frigoscandia's case, it refers to the purchase of fossil-free fuels that are used in road transport outside Frigoscandia's vehicle fleet but that have not been credited as fossil-free by the consuming company, but the fossil-free fuel is fully allocated to Frigoscandia. Each inset represents a specific amount of fossil-free carbon dioxide avoided by using fossil-free fuels in place of fossil fuels.

Auditor's report on the statutory sustainability report

To the general meeting of the shareholders in Frigoscandia AB, corporate identity number 556052-0263.

Engagement and responsibility

It is the board of directors who is responsible for the statutory sustainability report for the year 2025 and that it has been prepared in accordance with the Annual Accounts Act according to the prior wording that was in effect before 1 July 2024.

The scope of the audit

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

Opinion

A statutory sustainability report has been prepared.

Helsingborg, 31 mars 2026
Ernst & Young AB

Emma Mauritzon
Authorised Public Accountant

Publisher

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