



**AHOLA**

**Sustainability Report 2022**

**WAY AHEAD**



# United Nations' Sustainable Development Goals (SDGs)

The Division for Sustainable Development Goals (DSDG) is a part of the United Nations Department of Economic and Social Affairs. Its mandate is to provide support and guidance to member states in their efforts to achieve the Sustainable Development Goals (SDGs) adopted by the UN in 2015.

**THE SDGS ARE A VALUABLE** tool for us as we aim to integrate sustainable development into our operations. In our first Sustainability report, we have taken a step towards the United Nations' Sustainable Development Goals through our sustainability strategy and have incorporated nine out of the 17 Principles of the UN Global Compact into our company's policies. In this report, we have highlighted the Sustainable Development Goals to which we are committed for each area.



## Contents

- Group Management Review ..... 4
- Ahola Group in a Nutshell ..... 6
- About Ahola Group ..... 8
- Sustainability in Ahola ..... 10
- Environment ..... 12
- Responsible Business ..... 15
- People ..... 18
- Reporting Approach ..... 23
- Environmental Figures ..... 23
- Social Figures ..... 24
- Gri Content Index ..... 26



» *Our aim is to extend the monitoring of sustainability topics to the supply chain.*

- IDA SAAVALAINEN,  
GROUP CEO

>>> GROUP MANAGEMENT REVIEW

# Our Commitment to Sustainable Development

In your hands is Ahola Group's first official sustainability report.

**HOWEVER, SUSTAINABILITY** has been a part of our company's operations for decades. It is also a part of Ahola Group's strategy. Human rights and ethical guidelines are documented in our Ahola Way Management Manual. We have been investing in environmental work since the mid-1990s.

Our goal is to develop sustainability work in our group in a long-term and systematic manner. To this end, we established a Sustainability Forum last year. Good governance is a part of our sustainability strategy. It is in the company's interest to maintain stable operations regardless of the unstable global political situation. Our aim is to extend the monitoring of sustainability topics to the supply chain.

Overall environmental efficiency is at the core of our operations. Emissions have the greatest impact on the environment in business operations. We strive to reduce emissions in many ways. Measuring and reporting emission targets is possible through the digital tools we have de-

veloped ourselves. We will refine and expand the monitoring of GHG emissions throughout the entire group. We have also taken the first steps towards transitioning to electric and gas-powered vehicles. Our modern truck wash operates in an environmentally friendly manner.

One significant part of our sustainability strategy is the people who enable our operations. We want to be a workplace where people know their jobs and want and dare to succeed. We take care of our employees by creating a safe working environment and an atmosphere in which they can develop. Our goal is to create a personal development plan for each person. We want our employees to be able to influence their own work. This is possible, for example, in the bi-annual satisfaction survey.

The coming years will radically transform the entire transport industry towards a green transition. At Ahola, we want to be a pioneer in this regard. ●

# Ahola Group in a Nutshell

Ahola is a family business that has, since its establishment in 1955, grown into a logistics group with an international scope of services. We are a reliable, modern logistics expert supporting sustainable development.



## By Ahola Group Ab – Key figures



TURNOVER  
**129,5M€**  
[2021: 112,7M€]



VEHICLES  
**560**



PEOPLE  
**700**



### VALUES

Total Responsibility, Openness and Respect for the Individual.

**THE AHOLA GROUP CONSISTS** of Ahola Transport, a specialist in road transportation, Ahola Special, operating in heavy and oversized transports, and Ahola Digital, a supplier of digital logistics solutions.

We serve our clients in the Nordics, Baltics, Poland, and elsewhere in Central and Eastern Europe. Our wide partner network enables extensive contacts throughout Europe.



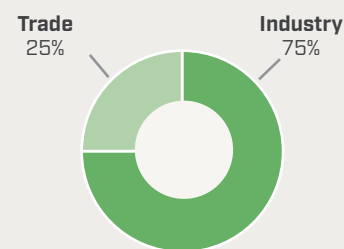
### MISSION

Logistics flows on our responsibility.

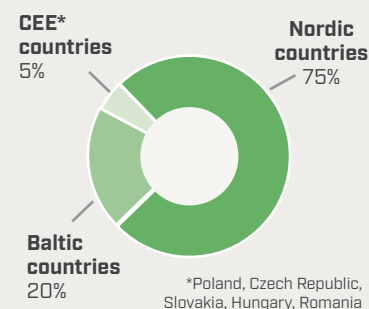
### CERTIFICATES



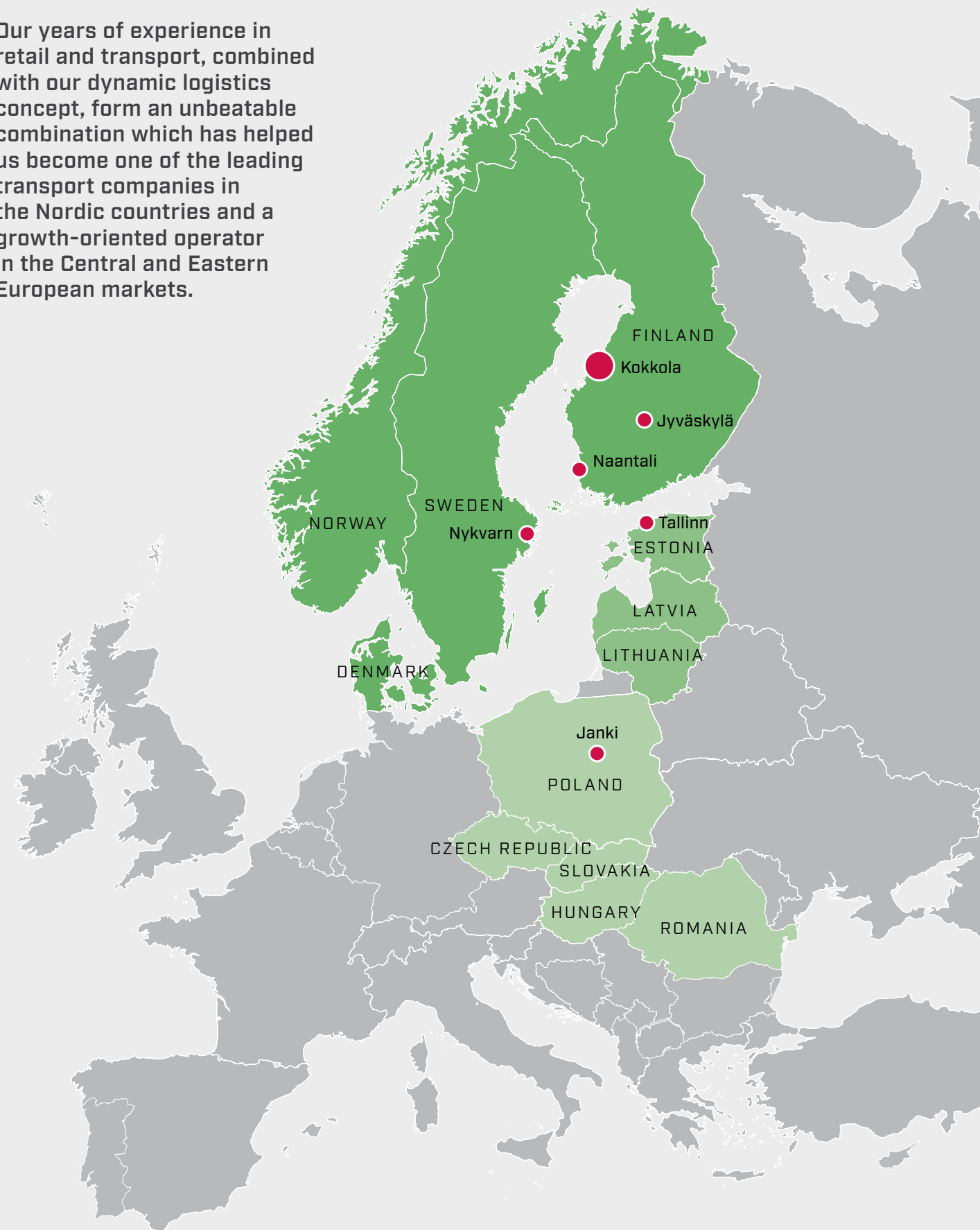
### MARKET SEGMENTS



### MARKET AREAS



Our years of experience in retail and transport, combined with our dynamic logistics concept, form an unbeatable combination which has helped us become one of the leading transport companies in the Nordic countries and a growth-oriented operator in the Central and Eastern European markets.





>>> OUR COMPANY

# About Ahola Group

Our nearly 70 years of experience in trade and transport, together with our dynamic logistics concept, form an unbeatable combination that has helped us become one of the leading transport companies in the Nordic countries and a growth-oriented player in the Central and Eastern European market. Ahola Group's main market areas are Finland, Sweden and Baltic countries.

**AHOLA GROUP CONSISTS** of road transport services providing Ahola Transport, heavy and oversized transporting service Ahola Special and digital logistics solutions providing Ahola Digital. Ahola's fleet includes around 560 modern vehicles that are well suited to the conditions of our market area. Our equipment perfectly matches the needs of various industries, thereby ensuring fast deliveries for all types of goods.

Ahola Special hauls heavy and oversized cargo both on land and at sea. The services cover overall project planning and management, including both road and sea transports with the

necessary additional services, such as handling at port, as well as jacking and skidding. We use various modes of transportation and always look for the best solution for each project.

### Digital Solutions

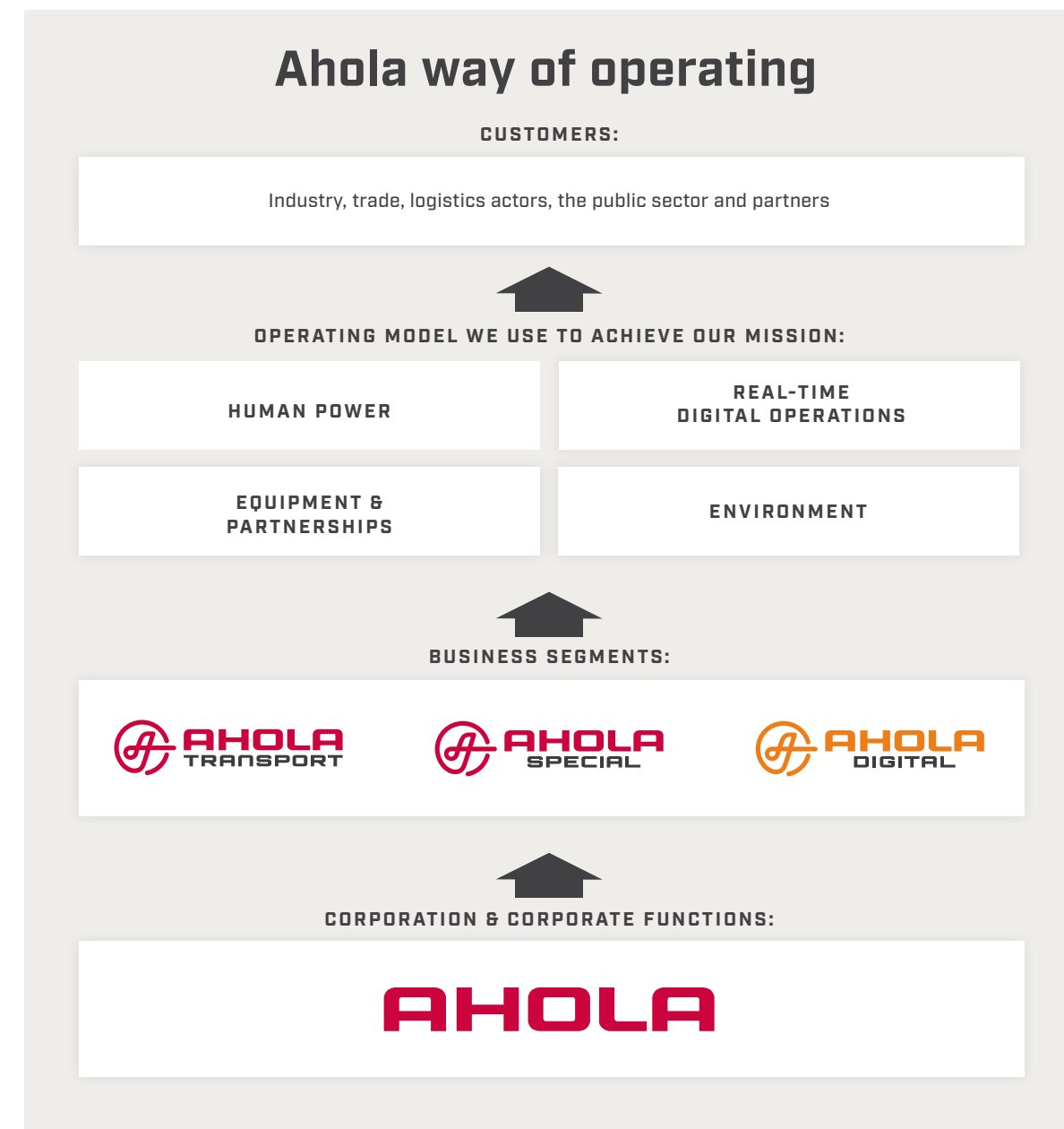
Ahola Digital solutions and services lead the way to the future for transportation and logistics companies. We help our customers develop environmentally friendly transportation operations and get a step ahead today as well as tomorrow. Ahola Digital solutions can help in optimizing metrics such as vehicle occupancy

and usage rates, but the possibilities are virtually limitless.

The Group's vision is to reach a leading position in the Northern European logistics markets by modernizing traditional logistics and developing new digital services. We will accomplish that together with our responsible people and responsible methods.

### Employees, Contractors, and Board of Directors

At the end of the review period, 241 people worked in the Ahola group. In addition, Ahola focuses on long-term partnerships and employs over 450



**>>> We help our customers develop environmentally friendly transportation operations.**

contractor drivers in transporting. The CEO of the group was **Ida Saavalainen**. The group paid a total of 14.2 million euros in salaries and bonuses. At Oy Ahola Group Ab's general meet-

ing on 28 June 2022, the board was appointed, which consists of the following regular members: **Hans Ahola** (chairman), **Nils Ahola** and two board members **Toni Lahti** and **Jukka Kar-**

**hula** who are outside directors independent of the organization.

The company's regular auditor is the auditing firm Ernst & Young Ab, chief auditor CGR **Anders Mattsson**.



# Sustainability in Ahola

## Sustainability Management

At Ahola Group, responsibility is integrated into everything we do. It is an intrinsic part of our daily choices, in the direction of our development work and in how we take care of both the environment and personnel. We want to ensure that sustainability is our focus in all our operations, and we do that by bringing up sustainability issues regularly in the meetings of Group Management and the Board of Directors. In 2022, the management of the Group established a separate sustainability forum with employees from every business segment to ensure that sustainability work is in focus in the Group companies. The forum is meant for discussing material topics and the management of impacts in the business segments as well as for reporting the sustainability topics in every company to the Group management. The understanding of sustainability in the business at the management level is ensured through common third-party training in order to advance the Board of Directors' collective knowledge of sustainable development.

Ahola's owners and Board of Directors set the direction within the sustainability area and decide on the policy, strategy, and objectives together with Group Management. Strategic decisions are implemented within the business segments, which have their own more detailed strategies that are based on the Group-wide strategy. The progress of the activities is monitored, and the collection of both internal and external data is planned and carried out in collaboration with other relevant functions of the Group.

## Sustainability Strategy

Ahola Group is committed to helping to fulfil the United Nations' Sustainable Development Goals through our sustainability strategy and respects the Ten Principles of the UN Global Compact in the company's policies. We wish to operate responsibly towards our employees, customers, owners, and society. Respecting the individual is one

of our family business's values. It is our way of showing that we believe all people are equal. We all have different jobs, but the overall effort is the result of each and everyone's contribution. Everyone should have the opportunity to succeed in their work. We operate openly and commit to shared actions – as Ahola's values require. We want our customers to know who handles their logistics flows. Sustainability work at Ahola focusses on specific goals divided into three target areas: environment, social and governance. Ahola's management is committed to actively participating in developing and executing our sustainability strategy to ensure that our goals and targets are met. The strategy is based on our operational environment analysis, including a risk assessment, as well as on dialogue with our key stakeholders to better understand the risks and opportunities that might arise in our business operations. We will continue our sustainability work during 2023 and integrate sustainability into our strategies and policies.

## Policies Governing Our Daily Work

Our policies provide common ground for our partners to operate in, a moral code for all employees, and accountability for all our stakeholders. Our principles are communicated in our code of conduct Ahola Way, to ensure all our management, employees, and suppliers engage in our way of work. The ethical rules in Ahola Way include policies against corruption, bribery, and anti-competitive behaviour, requirements for every worker and cooperating partner to follow laws and regulations, and guidance concerning gifts, sponsorship, and the processing of information. The code of conduct is based on the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work and the UN Universal Declaration on Human Rights, including policies against child labour and forced labour, and harassment and discrimination.

There are policies concerning respect for equality and employees' right to a collective agreement and union membership, as well as policies to ensure that working hours and salaries are in accordance with laws. The policies protect the rights of our employees, and with our policies we want to make sure that the work environment is safe for all our employees. The work environment policy includes instructions also for remote work and traffic safety. Information security is important, and we have policies on personal data protection and information handling. All our policies and code of conduct are approved and reviewed regularly by our Group management and Board of Directors. Ahola Green is our overall environmental program for developing our sustainability in environmental issues, including research and development aspects.

## Our Stakeholders

We value our stakeholders' opinions on our operations and the sustainability issues we are working towards. Therefore, we are continuously in contact with the relevant stakeholders, both internal and external, to provide a service that is not only profitable but also takes into consideration the surrounding environment and the people in it. Our employees, managers, and owners as internal stakeholders are able to see the whole picture of how sustainable operations are implemented within our company, as our external stakeholders, i.e. suppliers, society, government, creditors and customers, each have their own demands for sustainability. We as a company address the sustainability issues arising from both stakeholder groups.

## Materiality Assessment

Ahola Group operates in the transport and digital logistics industry, which sets the base for our material impacts in the areas of the environment, people, and governance. Our operational environment analysis is part of our company's strategic work and continuous improvement. Our

approach to the materiality of sustainability issues is based on where the greatest risks and impacts of our operations are, and how negative impacts can be mitigated and positive impacts increased.

The impacts of our operations on environmental, social, and governance issues are reviewed in connection with the Group's overall strategy assessments every year. Risks and opportunities within sustainability are assessed regularly as part of every business segment's ordinary risk and opportunity assessment and are thus an integral part of our risk processes and company strategy. The risk assessments are part of our strategy to mitigate our negative impacts and find positive solutions to grow our operations into a sustainable and profitable business.

In the transport business, emissions are a key indicator of sustainability. Our focus areas in sustainability include reducing emissions with the help of digital innovations, educating competent drivers, and increasing the use of renewable energy. The health and safety of our employees will remain in focus in the coming years, and we will develop our working environment into the best workplace for everyone. We want to engage our employees and suppliers in our sustainability work, and focus on training and on communicating our environmental and human rights policies to the people we work with, both inside our company and in our supply chains.

In 2021, we established a separate compliance department to monitor compliance with laws and requirements in our segments. We continue to develop the compliance work, and have also established a whistleblowing system to enable all our stakeholders to anonymously report possible breaches of compliance with laws or human rights issues. We want to contribute to the development of our local communities and develop more ways to participate in supporting communities.

Ahola Group acknowledges the Sustainable Development Goals of the United Nations and focuses on the ones our company has the best possibilities to contribute to. ●

## Our Sustainability Program

|   |   |  |
|---|---|--|
|  <p style="text-align: center;"><b>ENVIRONMENT</b></p> <ul style="list-style-type: none"> <li>• Ahola Green</li> <li>• CO2 emissions and renewable energy</li> <li>• Waste management and recycling</li> <li>• Product and service innovation</li> </ul> |  <p style="text-align: center;"><b>SOCIAL</b></p> <ul style="list-style-type: none"> <li>• Employee engagement</li> <li>• Diversity and gender equality</li> <li>• Community engagement</li> <li>• Health and safety</li> <li>• Human rights</li> <li>• Labour rights</li> </ul> |  <p style="text-align: center;"><b>GOVERNANCE</b></p> <ul style="list-style-type: none"> <li>• Ethical business</li> <li>• Supplier engagement</li> <li>• Data security</li> <li>• Taxes</li> </ul> |
|---|---|--|







/// SUSTAINABILITY PROGRAM:

# Environment



## The Continuing Environmental Work

Taking care of the environment has been part of the Group's strategy since the mid-90s. Ahola Transport's mission has for years been to offer more efficient, reliable and environmentally friendly transport and logistics services. During the year, the Group has actively looked into the use of renewable fuels and is working towards being able to offer emission-free transport in the future.

The basis of the environmental work consists of the company's environmental targets and the Ahola Green environmental program, which focusses on continuously reducing the environmental impact in relation to our produced tonne-kilometers.

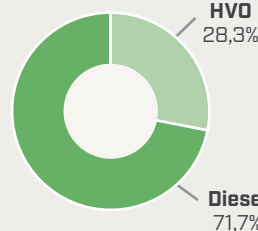
We constantly strive to improve our environmental profile and reduce our emissions. We were happy to be able to say already in the 2021 environmental report that we had achieved the emission reduction goals set by the EU for the year 2030 more than ten years ahead of schedule. Ahola Transport's road transport emissions have been reduced by 63% compared to 2005, which is the base-level comparison for the EU and Finland. In 2022, we continued to reduce greenhouse gas emissions compared to previous years. The proportion of bio-based fuels we use is now 28.3% in the Nordic countries and 18.7% in all market areas. Ninety-four percent of our trucks in the Nordics and 86% of our cars in all market areas belong to the EURO 6 class.



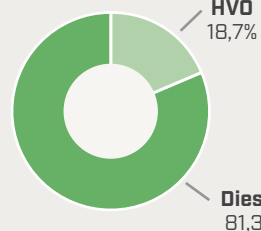
### Bio fuels

Share of bio-based fuels of total amount used for road transport in 2022.

#### NORDIC COUNTRIES



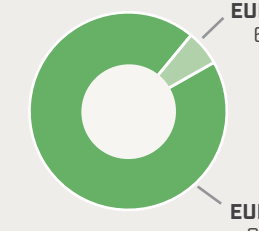
#### ALL MARKET AREAS



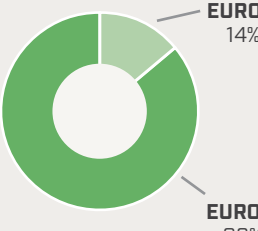
### Vehicle EURO classes

Distribution of EURO classes for all of our own and contracted vehicles in the end of 2022.

#### NORDIC COUNTRIES



#### ALL MARKET AREAS



## Ahola Green

The Group strategy for 2022 included the implementation of our own overall environmental program Ahola Green, the purpose of which is to promote and monitor environmental friendliness in our Group. The program includes the continuous development of environmentally friendly working methods and research and development projects for new innovations. The goal of the program is to improve environmental friendliness within the Group, as well as in the logistics and transportation industry in general, develop more sustainable working methods, and promote awareness of the environmental impacts of our operations. For example, our facilities in Finland are powered only by renewable energy, using 100% wind power.

## The Four Focus Areas

Our main development areas in becoming more environmentally friendly in road transport are:

1. Eco-driving
2. Operational efficiency and minimizing waste
3. Lower fuel consumption and higher payload
4. Carbon neutrality

Our targets for 2023 are to continue with these development areas, conduct more research and development work on new technologies and energy options, as well as further develop the energy efficiency of our services. For 2022, we had set an ambitious goal of 27.39 grams CO<sub>2</sub>e/tkm in road

transports, which we quite did not reach, having ended the year at 27.69 grams CO<sub>2</sub>e/tkm, but we were able to reduce the emissions by 0.26 grams compared to 2021. Our new target for the emissions level in 2023 is 27.15 grams of CO<sub>2</sub>e/tkm in road transport services.

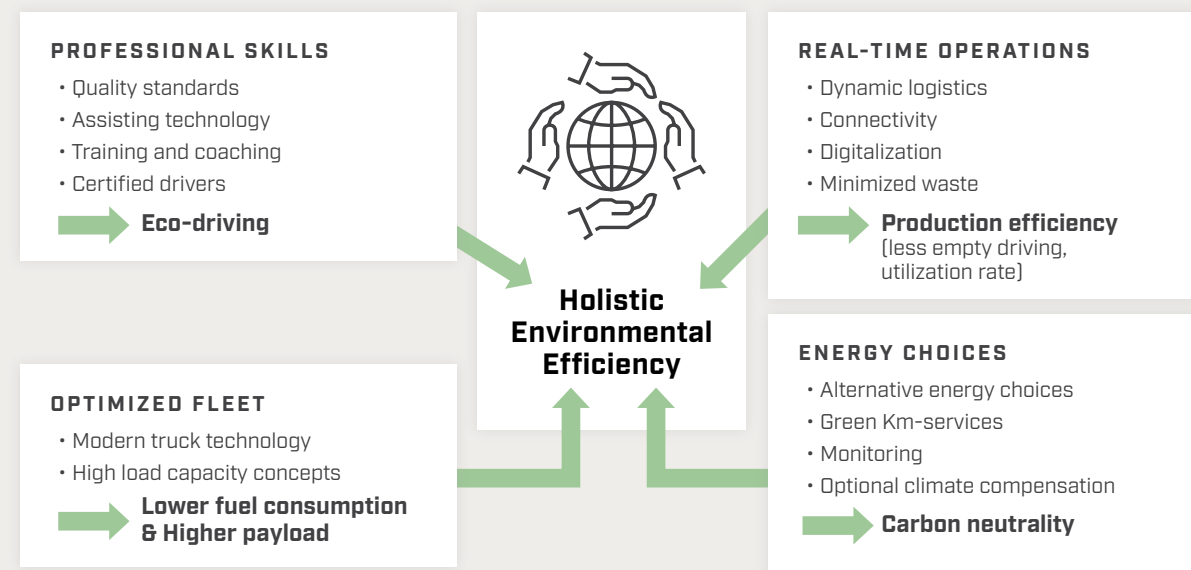
## Digitalizing Transport Services

A big part of sustainable transport services relies on the digital solutions that ensure optimized transport with real-time follow-up possibilities. Ahola Digital offers digital services that enable environmentally friendly transport services by offering solutions that help optimize the load capacity and minimize empty kilometers. With these digital solutions, it is possible not only to follow the emissions of transports but also to obtain emission reports on the parcel level.

Networks are becoming increasingly important and form part of the digitalization efforts, which aim to develop and broaden cooperation within the logistics industry. At the same time, the development work saves social resources and reduces the environmental impacts of transport. The development project is expected to produce long-term results gradually over the next few years as the degree of digitalization increases.

A high level of digitalization requires hardware. In the procurement of computers and other hardware, we strive for reuse and recycling. Digitalization also enables reducing excess business travel. When possible, meetings are held using video connections. Most office employees also have the opportunity to work part of the week remotely.

## Our efforts in sustainability





## Environmentally Friendly Washing Station

Ahola strives to bring more environmentally friendly solutions to the entire transport industry, not only by reducing emissions but also by introducing more sustainable choices in different sectors, from economical driving and logistics planning to greater investments.

Ahola Transport invested in an environmentally friendly washing station for heavy transport vehicles in autumn 2021. The station utilizes a modern closed water circulation system that helps minimize water consumption when washing vehicles. For example, whereas it normally takes approx. 2,000 litres of clean water to wash a truck in a normal washing station, with the help of the new washing ma-

chine and unique water circulation system we have been able to reduce the consumption of fresh water to approx. 200 litres per wash.

The investment is part of our environmental program, in which we strive to develop our eco-effectiveness. The estimated payback period of the new water circulation system is two years, which makes it a good example of how to rationalize the procurement with both environmental reasons and economic calculations.

The plan is to open the highly automated washing station to other transport companies also later on. ●



## Good Governance

Ahola Group promotes economic, environmental, and social responsibility in its operations by defining values, policies and operational guidelines that all employees and partners must follow.

We expect similar ethical business practices and demonstrable progress and achievements in economic, environmental and social responsibility from our cooperating companies, as well as training and monitoring of the practices of their own suppliers.

Ahola Way is our guide to working in a responsible, ethical way. Our values – total responsibility, openness, and respect for the individual – form the basis for all our work and business ethics. Our policies are based on the Ten Principles of the UN Global Compact and the ILO Declaration on Fundamental Principles and Rights at Work. We follow national and international legislation and requirements in our operations.

We at Ahola have zero tolerance for all types of corruption, bribery, and extortion. We value transparency in our operations and believe that decisions should be made objectively and based on facts in the company's interest, and to avoid conflicts of interest. Every segment in our Group carries out annual materiality assessments to identify the most relevant risks and opportunities concerning the environment, economic environment, and social environment we work in.

Our focus areas for responsible business in 2023 are

stable economic growth and ethical business that complies with laws and requirements, promotes data security, and ensures sustainable supply chains.

## Ethical Business

Being responsible in business means taking into account all the legal and ethical aspects of our business operations. In 2021, we established a separate compliance team to monitor compliance with laws and requirements and to ensure that our operations continue to be ethical.

We govern our performance through internal audits and have a whistleblowing system that gives everyone in our stakeholder groups the possibility to anonymously report possible breaches in our ethics and operations or any other critical concerns that they consider should be assessed and addressed. Reports made through the whistleblowing system are addressed within the organisation by our compliance function, which convenes the relevant executive-level people. Our whistleblowing system has not been in use for long, but thankfully no critical concerns were reported last year.

We take concerns over human rights issues, corruption, and anti-competitive behaviour seriously. Our policies regarding human rights and ethical business practices are presented in Ahola Way, which is our Code of Conduct. Ahola Way training is arranged for every new employee and subcontractor to provide information about our policies, values, and way of working.





## Economic Performance

At Ahola Group, operations during 2022 have developed in a positive direction. All three business segments have enjoyed positive development, and Ahola Special has undergone an expansion phase. The properties have also been rented out throughout the year.

During the year, Ahola Transport has, despite increased costs for fuel, transport services, and its own personnel, managed to increase its turnover and operating profit. The higher turnover is largely due to built-in price adjustment mechanisms in customer agreements and renegotiations of agreements with customers. The lack of capacity in transport markets during certain periods of the year caused some challenges for the segment, but thanks to good cooperation partners, the impact on the business has been minimal.

Ahola Special again enjoyed strong growth during the year. Wind power logistics continued to grow strongly, but other business areas also showed positive development. The earnings trend for Ahola Special was very positive. During the financial year, the installation business was sold, and thus the segment will concentrate exclusively on special transports and projects in the future.

In 2022, Ahola Digital invested in developing software solutions for the Group, but also continued the investment in complete SaaS solutions for passenger traffic. During the year, the company gained new customers in passenger traffic, and the development has been fast and volumes have continuously increased.

## Financial Risks

The war in Ukraine still poses a risk to the Group. While the Group has no direct exposure in either Russia or Ukraine,

it is affected indirectly through customers and partners. In addition, the conflict entails a risk that the economic cycle will fluctuate.

The Group prevents financial risks by streamlining its own operations and by flexibly adapting to the prevailing circumstances. The market situation and its risks can change quickly due to the increasing unrest in world politics and the global economy and quickly affect demand for the Group's services.

Other risks consist of unpredictable accidents in connection with road transport and vehicle damage. These risks are prevented by training personnel and through safety regulations and comprehensive insurance. The vehicles have been fitted with equipment that improves traffic safety and facilitates the drivers' work.

The Group's financial risks regarding loans have been hedged through an interest-rate swap agreement.

The board monitors the company's risk management and participates in its development.

## Future Prospects

The board estimates that demand for traditional road transport in 2023 will decrease compared to the previous year. The special transport business has good growth prospects in 2023, and volumes are expected to be at the same level as the previous year. Passenger traffic is expected to grow in 2023. The cost increase will probably continue during the year, leading to significantly higher costs compared to 2022. This will also affect both turnover and operating profit, which will decrease slightly compared to the previous year.

## Investments in Research and Development

Demand for ecologically and socially sustainable transport solutions is constantly increasing among both customers and authorities. This creates demand for constantly modernizing logistics and for finding new digital solutions to make operations more efficient.

Ahola actively works to find new environmentally friendly working methods and technical solutions to make logistics more efficient. We have significant investments in R&D projects in 2021–2023 at Ahola Transport and Ahola Digital, for which projects we received funding from the EU and the innovation fund centre Business Finland in 2022.

## Taxes

Ahola Group has operations in several countries in addition to Finland, for example in Sweden, Estonia, and Poland. Paying taxes in these countries of operation is one contribution also to these local communities. Taxes are paid to the country where the operations are and where the income is generated.

The legislation and taxation of these countries are taken into account in our operations, e.g., through value-added tax. Ahola Group follows national tax legislation, and we have accurate accounting regarding taxation matters. Our accounting is audited externally to ensure correct information and legal compliance. We will continue to comply with national laws and regulations in tax matters and also in our future operations.

## Data Privacy

At Ahola, we process a wide range of data from employees, subcontractors, customers, and other individuals. We ensure that data privacy is monitored in every operation through internal audits and by informing and training the employees and engaging suppliers regarding data privacy. The annual data audit report was prepared with a third-party auditor, who certified Ahola as GDPR-qualified according to the requirements of the General Data Protection Regulation (GDPR). Our hard work to ensure GDPR-qualified operations paid off, as there were no data privacy breaches reported across all Ahola Group companies in 2022. Our data privacy work continues with regular internal auditing of GDPR issues in our operations.

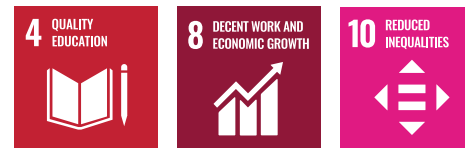
## Responsible Supply Chains

Responsible businesses take care of their supply chain. As our business relies strongly on subcontractors, it is essential to communicate our ways and values to them also as our co-workers. Our ways of working and our values are part of the training and contracts of new suppliers to ensure they adopt our way of working and our policies regarding human rights and business ethics. All drivers receive training from us, e.g. in economical driving. In digital services, we trust our service suppliers to focus on sustainability.

Our target for 2023 is to maintain a high level of sustainability in our supply chains, and we plan to begin auditing our existing suppliers on their policies on human rights and ethics in annual discussions. ●







/// SUSTAINABILITY PROGRAM: SOCIAL

# Our People

For Ahola, 2022 was a year of looking forward. A year earlier, the organization had returned to being a family business after five years of being part of the stock market. A new generation of leaders started in 2022, as the organization embarked on a generational change.

**AT THE HEART OF OUR** operations has always been a humane attitude and an entrepreneurial spirit, and these values will guide what we do in the future as well. In the future, we will make use of our strong digitalization expertise and industry knowledge to achieve total environmental efficiency. In practice, this means, for example, training already skilled personnel, monitoring and measuring actual emissions, and reporting them to our customers. We also want to be a pioneer in the industry in the future whose activities are guided by strong values. The focus of Ahola Transport has always been and will be the drivers, without whom the wheels cannot keep turning. We continue the development of our business and strive to be the obvious choice for customers, partners, and potential employees in the future as well.

The shortage of drivers in the transport business is a growing problem that leads back to changes in values. According to our survey of 15–24-year-olds in 2021, a driver's work is seen as difficult, dangerous, and lonely, as one might spend long periods of time away from home. Modern driver work is far from that outdated view, as it includes more customer service and also requires digital skills. The transport industry is far more than just transport. It includes the digital side of operating systems, which need developers. The survey we conducted gives us more insight into how to market the industry and make our company an appealing workplace.

Our Group has committed personnel: the result of the

latest commitment survey was 8.2 out of 10. The survey is conducted twice a year to measure the commitment of our employees towards their work. According to the responses to the latest survey in autumn 2022, the aspects our employees valued the most were their nice colleagues, secure employment, good working hours, challenging tasks, and a good working environment.

## Our Efforts in Competence and Quality

In 2022, we concentrated on the training provided to our workers. Ahola Digital started regular monthly information security training, which will continue also in 2023. We developed personnel's customer service skills both in internal training by learning from each other as well as in external training projects. We continued our Ahola Driver Certificate program, which helps us develop our drivers' skills in economical driving and customer service. Follow-up and support for drivers to improve their driving habits have a direct effect on vehicles' fuel consumption and thus also emission levels. Ahola Way as our Code of Conduct has been our training for employees to learn our values, policies, and way of working. Ahola Way is part of the continuous training plan for our employees to maintain knowledge about our policies in business ethics and human rights.





## Occupational Health and Safety

We ensure that our employees remain safe, healthy, and able to work, drawing on the occupational health and safety management system ISO 45001 as support. According to our policy on the work environment, Ahola Group must be a good and safe workplace where injuries, illnesses, and infection risks are prevented.

Work is carried out in accordance with current legislation and requirements regarding the work environment and occupational safety, as well as through systematic infection risk management. We also have occupational health services to help our workers improve their health and ergonomic work. Our work and safety system covers all our employees.

Management and supervisors are responsible for the occupational health and safety work. They expect employees to follow the applicable rules and instructions in accordance with established processes and work practices, take personal responsibility for the work environment and health in daily work, actively participate in the identification, reporting, and elimination of risks, and work to continuously improve the work environment.

Instructions regarding work safety must always be followed at all the company's locations. When visiting customers, the customer's rules and instructions must always be followed. We have an infection risk management method, MyCare, in place to help fight infection risks in all our operations.

## Employee Engagement

Our employees are provided health and safety services according to legislation, and they also have the possibility to influence our health and safety management through deviation registering and improvement suggestions, and through separate occupational health and safety forums and committees.

We encourage and support our employees to live a more active life through various sports campaigns. In 2022, for example, we had the opportunity to participate in the bicycle competition Kilometrikisa, where every employee could register the kilometers they cycled during the summer. We also offer our permanent employees in Finland a bicycle benefit, which means they are able to buy a bicycle tax-free. Our employees are offered E-passi services, which offer sports, massage, and cultural opportunities to promote well-being during leisure time.

Our focus is on the well-being of our workers, and this has been emphasized even more during the epidemic years. Content drivers make fluent logistics possible, which makes it an easy decision to focus on the professionalism and know-how of our workers this year, too. An outdoor gym at our Naantali site was built in 2022 to promote the well-being of our drivers. In 2023, we are opening a "Trucker's Spa" to provide drivers with better social facilities at the Naantali site.

The well-being of our employees remains a focus for 2023. A new well-being forum that includes employee

representatives from all our segments was established in 2022, and it continues its work to create possibilities for our staff to participate in activities promoting good health.

## Risk Management

We carry out risk assessments in order to address issues arising from the work environment and to reduce work-related accidents and occupational illness. Our routine in risk assessment examines the possible causes of injury, whether the hazard can be eliminated, and if not, what preventive or protective measures are or should be available in order to mitigate such hazards. The health and safety risk assessment is carried out every two years and is organised by the health and safety director.

Every segment and site has their own work safety commissions, which are responsible for assessing the working environment, identifying disturbances and proposing how they can be addressed, suggesting how the working environment and safety could be improved, taking initiatives to prevent accidents and develop new solutions, and assessing equality issues, exercise, and fitness possibilities. The commissions meet four times a year.

## Human Rights

Ahola also strives to influence social development along a positive path by promoting human rights, counteracting all discrimination, and actively participating in social debate. Our Code of Conduct is based on the UN Declaration on Human Rights, and the ILO Declaration on Fundamen-

tal Principles and Rights at Work.

Our policies prohibit forced labour and the use of child labour and promote the freedom of association and the right to collective bargaining. All employees are treated equally, regardless of gender, age, origin, religion, belief, opinions, state of health, and disability. Every form of harassment and discrimination is forbidden, and each individual's value, integrity, and personal rights shall be respected. No form of discrimination or threat is tolerated at the workplace. The policies are in place to protect the human rights of our employees and other stakeholders.

The working hours of our employees follow national legislation, as do paid salaries and remuneration. In a modern civilization like ours, the risk of human rights violations is low, thanks to national legislation protecting human rights. The management of human rights issues is based on national laws and the ethics laid down in the declarations of the United Nations and the International Labour Organization. We have a whistleblowing system in line with the EU directive, and we draw up equality plans every two years based on the law on equality between women and men and the non-discrimination act to promote equality in working life.

Finland is considered one of the most equal countries in the world, but efforts to offer employment regardless of the background of the applicants is ongoing in every industry. Anonymous whistleblowing lowers the threshold for reporting serious breaches in employee rights and human rights.

Our policies are intended to prevent human rights violations, and our annual risk assessments are part of that





prevention system. No cases of harassment or discrimination were reported in 2022.

The assessment regarding the ethics and respect for the human rights of our suppliers is conducted before the contract is signed and every year in the annual discussions. The ethics of our suppliers must match ours in order for our business relationship to begin or continue.

## Community

We are aware that our activities also have impacts on the surrounding society. As a Group, we are able to offer jobs in all the locations where we operate and to hundreds of subcontractors in the Nordic, Baltic and central European countries. Our sponsorship program offers financial aid to those in need and to local associations.

Every sponsorship inquiry is addressed in our sponsorship forum to ensure the registration and transparency of the issues. In 2022, the war in Ukraine touched many of our hearts. Our active employees gathered supplies and clothes as well as monetary aid from our organization for the families that had to flee from their home country.

Ahola promotes traffic safety. In autumn of 2022, Ahola Transport's and Ahola Special's trucks visited elementary schools at all our sites in Finland, Sweden, and Estonia to educate children about traffic safety and how the drivers of big trucks see small children crossing the roads. The children got to sit in the truck cabs to see how the visibility is and what to observe when interacting with heavy traffic. The Traffic Safety Day was a big success among the children and many of them wanted to become truckers in the future.

Ahola's sustainability work aims not only to help Ahola become more sustainable but also to find ways to make the surrounding community more sustainable. For example, the work at Ahola Special has helped create more wind power thanks to their transports. The environmentally friendly washing station, which Ahola acquired in the fall of 2021, will later also open to other transport companies and help them make use of the modern closed water recycling system, which helps minimize water consumption. Our research and development program, Ahola Green helps to develop more eco-friendly transport to reduce the negative impacts of transport.

## Customers

We believe in a cooperative way of working. Openness in our customer relations is an essential part of our customer experience. We want to make our customers feel safe when working with us and minimize any negative effects on customers by means of ongoing communication, continuous improvements, and information security. In 2022, there were no complaints about violations of customer privacy or loss of customer data.

We want to offer our customers the best information security in logistics systems. Information security is one of the most important development targets in digital logistics. In 2022, the focus of Ahola Digital was on information security training of employees and the development of information security policies and processes. ●



# Reporting Approach

## Reporting Period and Contacts

This sustainability report has been drawn up for the financial year, based on the calendar year 1 January–31 December 2022. This is Ahola Group's first sustainability report, and it was reviewed by the Group Management and the Board of Directors before its publication on 4/27/2023. Any questions regarding this report or sustainability in our company can be sent to: [info@aholagroup.com](mailto:info@aholagroup.com).

This report is reviewed and approved by the Group management on the 4/27/2023.

## Global Reporting Initiative (GRI)

GRI (Global Reporting Initiative) is an independent, international organization that helps businesses and other organizations take responsibility for their impacts by providing them with a global common language to communicate those impacts. The GRI Standards enable an organization to publicly disclose its most significant impacts on the economy, environment, and people, including impacts on their human rights and how the organization manages these impacts. The GRI content index has the disclosures reported with reference to the GRI Standards and shows the location where information users can find it. The GRI Content Index in this report can be found on page 26.

# Environmental Figures

The environmental figures are based on the environmental report 2022 of Ahola Transport. This report represents the greenhouse gas emission of transport services supplied by Ahola Transport. The GHG emissions in this report are calculated in accordance with the EN16258 standard. The environmental report can be found in its entirety at: [www.aholatransport.com/material-bank/](http://www.aholatransport.com/material-bank/)

## Emissions

Ahola Transport CO2 traffic emissions of road transport services in all market areas.

| YEAR  | 2015  | 2018  | 2019  | 2020  | 2021  | 2022  |
|---|-------|-------|-------|-------|-------|-------|
| <b>Tank to wheel</b><br>Grams CO <sub>2</sub> e per tkm | 36.69 | 33.89 | 31.15 | 28.84 | 27.95 | 27.69 |
| <b>Life cycle</b><br>Grams CO <sub>2</sub> e per tkm    | 46.16 | 44.12 | 41.39 | 39.19 | 38.21 | 38.18 |

## Emissions outside the organization

Emissions of sea transports connected to road transports of Ahola Transport.

| YEAR**   | 2015 | 2018 | 2019 | 2020   | 2021  | 2022  |
|--|------|------|------|--------|-------|-------|
| <b>Tank-to-Wake</b><br>Grams of CO <sub>2</sub> per tkm* | —    | —    | —    | 112.07 | 106.7 | 103.2 |

\* Weighted average based on emission data provided by ferry companies.

\*\* Data not available before year 2020.





### Energy consumption within the organization

Ahola Transport energy consumption of road transport services in all market areas.

| YEAR   | 2015  | 2018  | 2019  | 2020  | 2021  | 2022  |
|--|-------|-------|-------|-------|-------|-------|
| <b>Tank to wheel</b><br>Energy consumption, MJ per tkm | 0.521 | 0.507 | 0.48  | 0.459 | 0.449 | 0.45  |
| <b>Life cycle</b><br>Energy consumption, MJ per tkm    | 0.7   | 0.699 | 0.673 | 0.654 | 0.642 | 0.648 |

### Share of renewable energy in road transports

Share of bio-based fuels of the total amount used for road transports in all market areas [%].

| YEAR*         | 2015 | 2018 | 2019 | 2020 | 2021 | 2022 |
|---------------|------|------|------|------|------|------|
| <b>HVO</b>    | –    | –    | –    | 16.8 | 17.6 | 18.7 |
| <b>Diesel</b> | –    | –    | –    | 83.2 | 82.4 | 81.3 |

\* Data not available before year 2020.

| TYPE OF EMPLOYMENT   | GROUP TOTAL | GENDER    |            | AREA       |           |           |          |
|----------------------|-------------|-----------|------------|------------|-----------|-----------|----------|
|                      |             | FEMALE    | MALE       | FINLAND    | SWEDEN    | ESTONIA   | POLAND   |
| <b>Permanent</b>     | <b>220</b>  | <b>49</b> | <b>171</b> | <b>166</b> | <b>12</b> | <b>36</b> | <b>6</b> |
| Temporary            | 12          | 7         | 2          | 10         | 0         | 1         | 1        |
| Non-guaranteed hours | 9           | 2         | 7          | 8          | 1         | 0         | 0        |
| <b>Full-time</b>     | <b>214</b>  | <b>44</b> | <b>170</b> | <b>159</b> | <b>12</b> | <b>36</b> | <b>7</b> |
| Part-time            | 27          | 15        | 12         | 25         | 1         | 1         | 0        |

| DIVERSITY OF GOVERNANCE BODIES, % | GENDER |      | AGE GROUP          |                 |                   |
|-----------------------------------|--------|------|--------------------|-----------------|-------------------|
|                                   | FEMALE | MALE | UNDER 30 YEARS OLD | 30-50 YEARS OLD | OVER 50 YEARS OLD |
| <b>Group Board of Directors</b>   | 0      | 100  | 0                  | 2               | 2                 |
| <b>Group Management</b>           | 20     | 80   | 0                  | 4               | 1                 |

| OCCUPATIONAL HEALTH AND SAFETY                                 | 2022    |
|--|---------|
| <b>Number of fatalities as a result of work-related injury</b> | 0       |
| <b>Number of recordable work-related injuries</b>              | 16      |
| <b>Number of high consequence work-related injuries</b>        | 0       |
| <b>Absence due to illness (days per FTE)</b>                   | 0.38    |
| <b>Number of hours worked</b>                                  | 466 272 |

# Social Figures

## Accounting principles for non-financial data – Social figures

**THE SOCIAL FIGURES** cover all employees of the organization and subsidiaries except the suppliers. The number of employees is in the headcount at the end of the reporting period 31.12.2022.

The greater employee turnover of under 30-years-old can be explained by seasonal fluctuations during holiday seasons when work is usually performed by students. Non-guaranteed hours contracts and other part-time contracts are based on the wishes and needs of the employee

(e.g., because of studying) as the company has no actual part-time positions.

The occupational health and safety data have been calculated with the number of employees in full-time equivalent (FTE). The number of fatalities as a result of work-related injury, the number of recordable work-related injuries and the number of high-consequence work-related injuries are reported in the total number of incidents among the Group companies' employees during the reporting period.

| EMPLOYMENT                       | GROUP TOTAL | GENDER      |             | AREA        |            |             |             | AGE GROUP        |               |                 |
|----------------------------------|-------------|-------------|-------------|-------------|------------|-------------|-------------|------------------|---------------|-----------------|
|                                  |             | FEMALE      | MALE        | FINLAND     | SWEDEN     | ESTONIA     | POLAND      | UNDER 30 YRS OLD | 30-50 YRS OLD | OVER 50 YRS OLD |
| <b>Total number of employees</b> | <b>241</b>  | 59          | 182         | 184         | 13         | 37          | 7           | 44               | 142           | 55              |
| <b>New hires</b>                 | <b>59</b>   | 16          | 43          | 43          | 6          | 8           | 2           | 27               | 23            | 9               |
| <b>Ended employments</b>         | <b>73</b>   | 14          | 59          | 63          | 1          | 7           | 2           | 21               | 33            | 19              |
| <b>Employee turnover [%]</b>     | <b>30.3</b> | <b>23.7</b> | <b>32.4</b> | <b>34.2</b> | <b>7.7</b> | <b>18.9</b> | <b>28.6</b> | <b>47.7</b>      | <b>23.2</b>   | <b>34.5</b>     |



# GRI Content Index

|                         |  |
|-------------------------|--|
| <b>STATEMENT OF USE</b> | The Ahola group has reported the information cited in this GRI content index for the period 1.1.-31.12.2022 with reference to the GRI Standards. |
| <b>GRI 1 USED</b>       | GRI 1: Foundation 2021   |

| GRI STANDARD                                 | DISCLOSURE   | PAGE   |    |
|--|--|--|----|
| <b>GRI 2:</b><br>General Disclosures<br>2021 | 2-1 Organizational details   | 6-7  |    |
|  | 2-2 Entities included in the organization's sustainability reporting             | 6  |    |
|  | 2-3 Reporting period, frequency and contact point                                | 23   |    |
|  | 2-5 External assurance   | The sustainability report of the year 2022 has not been assured by a third party.    |    |
|  | 2-6 Activities, value chain and other business relationships                     | 6, 8-9   |    |
|  | 2-7 Employees  | 9, 24  |    |
|  | 2-8 Workers who are not employees  | 9  |    |
|  | 2-9 Governance structure and composition   | 9  |    |
|  | 2-10 Nomination and selection of the highest governance body                     | 9  |    |
|  | 2-11 Chair of the highest governance body  | 9  |    |
|  | 2-12 Role of the highest governance body in overseeing the management of impacts | 10   |    |
|  | 2-13 Delegation of responsibility for managing impacts                           | 10   |    |
|  | 2-14 Role of the highest governance body in sustainability reporting             | 10   |    |
|  | 2-15 Conflicts of interest   | 15   |    |
|  | 2-16 Communication of critical concerns  | 15   |    |
|  | 2-17 Collective knowledge of the highest governance body                         | 10   |    |
|  | 2-22 Statement on sustainable development strategy                               | 5, 10  |    |
|  | 2-23 Policy commitments  | 10-11  |    |
|  | 2-24 Embedding policy commitments  | 10-11  |    |
|  | 2-25 Processes to remediate negative impacts                                     | 11   |    |
|  | 2-26 Mechanisms for seeking advice and raising concerns                          | 15   |    |
|  | 2-27 Compliance with laws and regulations  | 11   |    |
|  | 2-29 Approach to stakeholder engagement  | 11   |    |
|  | 2-30 Collective bargaining agreements  | 21   |    |
|  | <b>GRI 3:</b><br>Material Topics 2021  | 3-1 Process to determine material topics   | 11 |
|  |  | 3-2 List of material topics  | 11 |
|  |  | 3-3 Management of material topics  | 11 |
|  | <b>GRI 201:</b> Economic Performance 2016  | 201-2 Financial implications and other risks and opportunities due to climate change | 16 |
|  |  | 201-4 Financial assistance received from government                                  | 17 |

|   |   |        |
|---|---|--------|
| <b>GRI 205:</b><br>Anti-corruption 2016                   | 205-1 Operations assessed for risks related to corruption   | 10, 15 |
|   | 205-2 Communication and training about anti-corruption policies and procedures                                      | 15, 19 |
| <b>GRI 207:</b><br>Tax 2019                               | 207-1 Approach to tax   | 17     |
|   | 207-2 Tax governance, control, and risk management  | 17     |
|   | 207-3 Stakeholder engagement and management of concerns related to tax  | 17     |
| <b>GRI 302:</b><br>Energy 2016                            | 302-1 Energy consumption within the organization  | 24     |
|   | 302-3 Energy intensity  | 24     |
|   | 302-4 Reduction of energy consumption   | 24     |
| <b>GRI 303:</b><br>Water and Effluents 2018               | 303-1 Interactions with water as a shared resource  | 14     |
|   | 303-2 Management of water discharge-related impacts   | 14     |
| <b>GRI 305:</b><br>Emissions 2016                         | 305-1 Direct (Scope 1) GHG emissions  | 23     |
|   | 305-2 Energy indirect (Scope 2) GHG emissions   | 23     |
|   | 305-3 Other indirect (Scope 3) GHG emissions  | 23     |
|   | 305-4 GHG emissions intensity   | 23     |
|   | 305-5 Reduction of GHG emissions  | 23     |
| <b>GRI 308:</b><br>Supplier Environmental Assessment 2016 | 308-1 New suppliers that were screened using environmental criteria   | 17     |
| <b>GRI 401:</b><br>Employment 2016                        | 401-1 New employee hires and employee turnover  | 24     |
|   | 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees            | 20     |
| <b>GRI 403:</b><br>Occupational Health and Safety 2018    | 403-1 Occupational health and safety management system  | 20     |
|   | 403-2 Hazard identification, risk assessment, and incident investigation  | 21     |
|   | 403-3 Occupational health services  | 20     |
|   | 403-4 Worker participation, consultation, and communication on occupational health and safety                       | 20     |
|   | 403-5 Worker training on occupational health and safety   | 20     |
|   | 403-6 Promotion of worker health  | 20     |
|   | 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | 20-21  |
|   | 403-8 Workers covered by an occupational health and safety management system  | 20     |
|   | 403-9 Work-related injuries   | 25     |
|   | 403-10 Work-related ill health  | 25     |
| <b>GRI 404:</b> Training and Education 2016               | 404-2 Programs for upgrading employee skills and transition assistance programs                                     | 19     |
| <b>GRI 405:</b> Diversity and Equal Opportunity 2016      | 405-1 Diversity of governance bodies and employees  | 25     |
| <b>GRI 413:</b> Local Communities 2016                    | 413-1 Operations with local community engagement, impact assessments, and development programs                      | 22     |
| <b>GRI 414:</b> Supplier Social Assessment 2016           | 414-1 New suppliers that were screened using social criteria  | 17     |
| <b>GRI 418:</b> Customer Privacy 2016                     | 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data                  | 17, 22 |





WAY AHEAD



# AHOLA

WAY AHEAD

**KOKKOLA**

+358 20 7475 111  
Indolantie 33  
FI-67701 Kokkola

**NAANTALI, FINLAND**

+358 20 7475 359  
Aholankatu 7-9  
FI-21100 Naantali

**JYVÄSKYLÄ, FINLAND**

+358 20 7475 500  
Mattilanniemi 8  
FI-40100 Jyväskylä

**NYKVARN, SWEDEN**

+46 8 5549 0840  
Högledsvägen 9  
SE-15535 Nykvarn

**TALLINN, ESTONIA**

+358 20 7475 890  
Vesse 5  
EE-11415 Tallinn

**JANKI, POLAND**

+48 222 453 033  
Aleja Krakowska 38  
PL-05-090 Janki