

Sustainability Report

2024



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2024 – A Year of Challenges and Insights

Being a transportation company in the public transport industry means navigating a complex and challenging operation on a daily basis. The core of our business is the passenger. Public transport is a vital societal function that makes everyday life possible—every day. We create the conditions for people to reach work, school, leisure activities, and essential community functions in a safe, sustainable, and comfortable way. Understanding and adapting to the needs of our passengers is crucial for ensuring that public transport is an attractive and obvious choice.

Challenges in the Industry

The public transport industry is undergoing a series of transitions, including increased demands for sustainability and energy efficiency, technological advancements, and changing travel patterns. At the same time, factors such as low margins, inflation, and economic and political instability in the global landscape affect our ability to plan and deliver stable and cost-effective services.

One example of a major change in the industry is the ongoing shift to electric buses, which imposes new requirements on both infrastructure and operations. Electric buses contribute to more sustainable public transport with reduced emissions and lower noise levels, but they also present challenges. Charging infrastructure, battery capacity, and energy-efficient driving are central issues, especially in cold climates where battery performance is affected.

Delays in the delivery of electric buses have created challenges in our operations throughout the year. While awaiting deliveries, we have been forced to rely on a heavily outdated fleet, which has impacted our ability to maintain both a cost-effective and sustainable traffic flow. To manage this, close collaboration with suppliers and clients has been essential in minimizing the effects on passengers.

Looking Ahead

To meet the challenges ahead, effective planning and operational excellence are required – these are, in many ways, key to a sustainable operation in all aspects. By utilizing data and digital tools, we can plan efficient schedules that minimize fuel consumption and operating costs. This creates conditions for fewer vehicle and infrastructure damages as well as a better working environment for drivers. By developing and continuously improving our work methods and follow-up processes, we also enable smarter resource usage.

So, despite the challenges, there are also opportunities, and the experiences of the past year have, in many ways, provided us with lessons that strengthen us. We look forward with confidence to continuing our journey, providing stable, competitive, and sustainable public transport well into the future.



About Connect Bus Group

Connect Bus operates public transport services in the form of scheduled services, flex bus services, school transport services and special transport services. We also carry out commercial express bus services as well as repair shop services.

Our operation includes approximately 4,600 employees, 2,600 vehicles and 47 main depots, spread across Sweden and Norway, and we are the third largest traffic operator in Norway and the fifth largest in Sweden.

Since 2021, the Connect Bus Group has been 100% owned by CBRE Investment Management.



For more information about the Connect Bus Group and its structure, see the section "About the Sustainability Report" on the last page.





Our Vision & Core Values



Our vision is to lead the transition towards sustainable travelling throughout innovation and engaged employees.



RESPONSIBLE

We take care of people and the environment through secure and sustainable priorities



ENGAGED

We carry out our work with pride and solve today's and tomorrow's challenges



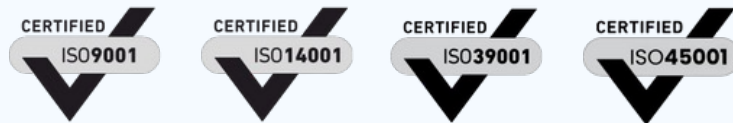
INCLUSIVE

We have room for everyone and together we create the best experiences and results

Process Integration and ISO Certifications

Connect Bus operations and management system rely on processes. Environmental and sustainability matters along with issues concerning quality, road safety and the working environment are integrated into the processes.

The business is certified according to ISO 14001:2015 for environment, ISO 9001:2015 for quality, ISO 39001:2012 for traffic safety and ISO 45001:2018 for work environment.



Systematic Approach for Continuous Improvement

Environmental and sustainability work is, to a large extent, managed and systematically handled within an annual activity cycle. When deviations or non-conformances are discovered, appropriate measures are put in place and reported in the digital business management system. Reported deviations are analysed and form the basis for preventive and eliminatory measures such as targeted training initiatives.

Digitized Business Management System and Document Library

In addition to non-conformance reporting and handling deviations, the digital business management system also includes a document library where governing documents such as policies, procedures and instructions can be found. It also contains checklists for self-inspections, among other things.



Statutory Sustainability Reporting

Since 2022, the ConnectBus group has been subject to the Norwegian Transparency Act (Åpenhetsloven). The law requires Norwegian companies to assess their risks and report their impact on human rights and fair working conditions within their supply chains.

Starting in 2025, Connect Bus will be subject to the EU's new CSRD (Corporate Sustainability Reporting Directive). The CSRD has been developed to increase transparency and standardization of sustainability reporting within the EU. The directive imposes clearer and more specific requirements on the content of sustainability reports to ensure more consistent and comparable reporting.

In 2024, the EU also adopted the CSDDD (Corporate Sustainability Due Diligence Directive), which aims to increase corporate responsibility for sustainability and human rights in global supply chains.

Connect Bus is unlikely to be affected by this law until at least 2027, as the proposal is currently structured.

The preparatory work already done within the group concerning the Transparency Act (Åpenhetsloven) provides a solid foundation for future sustainability reporting in relation to the CSRD and CSDDD. However, there is still a significant amount of work ahead to ensure measurement capabilities and reporting formats to meet the requirements that will be imposed. In 2024, a working group within Connect Bus has taken on the tasks and preparations, receiving support along the way from, among others, EHN (Ethical Trade Norway).

In Sweden, Connect Bus Sverige AB has also conducted the mandatory energy audit in 2024, in accordance with the Swedish Energy Audit Act (2014:266) for large companies.





As part of CBRE's commitment to environmental and sustainability efforts, Connect is evaluated annually by GRESB (an international organization that assesses and compares sustainability practices from an investment perspective).

In the 2024 evaluation, Connect achieved 92 points out of 100 possible, an improvement of 4 points compared to 2023. This demonstrates that our focus on sustainability is yielding tangible results.

2024 GRESB Infrastructure Asset Benchmark Report

Connect Bus | Connect Bus AS

GRESB Rating
★★★★☆

Participation & Score



Peer Comparison



Why GRESB?

Performance Benchmarking: By comparing sustainability performance with industry peers, areas for improvement and best practices to follow can be identified.

Risk Management: By assessing and comparing against industry standards, society can better identify and manage risks related to environmental, social, and governance (ESG) issues. This includes risks related to regulatory compliance, resource scarcity, and community relations.

Cost Savings: By establishing sustainable practices reflected in the GRESB benchmarking, increased operational efficiency and long-term cost savings can be achieved. For example, energy-efficient infrastructure reduces energy costs, while sustainable water management practices can mitigate risks related to water scarcity.

Creation of Long-Term Value: By integrating sustainability considerations into decision-making and operations, long-term value, resilience, and competitiveness are created in a rapidly changing global landscape.

Organisation and Governance of Sustainability Work

The final responsibility for environmental and sustainability matters lies with the group's Chief Executive Officer (CEO) and is further delegated to the respective subsidiary's Managing Directors (MDs), who in turn, delegate local responsibility to depot/area managers through the traffic area managers.



The group has a central team for HSEQ & ESG, consisting of representatives from both the Norwegian and Swedish parts of the organization and led by the Chief Sustainability Officer (CSO).

The Connect Bus board consists of Mimi Berdal (Chairperson), Andreas Koettering, Gioia Torresi, Anne Hurn, and Elisabeth Andreasson.

Governing Documents

Connect Bus' business management system contains of a number of governing documents. Below are some examples:

- **Health and Safety Policy** – Includes personnel-related matters (working conditions, health, and safety) as well as traffic safety.
- **Environmental and Sustainability Policy** – Includes matters related to the environment (e.g., energy usage, water, and carbon emissions) as well as social issues (e.g., gender equality, social conditions, etc.).
- **Code of Conduct and Supplier Code of Conduct** – Contains the company's stance on human rights (compliance with ILO conventions and the UN Declaration on Human Rights) and a zero-tolerance policy for corruption.

Policies and other documentation are available to employees via information boards and the digital business management system.

“In 2024, the board of Connect Bus approved a commitment to net-zero emissions. The commitment sets a clear direction towards achieving net-zero emissions by 2050 at the latest, or sooner, based on a strategic transition plan and transparent reporting in line with science-based targets.



Materiality & Risk Assessment

Materiality assessment of environmental, social, and governance (ESG) factors is conducted and reviewed regularly to identify and prioritize the key risks and factors critical to the company. The analysis follows the double materiality principle, considering both the ESG risks that impact Connect Bus' ability to perform and grow, as well as those that affect stakeholders connected to the company. High-risk aspects are addressed within the sustainability strategy, and corresponding policies and action plans are developed. The following is an overview of identified high-risk aspects.



Environmental Risks

Climate Transition

The transition from a carbon-based economy to a more fossil-free reality may introduce policy-related, legal, market, and technological risks for Connect Bus, potentially impacting both financial performance and the company's reputation. To prepare for these challenges, Connect Bus must increase the share of electric buses in its fleet and reduce its dependence on fossil fuels. This is being developed as part of a climate adaptation strategy.

Climate-Related Physical Risks

Extreme weather events and permanent shifts in climate patterns pose challenges to Connect Bus' operational and financial resilience. Higher temperatures may lead to vehicle overheating, reduced efficiency, and increased operational and maintenance costs. Changes in freeze-thaw cycles can accelerate road deterioration, leading to operational disruptions and potential vehicle damage. Wildfires, heavy rainfall, storms, landslides, and similar events could cause significant damage to vehicles and infrastructure, as well as service interruptions. To address these risks, a climate adaptation strategy will be developed.

Environmental Risks in the Supply Chain

Environmental non-compliance by suppliers can impact Connect Bus' carbon footprint and reputation. This is managed through the company's Supplier Code of Conduct and annual compliance audits.

Inefficient Use of Energy

There is a risk of inefficient energy use at depots and offices, which can also lead to increased fuel dependency. Efforts are underway to promote fuel-efficient driving practices to reduce energy consumption during transport. However, energy is also used for heating, such as preheating buses. Heating is also necessary to prevent washing facilities from freezing and forming ice, particularly in Norway, where historically low energy prices have influenced consumption patterns. In collaboration with advisory firms, measures such as insulation are being implemented to reduce environmental impact and optimize the long-term economic efficiency of energy use.

Greenhouse Gas Emissions

Within Scope 1 (direct emissions) and Scope 2 (indirect emissions), Connect Bus' emissions may increase due to inefficient energy management or as a result of, for example, the expansion of operations in traffic agreements and the requirements of traffic authorities regarding the composition of the vehicle fleet. Scope 3 (indirect emissions from the value chain) is primarily influenced by the actions of suppliers. Greenhouse gas emissions are a key focus area as the company has a long-term "net-zero" target for carbon emissions. Common KPIs for Scope 1-2 began to be measured in 2023. In 2025, we will take the next step and include Scope 3.

Other Environmental Risk Areas

Examples of other areas that have been analyzed (where the risks have been assessed as significant but not high overall) include air pollution, contaminated land, material sourcing and resource efficiency, waste management, water flows, and discharges. Action plans have also been established for these areas based on local conditions.



Sustainability Risks

Human Rights and Fair Working Conditions in the Supply Chain

Naturally, several of our key suppliers (such as those providing vehicles, uniforms, and tires) have extensive supply chains that span large parts of the world. Some of these suppliers also operate in areas where there is a high risk concerning human rights and fair working conditions. We are actively addressing this, including through ongoing dialogue with suppliers, regular supplier evaluations, and monitoring via self-assessments, company visits, etc. All key suppliers are required to sign our Supplier Code of Conduct upon entering into contracts.

Health, Safety, and Well-being – Among Employees, Subcontractors, and Customers/Passengers

Violations of the principles of occupational health, safety, and human rights can pose operational, legal, and financial risks for Connect Bus. Monitoring and activities related to this are broadly addressed in our values, health and safety policy, and traffic safety policy.

Similarly, a lack of diversity in the workforce and non-inclusive workplaces can impact our performance. This is broadly addressed in our environmental and sustainability policy.

Our ISO-certified approach with deviation reporting and a focus on continuous improvements provides the conditions to detect any issues at an early stage and take corrective actions to counteract them – both through company-wide and targeted local initiatives when necessary.

Other sustainability risk areas

Examples of other areas that have been analyzed (where the risks are considered significant but not high-risk overall) include fraud/bribery/corruption and conflicts of interest. An external whistleblower channel has been established, allowing employees and the public to anonymously report any misconduct in accordance with the law (SFS 2021:890).



Business Objectives

Connect Bus has set operational goals within the areas of occupational health and safety, quality, environmental sustainability, and traffic safety. These goals serve as the foundation for the focused activities carried out throughout the year and for the support and tools developed to enable goal fulfillment.

For some activities, a longer implementation period is required before the effects of the measures can be evaluated, but we are experiencing a positive response in the organization regarding the efforts being made.



Business Objectives

Sweden

For 2024, the prioritized operational goals for the Swedish operations were:

Environment and sustainability

- Further develop eco-driving
- Increase awareness of environmental and sustainability issues among employees

Efforts to promote eco-driving are an ongoing part of the business and are also included in the professional driver training program. Through vehicle tracking systems, we can monitor the effectiveness of these initiatives.

At the end of 2023, an internal digital environmental and sustainability training program was launched, and the rollout of the training continued throughout 2024.

Traffic Safety

- Reduce handling errors in the management of tachographs and timebooks for driving and rest times
- Increase/refresh/repeat practical traffic safety skills

Specific training related to driving and rest times, as well as taximeters, has been carried out, along with targeted training efforts for selected focus areas as needed. The growing business with many new drivers makes this a continuously prioritized area.

Work Environment

- Reduce short-term sick leave

Information campaigns to encourage wellness and physical activity have been implemented. Where possible, "movement during breaks" has been introduced into the driving schedule.

In cases of frequent or long-term sick leave, follow-up takes place through conversations with the individuals concerned.

Quality

- Minimize customer complaints
- Reduce vehicle damage costs

Targeted training efforts have been carried out to increase knowledge about customer service, behavior, and good planning. Serious customer complaints have been investigated and followed up to identify their causes.

The levels of complaints vary in different traffic areas, and actions are taken depending on the local circumstances. A specific program for vehicle damage has been developed and is being gradually implemented across the remaining parts of the business.





Business Objectives

Norway

For 2024, the prioritized operational goals for the Norwegian operations were:

Environmental Goals

- Reduce greenhouse gas emissions
- Prevent serious environmental emissions

We aim to protect the external environment and our surroundings. The most important tool in this work is focusing on driving style and promoting awareness and positive attitudes among all employees.

Traffic Safety Goals

- Zero tolerance for fatalities and serious personal injuries
- Prevent serious environmental spills

We must take care of our employees, our assets, and our environment. Again, driving style is a crucial part of this. At the same time, we work to reduce stress while driving, maintain zero tolerance for the improper use of mobile phones while driving, and ensure that buses and workshop equipment are in good condition. Weather and forecast reports are closely followed to ensure correct operations.

Quality Goals

- Achieve high customer satisfaction
- Achieve high regularity and punctuality
- Reduce fees from clients

We work for a safe and secure journey for our passengers, while also being a good partner for our clients. We actively strive to encourage more people to travel by public transport, through continuous development of our employees' skills and HSEQ awareness, our work processes, and systems to ensure customer satisfaction and competitiveness. We conduct regular measurements of customer and employee satisfaction, which are used in our ongoing improvement efforts.

Work Environment Goals

- Zero tolerance for fatalities and serious injuries
- Reduce sick leave

Connect Bus has a zero tolerance for personal injuries and fatalities both inside and outside of buses and workshops. The health and safety of our employees is our top priority. Buses and workshop equipment must be in good condition. Through local HSE groups and effective welfare systems, we aim to take care of our employees and create an inclusive work environment where everyone feels supported.

Examples of Focused Activities in 2024

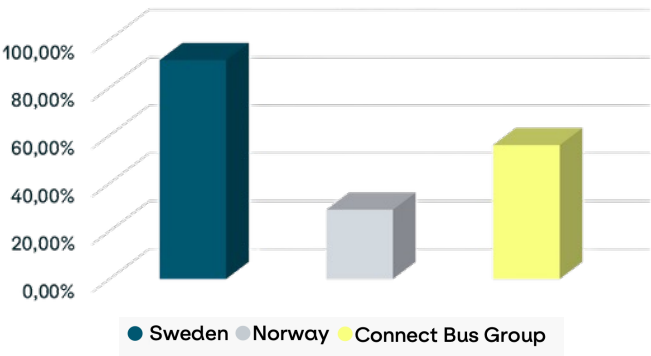
Create Opportunities to Measure the Right Things

The requirements for sustainability reporting from investors, authorities, and public transport authorities mean that we need to improve and develop our data collection capabilities. Currently, we face some challenges as several companies have merged, each previously using different methods for operations and performance measurement. We are now building our common foundation, and as the vehicle fleet is renewed, our ability to collect data—and thus analyze it—will become better and more efficient. We have worked extensively on this over the past few years, and the work will continue and intensify in the coming years.

The Journey Towards "Net Zero" Emissions

A long-term environmental goal for Connect is that all our new vehicles should run on renewable fuels.

Number of vehicles in the fleet using fossil free fuel



In 2024, the work towards a fossil-free vehicle fleet continued. We foresee that the share of vehicles powered by non-renewable fuels will continue to decrease. We see support for this in laws, regulations, and demands from public transport authorities, investors, and owners. In Norway, the industry goal is for all new city buses to be powered by fossil-free fuels from 2025, and 75% of regional bus traffic by 2030. In Sweden, no industry goal has been set, but the ambition is a 70% reduction in greenhouse gas emissions by 2030 compared to 2010.

Supplier Assessments and Dialogue in the Supply Chain

Both legislation and traffic agreements are placing increasingly higher demands on traceability and secure, good working conditions within the supply chain.

Sustainability issues are now an integral part of our regular supplier evaluations and our dialogue with suppliers during procurement. We require our suppliers to commit to following the Connect Bus code of conduct and any additional requirements set out in the relevant traffic agreements.

Step by step, we are also working to further develop our processes and routines in such a way that it enables a more sustainable situation across more areas than just our immediate surroundings. We work closely with our suppliers to provide a clear overview of the entire supply chain.

Supplier Visits and Third-Party Audits

In 2024, Connect Bus initiated supplier visits with a special focus on sustainability. Two of the world's largest electric bus manufacturers, as well as a key supplier of charging infrastructure, have been visited with the aim of observing manufacturing processes and deepening the dialogue on human rights throughout the value chain.

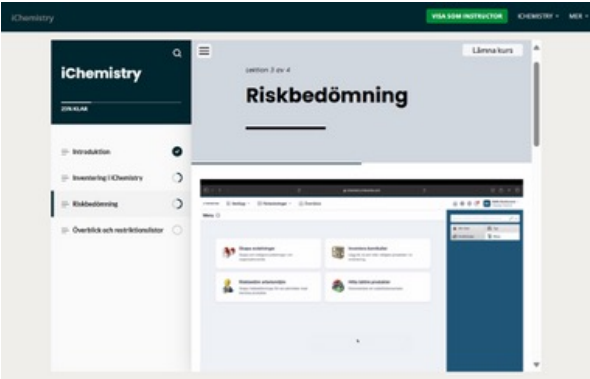
In addition, preparations have begun for the first independent third-party audits of critical suppliers, which are planned to take place in 2025.



Under sommaren 2024 startades i Östergötland ett avtal där både stads- och regiontrafik drivs med elbussar. Totalt rullar nu drygt 40 elbussar på vägarna i och omkring Motala, Mjölby, Österbymo och Ödeshög. Samtidigt har vi även förstärkt vår elbussflotta i Norge, där 10 nya elbussar tagits i drift i Alta.

Increase Awareness of Sustainability Through Training

In 2023, a digital competency platform was introduced in the Swedish part of the business. The development of the platform has continued throughout 2024, and the range of training courses has been expanded, with plans for further growth in the coming years. For example, previously paper-intensive procedures related to the hiring of staff during the launch of new traffic services have been replaced by digital management via the platform.



Digital management of chemical administration

As the degree of digitalization increases, work with the I-Chemistry tool for chemical management in our operations has continued. It provides us with a better overview of the chemicals being used (for example, chemicals containing PFAS are not allowed), while also facilitating compliance with regulations and minimizing risks associated with their use.



Membership in Ethical Trade Norway

In 2023, Connect Bus became a member of the Ethical Trading Norway (EHN) organization. EHN is a resource center that promotes sustainable trade and supply chains and provides support and guidance in reporting efforts related to the Transparency Act (Åbenhetsloven) and, in the future, also the CSRD. Through EHN and its sister organization in Sweden (ETI – Ethical Trading Initiative), Connect Bus gains access to support, tools, and research in the field, which enhances our competence and capabilities within the environmental and sustainability areas.



Through EHN/ETI, Connect Bus began its involvement in 2023 in a working group where members from various industries collaborate and share experiences on "Responsible Purchasing Practices" (RPP). The project will run until 2025.

The project has led to concrete improvements in our routines for risk assessments and purchasing. In addition, we have been introduced to a competent network that contributes to our knowledge development and provides inspiration to further develop our tools for handling some of the more complex issues related to due diligence in the supply chain.

Principle 1: Integration and Reporting

In order to implement changes to purchasing practices, the company has top leadership buy-in and commitment; has a thorough understanding of existing suppliers and purchasing systems and (possible) negative impact on human rights; and uses this to decide on priorities that feed into an agreed improvement plan. Responsible purchasing practices are integrated into the commercial and other relevant departments of a business. This includes integrating purchasing practices into strategy and decision making processes; and establishing external reporting, internal KPIs/ accountability and training.

Principle 2: Equal Partnership

The purchasing company and their suppliers respect each other as equal business partners; engage in respectful sourcing dialogue; and pursue win-win situations, with a shared responsibility to improve working conditions. This includes building long-term, secure sourcing relationships; reducing the churn of suppliers; formulating agreements on mutual responsibilities for responsible purchasing; only using force majeure clauses responsibly; improving communication; achieving partnership in problem solving and employing responsible exit strategies.

Principle 3: Collaborative Production Planning

Critical path¹⁾ and production planning is done collaboratively between the purchasing company and suppliers. Any changes are mutually agreed and cannot be detrimental to the supplier. This includes reducing samples; providing accurate tech packs; increasing forecasting accuracy; increasing order accuracy; tracking reasons for delay in the critical path; and the purchaser taking responsibility for delays caused by missed deadlines on their part.

Principle 4: Fair Payment Terms

The purchasing company and suppliers agree on fair and transparent payment terms that include all relevant information regarding the payment procedure and do not place a disproportionate burden on one party. Contractual obligations are honoured at all times. Payments are made in full & on time. This includes ensuring payments are made on time; aiming to improve the timeline of payment; and mutually agreeing reasonable penalties, taking into account the cause of any delay in delivery.

Principle 5: Sustainable Costing

The costing procedures and levels of the purchasing company reflect and support wage increases and sustainable production. Prices cover all costs of production in line with responsible business conduct and allow for a reasonable and maintained supplier profit margin. This includes developing mechanisms to ensure costing allows for all labour costs and increases when labour costs increase (through national minimum wages and/or collective bargaining); and implementing a costing strategy that supports increased wages to reach a living wage.

Prevention of Sick Leave – A Key Priority in 2024

In 2024, Connect Bus carried out a project with a particular focus on preventing and reducing sick leave. A joint steering committee with representatives from HR, HSEQ, and employees had overall responsibility for the project.

Through informational materials on absence management and attendance-promoting work, both managers and drivers were informed about their rights, responsibilities, and Connect Bus routines. This has led to increased knowledge and a greater degree of predictability for all parties involved.

In addition to the organization-wide efforts, the project group placed significant emphasis on mapping and assessing workplace health and safety risks. In close collaboration with local safety representatives and operations managers, local risk assessments and action plans were developed. This work has, among other things, led to greater insight at the central level regarding the causes of absenteeism and which measures are most effective.

Damage Prevention Project in Collaboration with Roadwise

At the end of 2024, we initiated an accident prevention project in collaboration with Roadwise, aiming to increase traffic safety and reduce vehicle damage. The project will run for one year and is based on continuous feedback from damage results, driving behavior, and identified areas for improvement.

A key part of the project is the Mystery Passengers, where anonymous customer journeys are conducted to observe driving skills and customer interaction. These insights help us identify areas for improvement, strengthen traffic safety, and increase customer satisfaction.

Through the project, we provide our employees with the opportunity to develop and improve their work, while also strengthening the business by analyzing the causes of accidents and implementing solutions for a safer and more efficient work environment.

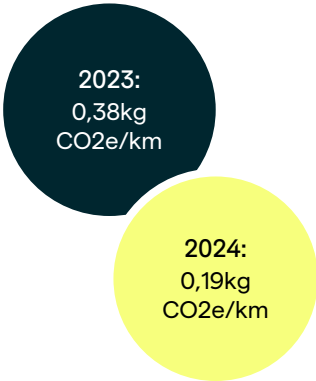
Renewable Electricity and Biofuel

We use renewable electricity at some of our depots. The electricity we use comes from renewable sources such as hydro and wind power. We strive to be able to use renewable alternatives in more of our agreements moving forward.

From Diesel to Biofuel – An Important Step Towards Reducing Emissions

In 2024, Connect Bus replaced fossil diesel with biodiesel in large parts of the operation. The use of approximately 9 million liters of biodiesel instead of traditional diesel has resulted in a halving of emissions, as well as strong financial results.

For 2025, emissions are expected to decrease further as more zero-emission buses are put into service and the transition from diesel to biodiesel continues within existing contracts.



Sustainability Data

Gender Distribution of Employees by Country	2024		2023	
	Men	Women	Men	Women
Sweden	88.4%	11.6%	87.7%	12.3%
Norway	90.3%	9.7%	91.2%	8.8%
Total	89.2%	10.8%	89.5%	10.5%

Gender Distribution in the Board of Directors and Group Management	2024		2023	
	Men	Women	Men	Women
Board of Directors	1	4	2	3
Group Management	7	2	8	3

Gender Distribution of Employees by Role - Sweden	2024		2023	
	Men	Women	Men	Women
Blue Collar Workers	89%	11%	82.6%	17.4%
White Collar Workers	75.5%	24.5%	74.5%	25.5%

Gender Distribution of Employees by Role - Norway	2024		2023	
	Men	Women	Men	Women
Blue Collar Workers	91.4%	8.5%	92.3%	7.7%
White Collar Workers	78.5%	21.5%	75.8%	24.2%



Sustainability Data

Fuel (litres):

	SE	NO	Total
Diesel	382 573	8 627 974	9 010 547
Biofuels	11 194 033	9 483 796	20 677 829
Gas	3 579 121	-	3 579 121
Electricity (kWh)	2 518 076	14 250 258	16 768 334

	SE	NO	Total
	515 407	17 165 912	17 681 319
	11 074 416	2 000 815	13 075 231
	1 078 158	-	1 078 158
	1 342 273	15 916 838	16 805 225

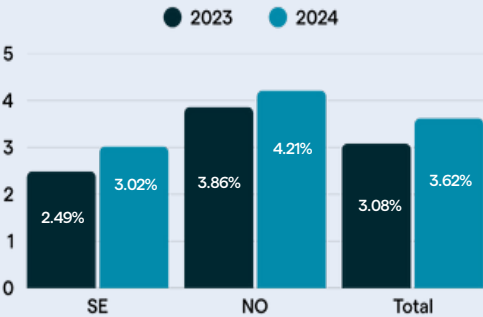
Electricity consumption has doubled in Sweden, driven by the introduction of electric vehicles. In 2025, the volume of electric fuel is expected to increase further as both planned and delayed vehicles are scheduled for delivery throughout the year.

Additionally, the new agreement in Kronoberg will lead to a significant increase in gas consumption, tripling compared to 2023.

GHG emissions

	2024	2023
Scope 1	23.938 tCO2e	76.263 tCO2e
Scope 2	1.511 tCO2e	1.939 tCO2e
Biofuels	36.009 tCO2e	-

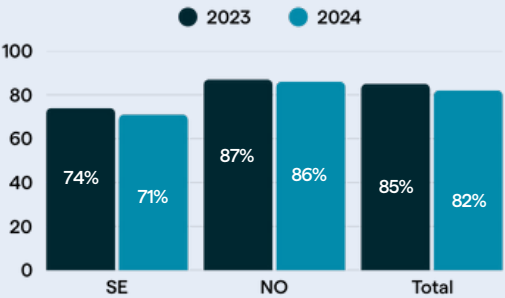
Short-Term Sick Leave



During the pandemic, short-term sick leave was naturally high as employees were required to stay home at the slightest symptom. However, it has remained at a high level and shows a slight upward trend. One possible reason is a shift in attitude, leading more people to stay home with mild symptoms compared to previous years.

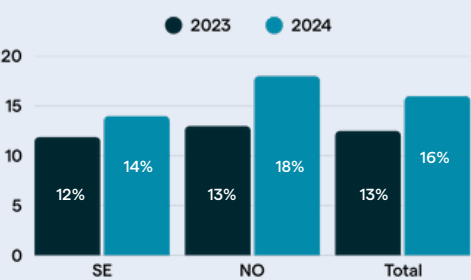
To explore whether work-related rehabilitation measures could help reduce absences or prevent long-term sick leave, individual conversations between the immediate manager and the employee are a crucial step.

Share of Renewable Energy



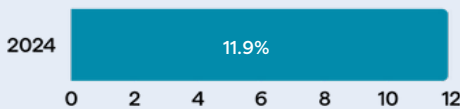
Reduced electricity consumption in contracts using renewable electricity has led to a lower overall share of renewable energy.

Share of Emission-Free Vehicles



The share of emission-free vehicles in Sweden has increased slightly compared to the previous year but not to the expected extent due to delayed vehicle deliveries.

Lost Time Injury Frequency Rate



About the Sustainability Report

This report has been prepared by CCK Holding AB, company registration number 559289-0593, and has been prepared in accordance with the requirements of the Annual Accounts Act (ÅRL). The report has been approved by the Board of Directors.

The contents of the report pertain to both operations in Norway and Sweden.





 **connect bus**