



A-TRAIN AB

SUSTAINABILITY REPORT 2023

Arlanda express

Content.

A message from our CEO.

A-Train AB.

Materiality assessment.

Governance and targets.

A-Trains sustainability work.

GRI index.

Auditors report.

Appendices.

- 3 This report presents the company's sustainability work with reference to the Global Reporting Index 2021 (GRI).
- 4 Reporting takes place annually and this report covers the calendar year 2023. All information reported relates to
- 6 A-Train's ABs operations, personnel etc. Subcontractors
- 8 are not included in the report. This report is A-Train AB's ninth report. This and future, sustainability reports are
- 11 reviewed by independent auditors.
- 25 The information in the sustainability report aims to fulfil
- 28 the legal requirements of the Swedish Annual Accounts Act and provide the information needed to understand
- 29 our development and the consequences of our operations. Financial information can be found in the company's annual report for 2023.

The sustainability report begins by providing information about the company, its operations and organisation. The core of the report is the company's materiality analysis which is a presentation of A-Train's work with material sustainability issues, see pages 6.

Feel free to contact us!

A-Train AB / Arlanda Express
World Trade Center
Klarabergsviadukten 70, Stockholm
08-588 890 00 / info@atrain.se

For questions about A-Train's sustainability work including this sustainability report, contact Mia Lindström on 08-588 890 00.

A message from our CEO.

2023 was an eventful and challenging year with many strains on our business. At the end of May, we had a derailment which caused large sections of the train traffic to come to a standstill. Furthermore, during summer we moved from our platform to track 10 for six weeks. All this together has put an extra strain for our employees, customers, and partners but also for our results.

Despite this, we have remained true to our purpose of creating a better way to travel for individuals, the community, and the environment. This is our guiding principle, which we strive for even when things happen in the world around us. I am very proud of how we gathered strength as a company when the derailment occurred and how we got through this demanding situation. It is impossible to be fully prepared for something like this, but it turned out that we had well-functioning safety systems and procedures that could be applied. This led to both our employees and partners feeling safe.

The most important thing that happened during this year from a climate perspective is the positive development of our goal of reaching net zero CO2 emissions for Scope 1 and 2. Thanks to the fact that we have implemented several measures to reduce our emissions, we are in a very good position, and we hope to be able to reach the goal before 2025. It feels good to be at the forefront here and be able to contribute to reduced climate emissions.

Another very important goal is to continue to encourage more passengers to choose rail transport to Arlanda instead of transport via the road E4. From when Arlanda Link started (in 2000) until today, we have managed to encourage 100 million people to travel in an environmentally friendly way. Our goal is for 30 per cent, i.e. almost 1 in 3, to travel by rail to and from Arlanda, and for 2023 we are at 25 per cent.

Next year, we will start and accelerate several important development projects. We have several opportunities to make active environmental choices in our procurements, for example when we purchase new trains and in the expansion of our depot. We will also renovate our escalators; we have chosen to keep the frames with large structures and only replace the most necessary parts. In connection with the financing of our train purchases, we are investigating the possibility of green financing, and we see this as something that is important to be involved in and contribute to. Furthermore, an important upcoming measure is to continue to map and calculate our Scope 3 emissions.

I am proud of all the sustainability activities that we do daily within the company and look forward to an exciting 2024 with many opportunities for us to continue to maintain the good pace we already have in our sustainability work.

Magnus Zetterberg, CEO



A-Train AB.

About A-Train AB

A-Train AB is a railway company that provides transportation services between Stockholm Central Station and Arlanda Airport under the Arlanda Express brand name. A-Train is also responsible for managing and operating the Arlanda Line's track system, which extends between Skavstaby and Myrbacken through a tunnel system under Arlanda Airport, with three underground stations. Furthermore, A-Train manages tracks 1-2 at Stockholm Central Station, the Arlanda North, Arlanda South, and Arlanda Central stations.

A-Train is owned entirely by Portare 1 AB, and our primary customer group consists of travellers to and from Arlanda Airport, including both private and business customers. A-Train's operations are based in Stockholm, Sweden, and primarily include the Arlanda Express traffic and the operation of the Arlanda Line. The operations are a result of a public-private partnership, and the rights and obligations of the parties are regulated in the agreement with Arlandabanan Infrastructure AB, which is 100% owned by the Swedish Government and managed by the Ministry of Climate and Enterprise. The Swedish state's other

rights and obligations are regulated in the conditional loan agreement with the Swedish National Debt Office.

During 2023, no significant changes were made to the organisation's structure or ownership. In May 2023, an Arlanda express train derailed on our own track. The derailment resulted in damage to both trains and the two tracks on the Arlanda line. The service was able to resume after 11 days when one of the two tracks was restored. Full service on both tracks resumed at the beginning of October. Luckily, neither our employees nor customers were seriously injured during the derailment. The Accident Investigation Authority launched an investigation into the accident and the investigation is expected to be completed in May 2024.

In 2023, we have continued our efforts to attract both foreign and Swedish travellers. During the year, Arlanda Express counted 3.5 million passengers on the train. In addition to the passengers on the Arlanda Express, there are 1.3 million passengers who have travelled with other operators using the Arlanda Line. A total of 4.8 million passengers have travelled on the Arlanda Line.

Our organisation

A-Train has a dedicated team of 221 employees. Of these, 163 work in operational activities related to Arlanda Express traffic as train drivers, train hosts, or sales and service agents. The remaining 58 employees work at our administrative head office in Stockholm. Our fleet consists of seven train cars of the model Littera X3, which operate on our two routes. In addition, when needed, we use a diesel locomotive (Littera Z66). This could be for example when wagons that have experienced technical problems and need to be taken out of service and when transporting materials such as relays and switches in our railway infrastructure. A-Train partners with three major contractors: EuroMaint for vehicle maintenance, Strukton for work on the railway infrastructure, and Caverion for properties.

Our operations management centre is located at Arlanda Airport, where our transport and operations managers work to control and manage traffic for Arlanda Express and the Arlanda Line. Our head office is located just a short distance from Stockholm Central Station. The operations management centre at Arlanda is only an 18-minute journey away, benefitting both our employees and travellers.

100%
RENEWABLE FUEL

221
EMPLOYEES

7
TRAIN CARS

**We create a better way to
travel – for you, society
and the environment**



Materiality assessment.

To ensure that our sustainability report is relevant and that we are reporting on our most significant sustainability concerns, a materiality assessment was conducted in 2022. The most significant sustainability concerns are those where A-Train's operations have the greatest impact on the environment, and which are of great importance to our stakeholders. These are also the areas that we follow up and show in this report.

The materiality assessment revealed that the top sustainability concerns for our company are safety and security (for both customers and employees), equality and diversity, financial stability, and climate impact (refer to Figure 1).

As a basis for the materiality assessment, a stakeholder analysis was conducted with two key stakeholder groups – passengers and employees. Both groups were asked specific questions about A-Train's sustainability work. Figure 2 illustrates A-Train's most important stakeholders.

During 2023, our management team received CSRD training in preparation for future legal requirements from the new CSRD legislation. A double materiality assessment will be conducted during the first half of 2024.

Stakeholder dialogue

To gain insight into the priorities of our various stakeholders regarding A-Train's sustainability efforts, we strive to capture their perspectives and facilitate meetings across various contexts.

Regarding our employees, we seek to capture their views about A-Train as an employer through daily work interactions and dialogues between managers and employees. We also conduct regular employee surveys to gain a comprehensive understanding of our workplace culture. Additionally, we use the tool '&frankly' to gather continuous employee feedback on the work environment, safety, leadership, and well-being.

To keep our employees informed, we use communication channels, such as information meetings and our intranet. These serve as important communication channels. In 2022, a stakeholder dialogue was conducted that specifically focused on how our employees experience A-Trains sustainability work. The results shows that there is a great awareness of A-Train's works with sustainability issues. Furthermore, A-Train employees highlighted that a healthy and safe work environment was a particularly important sustainability issue.

We interact with our customers daily and gather their views on how they experience their journey with us through regular customer surveys. In 2022, we conducted a stakeholder dialogue that specifically addressed how our passengers perceive our sustainability work. We also interviewed two travel agencies to gather their views on our efforts. The feedback highlighted the need to

increase awareness of our sustainability initiatives among our passengers, with climate, safety, and security being their top concerns.

Our owners and financial institutions prioritize environmental issues, and we maintain a continuous dialogue with them through meetings, reporting on our sustainability performance and how we can improve. We also regularly engage with our suppliers and partners to understand their opinions and views through meetings and procurements.

From dialogue and disclosures

Through our materiality assessment, disclosures from GRI 2021 have been selected. This selection is based on how well the disclosures are in line with A Train's main sustainability objectives and strategy.



Figure 1. The most important sustainability issues according to the materiality assessment.



Figure 2. Two prioritised customer groups: customers (travellers) and employees.

“We will keep up the momentum and continue to work towards our goals”

JIMMY AHL, CHIEF TECHNOLOGY OFFICER

Tell us a little about the sustainability work in 2023

My colleagues and I work with several important issues such as energy consumption and climate emissions from our properties, trains, and company cars. Safety and work environment issues are other key issues for us, as well as all the infrastructure around the trains, such as tracks and tunnels.

We have a high level in our sustainability work. We made the decision to switch to renewable energy sources a long time ago and use Good Environmental Choice labelled electricity. This year, we have replaced the diesel in our breakdown locomotive with HVO 100. Furthermore, our boiler that handles de-icing now also runs on HVO 100. We have also replaced several company cars that ran on diesel with electric cars. Consequently, these measures mean that we are well on track towards our goal of becoming net zero in Scope 1 and Scope 2 by the end of 2025, which feels very good.

In addition to this, the measures, and continuous improvements that we make in our daily work are equally important. These are for example, energy efficiency improvements, improvements in the technical management systems, eco-driving and working closely with our HR department on work environment and safety issues.

We have set a baseline with our Code of Conduct for our partnership with our suppliers, which is now a condition in our contracts that all suppliers must sign. This lays the foundation

for our risk assessment and follow-up of our suppliers, where safety, work environment and quality are prioritized.

What are you most proud of?

I am very proud of everything we do; we are very committed and do so many important things all the time in our daily operations. After all, it's the concrete actions that count, and I think we are good at that! Sometimes it's easy to forget that we already have a high level of work and that it's a privilege that we can dedicate ourselves to continuously improve and become even better.

A challenge can be to stick to a long-term goal and at the same time dare to ask ourselves if we are on the right track. For us to succeed, it is crucial that we are persistent, even concerning small issues, and that we communicate what we do regularly so that all employees can feel proud.

What are you looking forward to working with/developing in the next year?

It's great to be in a position where we can focus on continuous improvement and where the basic level has already been met. Our bar is high, we are not done and will continue to develop our business.

We have many exciting things going on for many years to come, including buying new trains and expanding and renovating our entire depot to provide more space. This is the company's largest project ever, and it is a good opportunity for us to set sustainability requirements in our procurements and make conscious choices. I'm looking forward to that.



Governance and targets.

The company's board of directors, in which the staff organisations are also represented, is ultimately responsible for operations and governance. The company's day-to-day management is entrusted to the CEO, who is supported by a management team with representatives from different parts of the company. Targets and indicators are monitored monthly and quarterly by divisional managers and the management team. The CEO provides regular updates on progress during board meetings and executive management meetings, where the board is represented. Significant business decisions are also made during these meetings. If no deviations or other factors have arisen, then an annual summary and analysis is conducted by the management group.

A-Train has five overarching objectives, these are:

- Redefine the transit experience to and from Arlanda Airport.
- Foster a fun and inspiring workplace.
- Expand the market share.
- Ensure that safety and risk management makes a real difference.
- Actively contribute to creating a more sustainable Stockholm – both for the environment and the people

At A-Train, we break down our target areas into goals and activities within each unit. Our goals are based on the areas we consider essential and can actively and directly influence.

Our company's core operations and purpose is to create a better way to travel - for you, society, and the environment. This means that our sustainability efforts are driven by three fundamental perspectives: social, environmental, and economic sustainability. We believe that the

business needs to be conducted in a sustainable way from all three areas. Therefore, our overall sustainability goals are divided into three categories: sustainable business (people), sustainable travel (planet), and sustainable profits. Our aim is to shift car and bus traffic from the E4 to rail while ensuring that our staff, travellers, suppliers, and partners feel good and operate in a safe and secure environment. This is the foundation of all our work and where we make the most significant contribution to society and sustainable development in the long term. We strive to constantly develop in the field of sustainability and contribute to both the ecological and social aspects of travelling.

A sustainable business strives to achieve financial success. This financial success makes it possible to run all the other areas of the business.

To measure and monitor progress in the three critical areas of "people," "planet," and "profit," we use the following key performance indicators (KPIs):

- eNPS – employee satisfaction ("people")
- NPS – customer satisfaction ("people")
- Market share ("planet")
- EBITDA ("profit")



People

In the area of 'sustainable business', the working environment for our employees is a core issue. We regularly monitor employee satisfaction through monthly employee surveys. Important issues that are measured and monitored include sick leave, discrimination and diversity and inclusion.

How our customers experience their journey with us, which is also part of the "people" area, is monitored through regular customer surveys.

The main disaggregated sustainability goals in this area are:

- Safety: zero (0) passengers or employees are seriously injured or have died as a result of our business (outcome 2023: zero (0) serious injuries or deaths. This also applies to the derailment in May, no serious injuries to either staff or passengers)
- Sick leave: <5% (outcome 2023: 4,4%)
- Employee Net Promoter Score (eNPS)> +20 and 72% response rate (outcome 2023: eNPS +23 response rate 73%)
- Gender equality: no wage discrimination between male and female employees (addressed in the annual salary review)
- Equality: No discrimination based on ethnicity, politics, sexuality, religion, or cultural affiliation can occur. A-Train has a zero tolerance for discrimination and has no reported cases in 2023.

- Net Promoter Score(NPS)> +60 (outcome 2023 +60)

A-Train strongly believes that companies have a social responsibility to contribute positively to society and try to make as positive an impact as possible.

We can be part of a positive change in our community by empowering organisations that work with solving societal problems. During 2023, we have chosen to become a partner company with the Stockholm City Mission. By being partner companies, our employees have the opportunity to volunteer at Stockholm City Mission during working hours at either The Food Mission or their central warehouse. We also encourage our employees to come up with their own suggestions for different types of charity work within the Stockholm area that they wish to carry out during their working hours.

Furthermore, we also support a number of other non-profit organisations each year. We support, among others, "Suicide Zero" by donating one-time payments from for example, internal sales or prize money from competitions. Every year, we sponsor our employees to take part in the race 'Blodomloppet' and the Mental Health Run by paying for their registration fee, these are two races with a clear charity purpose.

Planet

In the area of "sustainable travel", we have a broad goal that environmental work should be reflected in everything we do. This includes, among other things, the reduction of energy consumption in A-Train's facilities. We have also begun the process of identifying our indirect emissions in a so-called Scope 3 investigation.

The main sustainability goals are broken down as follows:

- We will become net zero in Scope 1 and Scope 2 by the end of 2025 at the latest. During 2023, we replaced all fossil diesel in our facilities with HVO 100 and replaced all our cars with electric cars. As a result, our CO2 emissions for Scope 1 and 2 have been further reduced by 49 tonnes and are now 24 tonnes for 2023.
- By 2025, all our suppliers will be required to meet our sustainability standards.
- By 2026, we aim to have 30% of passengers travelling by rail to and from Arlanda. In 2023, we had an outcome of 27%, excluding transfers passengers at Arlanda.

Profit

With a sustainable business and a sustainable strategy where we take care of our employees, customers, and the environment, we are the obvious choice of transportation to and from Arlanda. This creates conditions for good profitability.

The main broken-down sustainability goals in this area are:

- EBITDA: the goal was 491 MSEK (the outcome for 2023 was 513 MSEK).
- Corruption: the goal was that no one should use their position or power for personal gain (outcome for 2023 was 0).

4,4 %

SICK LEAVE

1/4

TRAVELLING BY RAIL

513

MSEK EBITDA

GRESB

In 2021, A-Train decided to evaluate the company's sustainability performance by conducting a GRESB assessment. GRESB is a standardised framework in which companies self-report their data on various ESG aspects (Environment, Social, Government). The company then receives an assessment of its sustainability performance and gets a picture of how they are performing in their industry. The GRESB assessment is intended to make it easier for investors and managers to compare their performance with others in the same sector in order to improve their business.

GRESB offers four versions: Real Estate Benchmark, Real Estate Development Benchmark, Infrastructure Fund Benchmark, and Infrastructure Asset Benchmark. A-Train's business falls under the Infrastructure Asset Benchmark category. The assessment in GRESB is conducted in two main stages: management and governance, as well as performance and results. Within the two main stages, A-Train has reported its sustainability work through descriptive texts and verifications on issues regarding:

- Management, policies, and reporting
- Risk management, risk assessment and climate related risk management
- Follow-up, stakeholder engagement, implementation, and impact assessment
- Energy use, greenhouse gas emissions, air pollution, water use, waste management and biological diversity
- Health and safety of employees and customers, as well as diversity and equal opportunities
- Employee surveys, customer surveys and verifications

The submitted texts and verifications are then third party reviewed by GRESB who compiled a report of the results. The results of A-Train's third GRESB assessment showed that A-Train positioned itself in the middle of its sector and despite several updates and improvements to policies and external communication, A-Train did not receive any improvement in terms of points in this year's reporting. It is hoped that the improvements will be credited for the next reporting year 2023.

Within the framework of the GRESB assessment, we have conducted an extensive amount of evaluation work to prioritize measures that provide the greatest benefit both in terms sustainability benefits and benefits for A-Train's operations and fulfilment of GRESB points.

Example of the measures are:

- Updated policies
- Review of goals and their connection to the UN's Sustainable Development Goals
- Development of the work with our Code of Conduct for suppliers



A-Trains sustainability work.

In the following sections we will demonstrate how we work hands-on with sustainability at A-Train in terms of economic, environmental, and social aspects. We will also report the key figures and GRI indicators that we have selected through our materiality assessment.

Financial sustainability

In 2023, travel at Arlanda Airport continued to recover after the pandemic. The pandemic had a major impact on Arlanda Express passenger volumes and financial results. The total number of passengers at the airport in 2023 was 21.8 million, which corresponds to 85% of the levels seen in 2019. The proportion of leisure passengers at the airport has increased, while the proportion of business passengers has decreased compared to 2019.

Arlanda Express passenger volumes have developed very strongly in 2023 despite the standstill caused by the derailment. The number of air passengers on the Arlanda express in 2023 was 101% compared to the level seen in 2019, while the airport reached 85%, which means that the market share remains significantly higher than before the pandemic.

GRI 201-1 Direct economic value generated and distributed (TKR)	2023	2022	2021
Revenue	977 743	777 979	417 928
Operating expenditure	300 182	248 486	187 271
Personnel costs	164 299	146 954	136 513
Dividends and interests	247 100	36 113	35 264
Corporate tax and payment of 'conditional loans' to the state	80 322	20 894	15 584
Contributions to charity	121	11	0
Resources retained in operations	185 840	325 532	43 296



A-Trains Sustainability policy

A-Train's goal and purpose of operations is to deliver sustainable transport between Stockholm Central Station and Arlanda by moving car and bus traffic from the road E4 to rail traffic.

At the same time as A-Train strives to contribute to long-term sustainable development, our operations also have an impact on the environment, wildlife, and people. For example, this impact can occur through our trains travelling primarily above ground which can impact the landscape. Furthermore, we can have an impact by our energy and resources use and the generation of waste. A-Train also has influence over social aspects in relation to its employees, passengers and people connected to our business relationships, where key issues include ensuring equal treatment and health and safety for all.

This sustainability policy sets out A-Train's overall ambition in sustainability, with a focus on the environment and climate, as well as social and economic sustainability aspects. A-Train's sustainability work is permeated by a desire to constantly improve and make the business and our train journeys even more sustainable. A-Train has a responsibility not only to contribute to a positive development, but also to continuously identify potential and actual negative impacts on sustainability aspects linked to the business and ensure that we use our influence to prevent, hinder and minimise such aspects.

The sustainability policy covers all A-Train's operations and aims to provide guidance to all employees (including any consultants and/or others acting on behalf of A-Train) on A-Train's values and how the business should be conducted with regards to sustainability aspects.

Read our full sustainability policy [here](#).

Our climate impact

A-Train's largest positive impact on the environment is the reduction of emissions that occurs for every person who chooses to travel by train to or from the airport instead of a car. The negative environmental impact of A-Train comes primarily from the company's energy use. A-Train's largest energy consumption comes from the operation of the Arlanda express trains. To minimise the negative environmental impact of energy use from the Arlanda express trains, we have chosen to only purchase electricity labelled with "Good Environmental Choice". The tables on page 23 of this report show greenhouse gas emissions associated with our operations in accordance with the GHG Protocol. We monitor and follow-up the emissions on a monthly and quarterly basis, with an annual evaluation.

Our employees' business and work trips also have an impact on the climate. During the autumn, Alecta conducted a CERO survey for all tenants of the World Trade Center. The CERO method is a structured and science-based method that analyses business travel and commuting trips and helps to identify climate goals with saving potential. A-Train received its own report that showed that only 29% travelled to work by car, the rest use public transport, cycle or walk to work. 15% of those who travel by car use an electric car. We will use this information in our Scope 3 investigation for 2023.

For the greenhouse gas emissions that we fail to reduce, we will offset our carbon footprint by investing in Gold Standard certified projects.



“Increased commitment results in progress in our sustainability work”

MIA LINDSTRÖM, CUSTOMER SERVICE, COMMUNICATION & SUSTAINABILITY DIRECTOR

Tell us about what has happened within the sustainability work 2023

In 2023, our sustainability work followed an improved structure and we have set up clear routines for how we follow-up our goals. Everyone is now taking more responsibility for the day-to-day sustainability work, and it is really great to see that the entire organisation understands and realises how important these issues are!

Our follow-up of goals shows that we are keeping to our plan for net zero emissions as we have replaced our fuel in our diesel locomotives and machinery with HVO 100. It feels very positive to be able to follow the pace and the plan we have set. During this year, we have started sorting waste in our office. This is an important signal to our employees that there are simpler measures that everyone can partake in, and which can also contribute to our goals. In our recruitment process, we now work more consciously with bias-aware recruitment and within our process consider diversity, equality, and inclusion.

Despite both the derailment in May and that we had to change platforms this summer, which affected our passengers, staff, and partners, we have managed to gain a market share. This is thanks to the great commitment of our employees who have done a fantastic job during the year.

Despite a lot of extra work, it was positive for us to see that our crisis organisation and our routines worked well and that we have a very

strong commitment among our employees with regards to safety issues.

What are you most proud of?

I am particularly proud of the strong collaboration with our HR department, where they work very purposefully with our social goals. We have both a great internal commitment to our employees and an external commitment to how we contribute to our society.

I am also very pleased that everyone in our organisation who leads and is responsible for our sustainability goals has become more engaged during the year. Our sustainability report has also been developed by improving its format and that we more clearly communicate the results of our goals.

What are you looking forward to working on/developing next year?

Next year, I look forward to continuing to integrate sustainability issues into our day-to-day management and operations. It will be a priority to continue to build on and work according to our net zero plan and developing the collecting and calculations of our sustainability data. It is still important to focus on our clear goals, that we follow up on progress and that we also communicate the results more regularly both internally and externally. Everyone in our organisation should understand the importance of their role and their opportunity to contribute. I believe that maintaining our commitment is crucial for success and for us to truly achieve a sustainable strategy that permeates everything we do.



Our employees

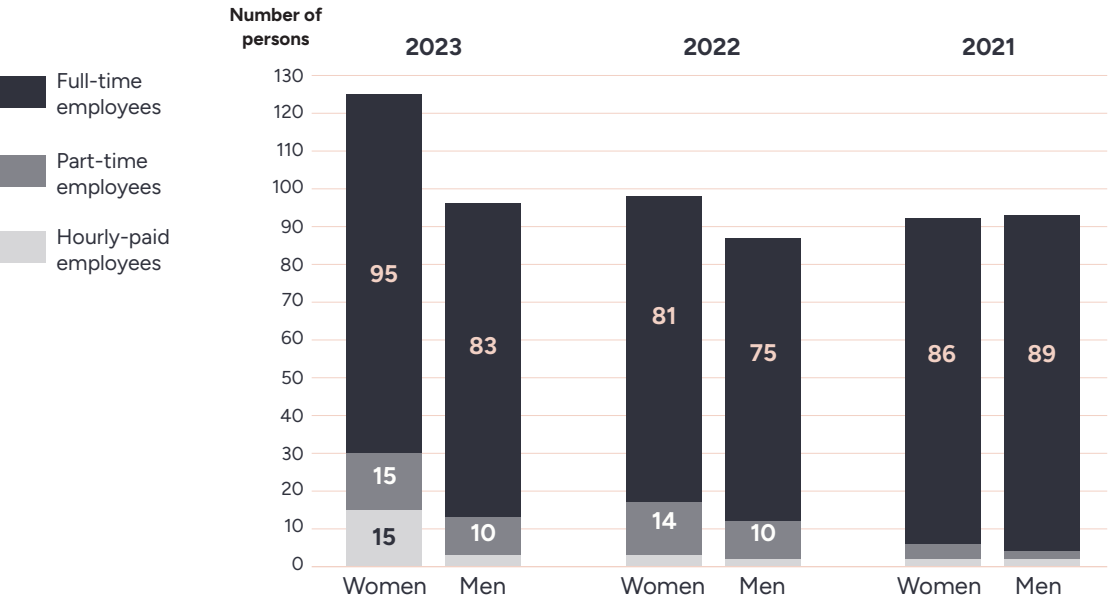
The work environment, safety and security of our employees is a key issue for our business. Some operations in our industry involve the risk of serious injury, of which electrical accidents or rear-end collisions are two of the most serious. Work within track areas or on moving trains also involve risks linked to breakdown accidents, such as derailments or collisions. We work in a public environment which also means that there are risks linked to threats and violence, which has resulted in all employees working in traffic being equipped with safety alarms. We work actively at our facilities with perimeter protection, and we have agreements with security personnel.

To avoid and avert accidents, we have a safety management system. This system is based on the requirements of railway legislation and routines for systematic work environment management based on the requirements of the Swedish Work Environment Authority. Employees receive training in rules and procedures in safety, such as what high-visibility clothing and protective equipment is required in different situations and how safety assessments should be carried out before work begins. We also have a safety committee and conduct regular safety inspections, audits, and inspections in all areas of the business. The serious derailment incident affected both our employees and our partners. Fortunately, no customers or employees were seriously injured. Within A-Train, we have a dedicated group called Peer Support, which is intended to offer support to our colleagues who have been involved in serious incidents or accidents. This group consists of eight specially trained staff members who are available to offer support and assistance around the clock through an on-call service. After the derailment, these staff members were also available in the office for all employees who needed support. In connection to the derailment, we have also signed an agreement with a crisis support organisation to further strengthen our support to employees after serious incidents and accidents. This agreement highlights our strong desire to prioritise the well-being of all our employees and to ensure that they have access to help and support 24 hours a day, 365 days a year.

By investing in the safety and well-being of our employees, we not only strengthen our organisation's culture and morale, but also our ability to manage and recover effectively from difficult situations.

A-Train's staff who carry out safety-critical tasks undergo continuous health checks depending on age and staff category. For train drivers, transport managers and operations managers, the health examinations are carried out in accordance with the Swedish Transport Agency's regulations for health requirements etc. for train drivers (TSFS 2011:61). A-Train uses Falck (formerly Previa occupational health care).

The table below shows the number of employees broken down into categories; men/women, type of employment, work-related injuries during the year and accident frequency per 200,000 hours worked. In 2023, we increased the number of employees in both administration and operations



GRI 2-7 Information about employees and others working for the company. Headcount and per 2023-12-31. Numbers not shown in the diagram: Number of part-time employees: Women 2021 - 4, Men 2021 - 2. Number of hourly-paid employees: Men 2023 - 3, Women 2022 - 3, Men 2022 - 2, Women 2021 - 2, Men 2021 - 2.

The most common cause of injury was personal injuries from staff. For example, injuries can have resulted from staff who lost their balance due to sudden train movements, repetitive strain injuries, slipping accidents, etc. No employees have been excluded from this compilation.

It is important for us to identify whether our employees like working for A-Train and in which areas we need to improve our work environment management. For this reason, we use a so-called pulsed employee survey, which consist of short questionnaires that are sent out at regular intervals. In 2023, a question package regarding the work environment has been sent out twice, a question package with a focus on engagement has been sent out three times and a question about how willing the employee is to recommend their workplace to others (so-called eNPS) has been sent out once a month. eNPS is reported on a scale from -100 to +100, where 0 means an average. From 2024, we will adopt a new approach called the "commitment model". This model consists of questions in seven areas that, according to research, are

crucial to employee commitment. Research shows that commitment consists of seven driving forces.

We also use our employee surveys to measure leadership and employeeship (how we treat each other) in the organisation. In addition to this, we conduct regular performance reviews so that all employees have the opportunity to contribute with their experiences and opinions on how we should develop our working environment. Our employee surveys provide us with continuous updates on the work environment and allow us to quickly identify any problems that have arisen and take action. The target for 2023 was an eNPS of +20 and a response rate of 72 percent.

During the year, we continued to focus on leadership development for all managers at A-Train. Leadership is also something that we have followed-up during the year with very good results. We went from +83 in 2022 to +84 in 2023. Leadership will be embedded in the new survey that we will transition to in 2024.

GRI 403-9 Work-related injuries	2023	2022	2021
Loss of life	0	0	0
Serious injuries ¹	0	0	0
Total number of injuries ²	4	15	5
Total number of hours worked	322 337	321 719	306 241
Frequencies ³			
Death rate	0	0	0
Frequency of serious injuries	0	0	0
Accident rate	2,5	9,3	3,3

¹ Injuries resulting in death or where the employee cannot return to working within 6 months.
² All incidents of injuries at the workplace, whether or not they have resulted in loss of working time.
³ Calculated per 200,000 hours worked.



How likely are you to recommend A-Train as an employer to a friend?

+23

Outcome.

The goal was >+20

73%

Response rate.

The goal was 72 %

Once a month, all employees are asked "On a scale of 0-10, how likely are you to recommend A-Train as an employer to a friend?"

The respondents are then divided into three categories:

Critics (0 to 6)
 Passive (7 to 8) or
 Ambassadors (9 to 10).

To calculate the eNPS index, the proportion of critics is subtracted from the proportion of ambassadors. Passives are not included in this equation. The result is then summarized in an eNPS index from -100 (every employee is a critic) to 100 (every employee is an ambassador).



“On the agenda for our employees - climate, environment and Team spirit”

JENNY LINDBLAD, DRIVER

What does sustainability mean to you?

The first thing that comes to mind for me as a private person is environmental and climate issues. It is also important to have a balance between different aspects of life, i.e. to have time for relationships and recuperation outside of work. For A-Train's part, I think it's important to include sustainability issues when something is about to change in the business and to think about and take responsibility for making it as good as possible in the future.

What sustainability issues do you think it is important for A-Train to work with?

The climate and the environment are the most important issues. The foundation of our company is to offer a sustainable way of transporting oneself and we are doing our part by offering this service. We could highlight even more to our customers that the train is a good alternative and perhaps also recommend to our customers that they can carbon offset their flying.

In addition to this, there are several other important things to do. I've been thinking a lot about how us employees get to and from work and that we could do it in a more climate-friendly way. Those of us who work as drivers and train hosts have irregular working hours and may be forced to use a car due to limited public transport options. There are not yet that many people who have an electric car, but it would be good if there were charging facilities in our garage in the future and also better conditions

for locking your bike in bicycle storage because it is often full when you arrive later in the day.

At our office, we have started to recycle more fractions, and it feels good. However, we can be even better at sorting correctly. Then there are the important health and safety issues. Our safety procedures were tested in the derailment and proved to work very well. We were all able to feel safe and were given transparent information about what had happened. We have very good business and peer support when serious things happen, and I appreciate the help that is available in vulnerable situations.

How do you think you contribute to A-Trains sustainability work?

As a driver, I can apply Eco Driving which I learned in training. I can also report errors and faults in our reporting system. In our workplace meetings there is a lot of opportunity to ask questions and offer suggestions for improvement.

I am also part of the group “One AEX” which aims to create a stronger team spirit at the company between administrative and operational staff. The group consists of people from almost all departments, and we meet once a month. We organise an annual kick-off as well as smaller work parties, fun charity races, offer coffee at the office etc. To help get to know our colleagues from different parts of the business, I also conduct interviews called “five quick questions with a colleague”. This is filmed and shared on our intranet, and it feels like a good way to obtain an understanding of each other's different tasks and roles.

Our passengers

At Arlanda express, we continuously measure the satisfaction of our passengers, how likely they are to recommend A-Train and how our brand is perceived in the market. Our NPS, which provides an answer to the question of how likely passengers are to recommend Arlanda Express to others, is at a very high level, considering that the scale goes from -100 to +100. In 2023, the accumulated NPS was 60.

Despite major challenges, we reached the goal of an NPS of 60, which is a great achievement. Together with an increasing market share, this shows that the service we offer is attractive and that our employees are at their best when it really matters.

In 2023, the Arlanda express brand has remained strong and shows the same or slightly higher awareness, eligibility and preference compared to the previous year.*



How likely are you to recommend A-Train to a friend or colleague?

+60

Outcome.

The goal was > +60

The survey takes place on board our trains and 5,670 respondents have completed our NPS survey.

Once a month, passengers are asked: "On a scale of 0-10, how likely are you to recommend us to a friend or colleague?"

Respondents are then divided into three categories:

Critics (0 to 6)

Passive (7 to 8) or

Ambassadors (9 to 10).

To calculate the NPS index, the proportion of critics is subtracted from the proportion of ambassadors. Passives are not included in this equation. The result is then summarized in an NPS index from -100 (every customer is a critic) to 100 (every customer is an ambassador).

*The brand survey is done on an ongoing basis, and we collect responses every week. The survey is conducted through a digital survey that is sent out to Stockholmers.

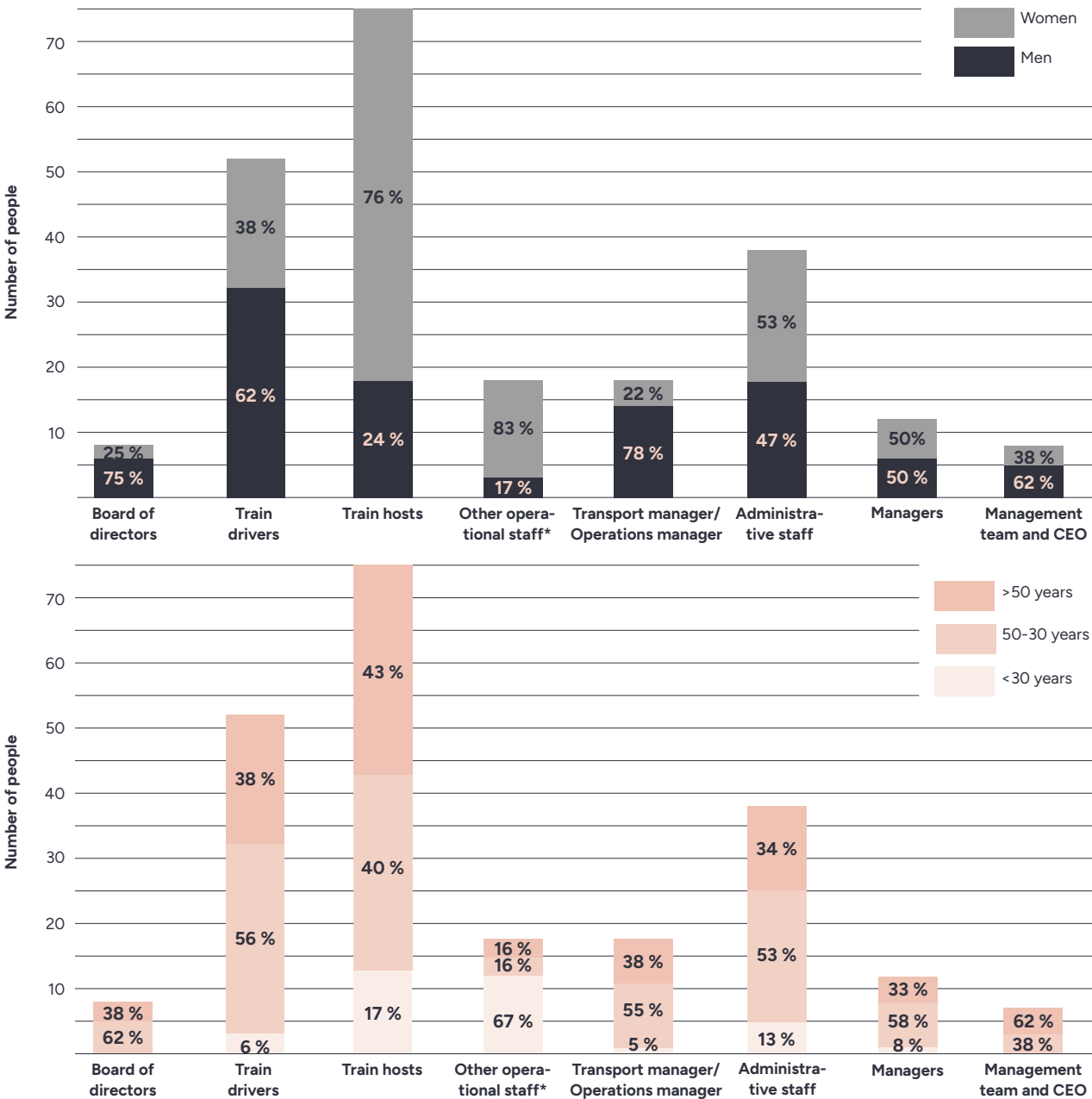
Human rights and diversity

As a company and employer, we have a great opportunity to influence human rights work. A-Train has an external diversity declaration that takes inspiration from the UN Declaration of Human Rights. Our values are: Innovative, Reliable, Considerate, Brave, and Inspiring. We also have an internal diversity policy.

Swedish law acts as a guarantor that human rights are being met at a high minimum level compared to international standards. However, we as a company and employer can also influence the working climate by working to counteract discrimination on all seven grounds of discrimination under Swedish law. In our work to create a safe and inclusive workplace, we have a Diversity and Inclusion Committee with representatives from different parts of the business, the safety organisation, and the staff organisations, that continuously review how we work in these areas. During the year, the group has, for example, held an inclusion week with quizzes and discussions to inform all employees about the importance of inclusion and developed an e-learning course on discrimination and victimisation. This e-learning is mandatory from 2023 and is sent out once a year. We review our diversity policy annually.

A-Train also has an equal treatment plan that describes our position on victimisation, harassment, and discrimination. The equal treatment plan also describes our procedure for how an incident should be reported, investigated, remedied, and followed up. All employees at A-Train have committed to comply with our equal treatment plan.

Working conditions and gender equality are also important issues that are regularly discussed and pursued within the framework of our diversity work. A-Train strives for equality and diversity in our organisation by applying an even gender and age distribution in all employee groups, this is also considered in the recruitment process. In total, the distribution between women and men at A-Train is 43 percent men. The proportion of women is 57 percent.



GRI 405-1 Diversity in the board, management and among employees in 2023. *Since September 2023 all Sales and Service agents, train hosts and Sales agents (airport sales) are Hourly Employees. 12 of these are under 30 years old. 3 are under 49 and 3 are over 50 years old.

The graph on previous page shows the gender and age distribution of A-Train's Board of Directors and all professional categories within the company is presented.

Salary is one of several important parameters for attracting skilled employees. A-Train should therefore have an attractive salary level. A salary ladder is applied to operational staff, while individual salaries are applied to administrative staff.

A salary survey is carried out annually before the year's salary review. The purpose of this study is to identify any unjustified differences in pay between men and women. If there are unjustified differences, these must be corrected in connection with the year's salary review, outside the general scope. The table below shows women's salaries compared to men's in different occupational groups. There is a difference in administrative services, this is because we have significantly different professional categories in administration. Some professions are significantly higher in salary due to high market demand and special training. Some of these are classically male-dominated professions.

GRI 405-2 Ratio of basic salary and remuneration of women to men	Women's salaries in relation to men's		
	2023	2022	2021
Drivers	99 %	102 %	100 %
Train hosts	96 %	100 %	102 %
Other operational staff *		69 %	
Transport Manager/Operations Manager	93 %	94 %	97 %
Managers	103 %	101 %	96 %
Administrative staff	86 %	78 %	82 %
Management team **	86 %	88 %	90 %

* Sales & Service Agents, Airport Salespersons and Telecom Technicians. Category removed for 2023.

**management team excluding CEO.





“The new waiting hall has become a vibrant meeting place”

JEANETTE ZEITOUN, HEAD OF BRAND AND COMMUNICATION

Tell us about your new waiting hall and how it was developed

We wanted to make the waiting hall a more vibrant and appealing place, both for our customers and for our staff. It's been many years since we made any changes and therefore, we now wanted to create a more contemporary environment that meets today's needs. An important goal was to enable our staff to work with an active and outreach customer service and be more accessible to our customers. We also wanted to offer cafés to create a more pleasant environment and experience for our customers.

We have considered different types of customers and their needs to create an environment that feels welcoming and suitable for everyone, regardless of travel behaviour. Several sustainability aspects were important to us. We wanted to create a safe environment through lighting and furniture. At the same time, we wanted to be able to close off the area furthest away from the train operations in the evening and review opening hours and staffing. By having our employees be more visible, we can also reduce unwanted activities in the waiting hall.

Environmental requirements have been included in our selection criteria for suppliers and materials and, as far as possible, we have used

Swedish designers and suppliers. We require that contractors choose materials, supplies and working methods, that consider environmental aspects and energy consumption. We have also strived for our purchases to have a long lifespan and we have, for example, used recycled fabric in our site-built sofa.

What lessons will you bring with you to other similar projects?

It was a challenge for us trying to obtain the right environmental information about products and materials and knowing what to ask for. It is not always clear which choices are the most sustainable and we need to have more key performance indicators as assessment criteria for the choices we make. The cost of restoring products sometimes also exceeded the cost of manufacturing new ones, which can be frustrating.

Now that the waiting hall is finished, how do you think it turned out?

The entire waiting hall now has a purpose, and I am pleased that we have succeeded in creating a more vibrant place with space for different needs. It feels safe and welcoming, and we have received a positive response from our customers, which feels great. Now it's buzzing with life and the area has become a meeting place instead of a waiting area!

Sustainability requirements in our supply chain

Our supply chain consists of a few major suppliers with whom we have contracts with, mainly related to vehicles and our facilities. We care about a sustainable supply chain and will further develop our environmental requirements and follow-up routines. For building and construction, we use Byggarubedömningen to ensure the use of the most environmentally friendly materials.

From an international comparison perspective and the fact that we operate in Sweden, Swedish legislation constitutes a minimum level for fulfilling human rights requirements. During the year, we completed our Code of Conduct, which sets out requirements for our suppliers regarding discrimination, diversity, and human rights. We are working to ensure that all our suppliers are aware of and sign this. A process and routine for following this up will be developed in 2024. In 2023, we did not conduct any follow-ups of our supplier requirements. In connection with the procurement of new trains next year, we have a good opportunity to both set and follow up sustainability requirements.

Anti-corruption

At A-Train, there is zero tolerance for bribery and corruption, and we will always work to ensure that the business is permeated by a high level of integrity and ethics. A-Train will also maintain an open and transparent approach to anti-corruption work. Our anti-corruption policy, which was updated in 2023, clarifies our position and solidifies how all employees at A-Train should act to contribute to a healthy business. Every manager at A-Train is also responsible for ensuring that the guidelines in the policy are applied.

All employees are encouraged to report any suspicions of impropriety to their manager, the head of security or another senior employee. To strengthen the work against corruption by increasing reporting opportunities, there is a whistleblower system that is available to both employees and external actors. In the system, serious improprieties can be reported anonymously and securely. In 2023, no incidents of corruption have been reported.

We acknowledge the gravity of corruption offences. However, we believe that the risk of crimes being committed is small due to:

1. The nature of our business is such that there are no regular major purchases, acquisitions, or other types of transactions.
2. We have well-established routines and governance within the company, including a well-functioning whistleblower system.

Risk management

A-Train's risk management is based on ISO 31000. The standard contains principles and general guidelines for risk management. The standard provides a clear picture of the risk management process and can be applied regardless of the type of risk, scope, and context. The standard also aims to harmonise the risk management processes in existing and future standards. Furthermore, it offers support in the application of standards that address specific risks and sectors.

A-Train works to identify and manage risks based on the business's overall decided target areas. Risk analyses are conducted in each department, and for the most critical risks, the Bowtie method is used to illustrate both proactive and reactive barriers to the risk. This helps ensure a thorough and preventive approach to managing risks.

For the highest-priority risks, A-Train plans relevant activities to manage the risk. For each activity, a person who is responsible for this risk is appointed and they will conduct the work and ensure that the activity is carried out. Each department regularly reports its risks to management, who in turn each year report a summary of the risks to the Board of Directors.



A-Train and UN's Sustainable Development Goals

During the work with our sustainability strategy and material sustainability work, we have identified which of the UN's Sustainable Development Goals (SDGs) are most relevant to our business and where we have the greatest opportunity to contribute.

People

Goal 3 Good health and wellbeing

One of our goals at A-Train is to create a fun and inspiring workplace. We can achieve this by actively working with our values and our corporate culture. One example is our "One AEX Forum" where participants from different operations want to build a stronger team spirit between administrative and operational staff.



Goal 5 Gender equality

We work actively for an equal and equitable company with regards to terms of employment, working conditions and development opportunities.



Goal 8 Decent work and economic growth

It is a given for us to have good working conditions for our employees. We have an internal Code of Conduct for how we act in our business. It is also very important for us to set requirements to ensure good working conditions and working environment at our suppliers.



Goal 10 Reduced inequalities

Diversity, equality, and inclusion is something we strive for in all our operations. Our diversity work is governed by our diversity policy and our diversity declaration which includes our external responsibility. We also have a Diversity and Inclusion Committee that works with these issues on behalf of A-Train's management team.



Planet

Goal 7 Affordable and clean energy

Trains are an energy-efficient mode of transport and all our trains, and the Arlanda Link are powered 100% by Good Environmental Choice labelled electricity. We are constantly working on becoming more energy efficient through our driving style and technical solutions.



Goal 11 Sustainable cities and communities

If more passengers choose to travel by train instead of car to Arlanda, our operations will contribute to reduced climate emissions and an improved and healthier environment.



Goal 13 Climate action

Our goal to become net zero in Scope 1 and Scope 2, this means that we are working on several measures to reduce our climate emissions. Our trains and the Arlanda Line are powered by 100% Good Environmental Choice labelled electricity and we have replaced all fossil diesel in our facilities with HVO 100.



Profit

Goal 9 Industry, innovation, and infrastructure

We are constantly working on innovative solutions for our infrastructure. One example is a new agreement where we have a unique and close collaboration for operation and maintenance issues. This is where we work closely with the supplier in a team.



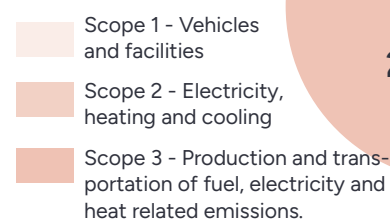
Greenhouse gas emissions

A-Train calculates and reports its greenhouse gases based on the GHG Protocol's method. Scope 1 includes direct emissions, i.e. emissions that occur locally from, for example, the combustion of fuels in vehicles and heating systems (reported for the first time in 2021).

Scope 2 includes indirect emissions linked to the production of purchased electricity, heating, and cooling. Emissions are reported both from calculations of the energy products purchased by A-Train (market-based emissions) and calculated based on the average emissions that occur on the energy supply network from which the energy is sourced (location-based emissions). During the year, we implemented the following measures: switching to HVO in the oil boiler, sprinkler system and shunting locomotive, as well as switching from diesel cars to electric cars.

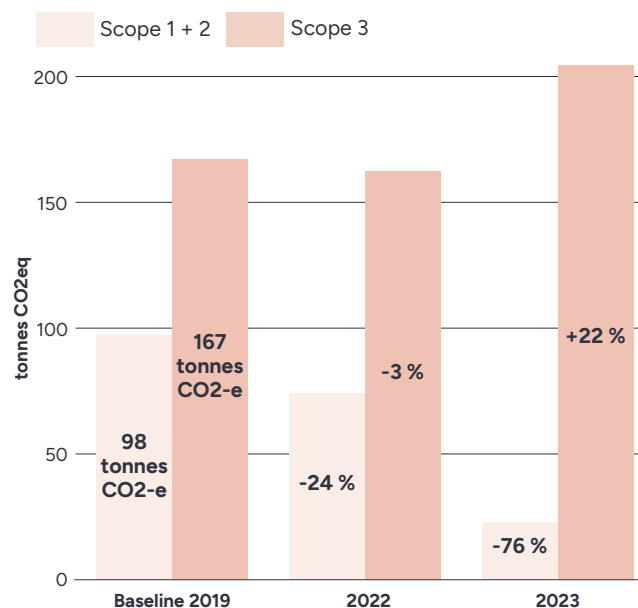
Scope 3 includes indirect emissions associated with Fuel and energy-related emissions (not included in Scope 1 or 2), i.e. the production and distribution of fuel and electricity (first reported in 2021). More categories within Scope 3 will be followed up and reported in the future. The increase between 2022 and 2023 is mainly due to changes in emission factors used in the calculations.

GHG emissions (tonnes CO₂-e) for 2023, presented per scope.



GRI 305-1 Direct (Scope1) GHG emissions	Ton CO ₂ -e		
	2023	2022	Baseline 2019
Vehicles	2	2	3
Facilities	7	60	81
Total	9	62	84

Percentual change of GHG emissions (tonnes CO₂-e) compared to baseline 2029.



GRI 305-2 Indirect (Scope 2) GHG emissions			
	Amount of energy (GWh)	Tonnes CO ₂ -e Market-based	Tonnes CO ₂ -e Location-based
2023			
Electricity	20,3	0	1 337
Heat	0,3	15	15
Cooling	0,011	0	0
Total	20,5	15	1 352
2022			
Electricity	20	0	2 499
Heat	0,3	11	11
Cooling	0,012	0	0
Total	20,3	11	2 510
Baseline 2019			
Electricity	20,0	0	2 499
Heat	0,3	13,6	13,6
Cooling	0,01	0	0
Total	20,3	13,6	2 513

GRI 305-3 Indirect (Scope 3) GHG emissions	Tonnes CO ₂ -e		
	2023	2022	Baseline 2019
Production and transportation of fuel	24,5	14	16
Electricity and heat related emissions	179,5	148	152
Total	204	162	167

302-1 Energy consumption within the organization	2023		2022		Baseline 2019	
Vehicles and facilities	MWh	GJ	MWh	GJ	MWh	GJ
Non-renewable (Diesel, heating oil)	32	116	237	853	316	1 136
Renewable (pellets, HVO, renewable electricity)	919	3 309	538	1 937	547	1 970
Total	951	3 425	775	2 790	863	3 106
Electricity (Trains)	17 206	61 940	16 919	60 910	16 527	59 497
Electricity	3 086	11 110	3 101	11 162	3 489	12 561
Heating	289	1 039	279	1 004	362	1 303
Cooling	14	51	16	56	39	139
Total	20 595	74 141	20 314	73 132	20 417	73 499

302-4 Reduction of energy consumption	2023		2022		Baseline 2019	
	MWh	GJ	MWh	GJ	MWh	GJ
Total energy consumption	21 546	77 565	21 090	75 922	21 279	76 606
Compared to baseline	101 %		99 %			
Compared to previous year	102 %					

GRI index.

A-Train reports with reference to the GRI Standards 2021. This year's report will be published on the 31st of March 2023.

No major changes have been made from the previous year regarding reporting principles. All indicators are based on the 2021 version of GRI Standard.

DISCLOSURE		EXPLANATION	NOTES AND OMISSIONS	SIDA
General disclosure				
GRI 2: General disclosure 2021	2-1	Organisational Profile		4
GRI 2: General disclosure 2021	2-2	Entities included in the organization's sustainability reporting		2
GRI 2: General disclosure 2021	2-3	Reporting period, frequency, and contact point		2
GRI 2: General disclosure 2021	2-4	Restatements of information	Emission factors for Scope 3 calculations have been updated.	-
GRI 2: General disclosure 2021	2-5	External assurance		2, 28
GRI 2: General disclosure 2021	2-6	Activities, value chain, and other business relationships		4, 21
GRI 2: General disclosure 2021	2-7	Employees		14
GRI 2: General disclosure 2021	2-8	Workers who are not employees	A-train do not report on non-employees	-
GRI 2: General disclosure 2021	2-9	Governance structure and composition		8
GRI 2: General disclosure 2021	2-22	Statement on sustainable development strategy		3
GRI 2: General disclosure 2021	2-29	Approach to stakeholder engagement		6
GRI 2: General disclosure 2021	2-30	Collective bargaining agreements	All employees are covered by collective agreements	-
Material topics				
GRI 3: Material topics 2021		Process to determine material topics	Process to determine material topics	
GRI 3: Material topics 2021		List of material topics		6
Topic standards				
Economic performance				
GRI 3: Material topics 2021	3-3	Management of material topics		8-9, 11
GRI 201: Economic performance 2016	201-1	Direct economic value generated and distributed		9, 11
Anti-corruption				
GRI 205: Anti-corruption 2016	205-3	Confirmed incidents of corruption and actions taken		21

DISCLOSURE		EXPLANATION	NOTES AND OMISSIONS	SIDA
Emissions				
GRI 3: Material topics 2021	3-3	Management of material topics		8-9, 12
GRI 302-1: Energy 2016	302-1	Energy consumption within the organization		24
GRI 302-4: Energy 2016	302-4	Reduction of energy consumption		24
GRI 305: Emissions 2016	305-1	Direct (Scope1) GHG emissions	All GHG gases are included in the calculations.	12, 23
GRI 305: Emissions 2016	305-2	Energy indirect (Scope 2) GHG emissions	311 tonnes CO2 biogenic emission (emissions HVO och pellets).	12, 23
GRI 305: Emissions 2016	305-3	Other indirect (Scope 3) GHG emissions	See 305-1	12, 23
Occupational health and safety				
GRI 3: Material topics 2021	3-3	Management of material topics	Occupational health and safety	8-9, 14-15
GRI 403: Occupational health and safety 2018	403-1	Occupational health and safety management system		14-15
GRI 403: Occupational health and safety 2018	403-2	Hazard identification, risk assessment, and incident investigation	Systematic safety and work environment management is are found in policies and routines.	14-15
GRI 403: Occupational health and safety 2018	403-3	Occupational health services		14-15
GRI 403: Occupational health and safety 2018	403-4	Worker participation, consultation, and communication on occupational health and safety		14-15
GRI 403: Occupational health and safety 2018	403-5	Worker training on occupational health and safety		14-15
GRI 403: Hälsa och Säkerhet 2018	403-6	Promotion of worker health		14-15
GRI 403: Occupational health and safety 2018	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Wellness grant as well as and shoe grant for operational staff	14-15
GRI 403: Occupational health and safety 2018	403-9	Work-related injuries		14-15
Diversity and equal opportunity				
GRI 3: Material topics 2021	3-3	Management of material topics	Diversity and equal opportunity	8-9, 18-19
GRI 405: Diversity and equal opportunity 2016	405-1	Diversity of governance bodies and employees		18
GRI 405: Diversity and equal opportunity 2016	405-2	Ratio of basic salary and remuneration of women to men		19
Supplier social assessment				
GRI 414: Supplier social assessment 2016	414-2	Negative social impacts in the supply chain and actions taken	Supplier social assessment	21

Customer health and safety				
GRI 3: Material topics 2021	3-3	Management of material topics	Customer health and safety	8-9, 17
GRI 416: Customer health and safety 2016	416-2	Deviations/incidents concerning the impact of products and services on health and safety		9, 17

Auditors report.



Auditor's report on the statutory sustainability report

To the general meeting of the shareholders in A-Train AB, corporate identity number 556500-3745.

Engagement and responsibility

It is the board of directors who is responsible for the statutory sustainability report for the financial year 2023 and that it has been prepared in accordance with the Annual Accounts Act.

The scope of the audit

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

Opinion

A statutory sustainability report has been prepared.

Stockholm 12th of March 2024

A handwritten signature in blue ink, appearing to read 'Jörgen Lövgren', written over a horizontal line.

Jörgen Lövgren
Authorized Public Accountant

Appendices.

Appendix 1. Emission factors

	Emission factors	Scope 1	Scope 2	Scope 3	Unit
Owned assets	Diesel (average)	2,0	0	0,5	kg CO2 eq/liter
	Diesel B0	2,6	0	0,8	kg CO2 eq/liter
	Heating oil (E01)	2,9	0	0,2	kg CO2 eq/liter
	Pellets	0,0	0	67,1	kg CO2 eq/ton
	HVO100	0,0	0	0,4	kg CO2 eq/liter
	Electricity, average*	0,0	0	8,7	g CO2 eq/kwh
	District cooling	0	0,01	0,0	g CO2 eq/kwh
	District heating	0	54	3,8	g CO2 eq/kwh
Rented assets	District cooling	0,0	0	0,0	g CO2 eq/kwh
	District heating	0,0	0	58,2	g CO2 eq/kwh
	Electricity, average*	0	0	8,7	g CO2 eq/kwh

* Different suppliers have been used for different parts of the organisation; an average based on consumption has been calculated to make reporting easier.