LOGENT
SUPPORTING LOGISTICS

Sustainability Report 2021
for SSCP Lager BidCo AB (publ)

SSCP Lager BidCo AB (publ)
Corp. ID No. 559109-9154

SUSTAINABILITY

SUPPORTING LOGISTICS FOR A SUSTAINABLE FUTURE

INTRODUCTION TO LOGENT'S ESG WORK

Logent's sustainability work

Sustainability is an integral part of Logent's daily business. Logent's sustainability work includes quality assured services, work environment and environment efforts and corporate social responsibility. These are very important aspects both for Logent as well as the society we operate in.

Logent sustainability relevance

Every part of Logent's operations have some form of impact on the environment. This may involve direct impact, such as emissions from our diesel forklifts in our port operations, or indirect environmental impact through subcontractors in our Transport Management operations. Regardless of where the impact originates, Logent works to minimize the impact our business has on the environment

Logent's ambition

For Logent it is important to support and develop the society we operate in. Based on Logent's ambition, to be a sustainable and highly acted employer and brand, Logent's sustainability and ESG agenda has been developed based on leading initiatives such as GHG protocol and UN's sustainability targets

Logent's commitment statement

"Logent is an independent logistics partner providing tailor made logistics solutions for our customers. Our strengths are our competence and our capability to design, implement and operate logistics solutions with high quality and high efficiency, based on our customers needs.

Our mission is to become our customers' trusted partner for day-to-day logistic needs and long-term logistics development in order to support their long-term goals.

We care about our customers, our employees, our communities, the environment and our owners.

Integrity, diversity, efficiency and constant improvement are Logent's core values and act as guiding principles in our daily work."

SUSTAINABILITY FRAMEWORK

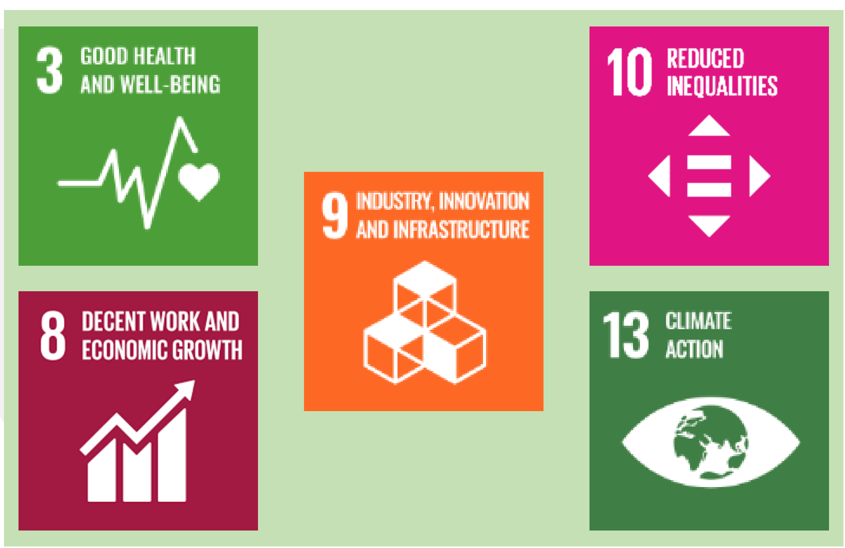
Logent's sustainability framework is inspired by leading global practices. **Logent support the 17 United Nations Sustainable Development Goals (SDGs).**

Logent is a Nordic logistics company focused on raising the quality standard for our customers' logistics solutions. Given our geographical presence and business model, we have chosen to focus on the following five SDGs:

- **3. Good health and well-being**
- **8. Decent work and economic growth**
- **9. Industry innovation and infrastructure**
- **10. Reduced inequalities**
- **13. Climate action**

Logent strives to be a leading example within these goals. We aim to set up measurable initiatives to ensure constant improvement in ESG matters.

Logent's sustainability focus areas



SUSTAINABILITY GUIDING PRINCIPLES

Logent has chosen to describe the five selected United Nations sustainability goals by: Environment, social and governance

For each guiding principle, Logent sets an overall goal, principle and/or policy as a baseline to our initiatives

For each guiding principle several detailed goals are defined which will be measured, reported and tracked to ensure Logent's ambitions result in tangible results

Logent's sustainability guiding principles

- Climate change and greenhouse gas emissions
- Efficient use of energy, water and natural resources
- Waste management

- Reduce inequality
- Increase health and well-being
- Appropriate labour practices
- Occupational health and safety
- Cyber security

- Standards of professional conduct and integrity
- Internal management procedures and controls
- Stakeholder engagement

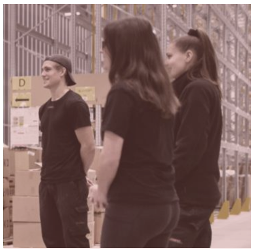
LOGENT'S SUSTAINABILITY GOALS

Environment

- **Use of energy:** Logent shall, when in charge of facilities, strive to minimize energy use and focus on renewable sources
- **Climate change and greenhouse emissions:** Logent shall strive to measure its impact on climate change and minimize its climate footprint, as well as safeguard its operations from potential climate-related risks
- **Waste management:** Logent shall implement waste reduction measures in every part of operations

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
13 CLIMATE ACTION

Social



- **Inequality reduction:** Logent treats all individuals equally, and will strive to foster an inclusive cultural environment and establish equal opportunity measures
- **Health & well-being:** Logent shall, through charity and sponsorship projects and internal health and work-life balance initiatives, improve employees' health and well-being and support its communities
- **Occupational health and safety:** Logent shall strive to have zero work related incidents and accidents
- **Cyber security:** Logent respects individuals' right to data privacy. It shall establish strict data protection policies for business and personal data

3 GOOD HEALTH AND WELL-BEING
8 DECENT WORK AND ECONOMIC GROWTH
10 REDUCED INEQUALITIES

Governance

- **Standards of professional conduct and integrity:** Logent shall in our dealings with customers, business partners, employees and owners act fairly and with integrity at all times
- **Internal management procedures and controls:** Logent shall have methods of monitoring and controlling production, administration and service activities to ensure high quality production and financial reporting
- **Stakeholder engagements:** Logent shall evaluate all stakeholders based on established policies and guidelines to ensure all counterparties live up to Logent's high ethical standards and expectations

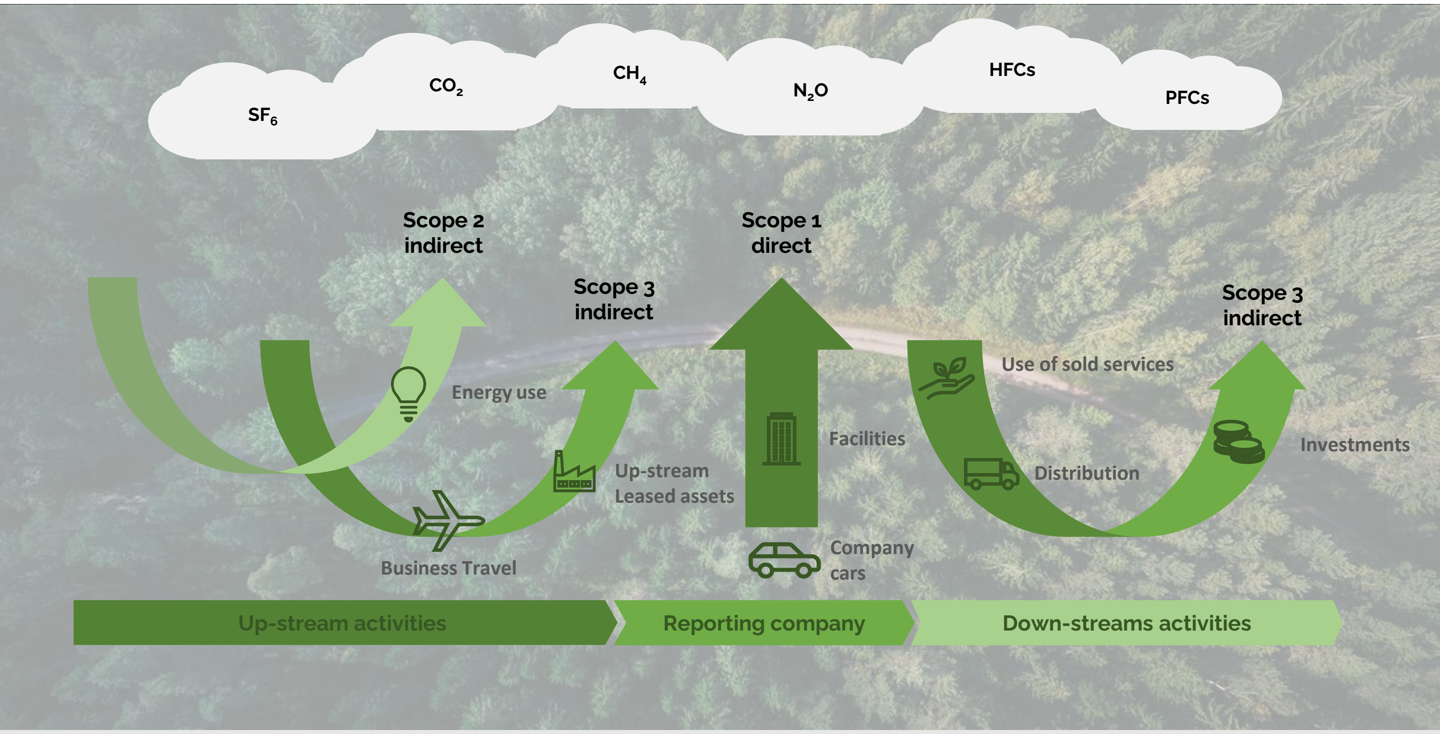
8 DECENT WORK AND ECONOMIC GROWTH
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

ENVIRONMENTAL SUSTAINABILITY

Introduction to Logent's climate action
Logent undertakes several initiatives each year to become a more sustainable organization. These initiatives are based on Logent's sustainability goals and are frequently measured and followed up.

Logent has chosen to measures the CO2 emission according to the CHG protocol
During 2021 Logent has developed a framework to measure our CO2 footprint which follows the CHG protocol. Logent's ambition is to follow up on scope 1, 2 and 3.

Emission	Scope	Definition
Direct emissions	Scope 1	Direct emission from operations or assets owned or controlled by Logent
Indirect emissions	Scope 2	Emission generated by purchased or acquired electricity, district heating, district cooling or steam used by sites or operations controlled or used by Logent
	Scope 3	All indirect emission (excluding scope 2 emissions) originating in Logent's value stream, both upwards and downwards



LOGENT'S SUSTAINABILITY DATA

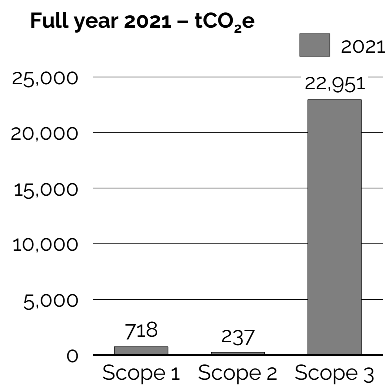
In 2021 the consultancy firm EY was engaged by Logent to perform a boundary assessment relating to Scope 1, 2 and 3 of the CHG protocol described on the previous page. Included in EY scope was also to design procedures to correctly obtain data in a structured manner. During this assessment it was concluded that Logent should only include operations where Logent have control or possibility to control the operations. Based on this definition only operations where Logent holds the lease agreement for the facility has been included in Scope 1 & 2. For Scope 3, a more detailed assessment is given below.

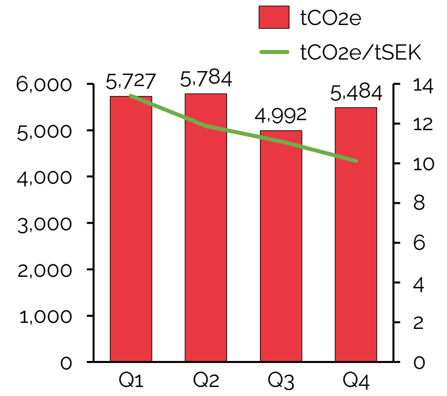
Scope / Category	Boundary assessment	Method used to collect data
Scope 1	All direct emissions connected to use of fossil fuels, e.g. fuel consumptions of forklifts and company cars. Include all direct emissions from all sites and office, no operations is excluded	Number of litres of Diesel HVO or Petrol used during period. Emissions coefficient applied.
Scope 2	Emissions from heating and electricity. Logent only include emissions from locations where Logent holds lease agreement. Electricity and heating included, water not included since not relevant in Sweden.	Electricity and heating in KwH for offices and production sites per production sort and supplier/contract. Market based approach used.
Scope 3 - Category 1 **Purchased Goods and Services**	Includes all Purchased Goods and Services for the group during the reporting period and which is not included in other scope 3 categories. Logent has a small amount of purchasing, main categories are clothes and office supplies. Transport Managements purchases of Transports are however included in this category as a sub-group.	For purchased transports a detailed calculation based on weight, km and goods dimensions for every shipment is used. Assumptions on emissions from vehicles is used based on Network for Transport Measures (NTM) to derive final CO_2e. For other purchased goods, these are divided into categories with an emissions factor connected to each category based on purchasing amount (input-output method).
Scope 3 - Category 2 **Capital Goods**	Emissions connected to capital expenditure (investments) made during the reporting period (embodied emissions). Logent has also chosen to included leasing of forklift in this category.	Cradle to life data does not exists on forklifts. Calculation done based on weight of the materials on each forklifts model and apply a emissions factors to retrieve CO_2e estimation.
Scope 3 - Category 3 **Fuel-and energy-related activities**	Included extraction, production and transport of fuel and energy purchased by Logent during the reporting period which is not included in scope 1 & 2. For example transformation and distribution losses in the power grid.	Data from Scop 1 & Scope 2 used to calculate this component via industry standards and emissions factors.
Scope 3 - Category 4 **Upstream transportation and distribution**	Logent has no products and instead delivers services where emissions are connected to other categories.	N/A
Scope 3 - Category 5 **Waste generated in operations**	Waste from operations only included were Logent holds lease agreement and can influence and take decisions on handling of waste.	Number of tons of waste from different fractions collected. Emissions factors applied based on Defra 2021.
Scope 3 - Category 6 **Business Travel**	Business travel with trains has been excluded since low CO_2e footprint and climate compensated by train operators. Business travels by flight included, Emissions from company cars included in Scope 1.	For all business travels by plane, destinations have been used to derive number of kilometres. On that an emissions coefficient has been applied based on Long-haul/Short-haul flights.
Scope 3 - Category 7 **Employee Commuting**	Given Logent's amount of employees it was concluded that data on commuting needs to be collected. All personnel (regular and staffing) within Logent operations and white collar are included. Pure staffing personnel working at external companies are not included due to uncertainty in data and give that Logent can not influence the location of these operations.	Survey sent out to all white and blue collar within the scope. Based on data received and average CO_2e per locations was calculated. For blue-collars this was multiplied by number of working shifts to get a total CO_2e figure. For white and average amount of working days was used which was multiplied with the calculated average CO_2e per individual based of the survey.
Scope 3 – Category 8-15 **Category 8 – Upstream leased assets** **Category 9 – Downstream transportation and distribution** **Category 10 – Processing of sold products** **Category 11 – Use of sold products** **Category 12 – End-of-life treatment of sold products** **Category 13 – Downstream leased assets** **Category 14 – Franchises** **Category 15 – Investments**	None of these categories deemed as applicable mainly due to Logent not having any products (Logent is a service provider).	N/A

LOGENT'S ENVIRONMENTAL IMPACT

Logent's CO_2 emissions

Logent's ambition is to constantly reduce our impact on the environment. By measuring our CO2 footprint, we can monitor out development and take appropriate action to accomplish further reductions. Logent currently sees a positive trend with our carbon footprint being reduced over 2021 in all three scopes (scope 1, 2 and 3).

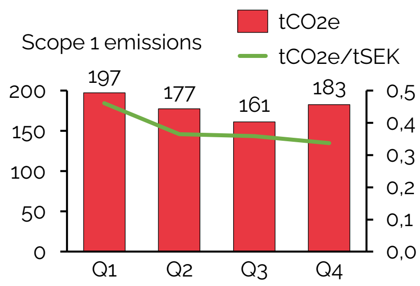




Logent's largest CO2 emission footprint is in scope 3 mainly originating from Logent's customers transports.

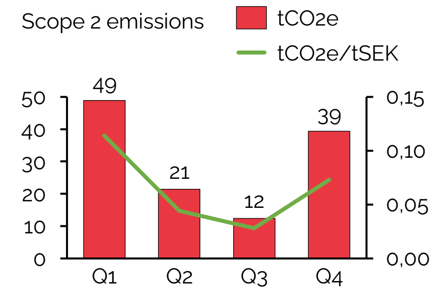
Scope 1 – Direct emissions from Logent's operation

The main sources of emissions in scope 1 originates from combustion of fossil fuels in two main categories i.e. from operations (forklifts, tug masters, wheel loaders etc.) and company cars. During 2021 Logent has produced scope 1 emissions adding up to 718 tones CO_2e.



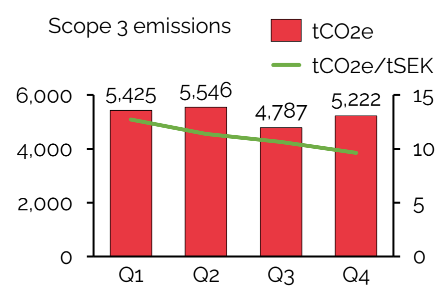
Scope 2 – Indirect emissions from Logent's operation

The main driver of emission originate from Logent's customers sites in which Logent has part of or full operation. Emissions categorized into scope 2 mainly originates from combustion of fossil fuels and energy used in operation and heating of facilities. During 2021 Logent has produced scope 2 emissions adding up to 122 tones CO_2e.



Scope 3 – Indirect emissions up- and down streams

Scope 3 emissions represents the majority of Logent's total CO_2 emissions (95%). These emissions mainly originates from customers in Logent's Transport Management operation who purchase different types of transport solutions. During 2021 Logent scope 3 emissions adds up to 22,951 tones CO_2e.



ENVIRONMENTAL INITIATIVES

Logent's environmental sustainability

Based on Logent's sustainability goals several initiatives have been initiated to improve Logent's environmental sustainability. Below are a selection of key initiatives conducted or currently ongoing.

Summary of key initiatives - *Minimize climate footprint through reduction of non-renewable energy sources*

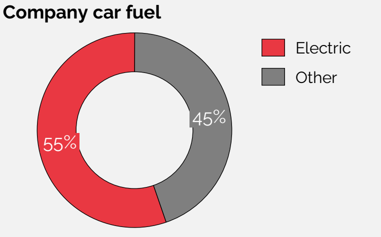
Electrification of fleet – To reduce use of fossil fuel Logent strives to electrify the vehicle fleet including company cars. This is an ongoing work, and the fleet is constantly updated with new cars which are fully or partly electric. Since Logent took the decision to transform the company car fleet, 55% of the fleet has been transformed to electrified cars.

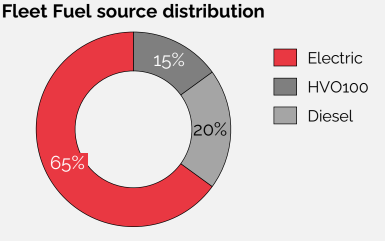
Implementation of HVO100 – It is today not possible to implement electrified vehicles in all of Logent's operation e.g. for heavy duty machinery such as Tug masters or wheel loaders. For this type of vehicles Logent uses HVO100 (when applicable) to reduce the CO_2 emission generated by Logent's operation. Logent uses HVO100 in 20% of the total fleet and 65% of the fleet is electrified.

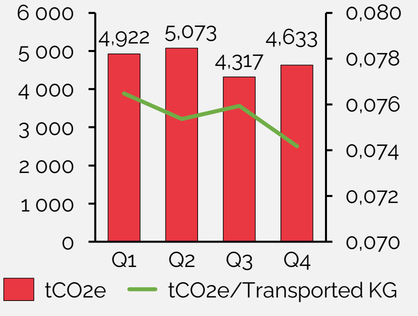
Data driven sustainability improvements - Logent Transport Management has developed a tool to monitor (in real time) the CO_2 impact from our customers transport solutions. This tool enables a systematic improvement process where Logent together with the customer identifies potential improvements. Logent also scans the market on regular basis to use as sustainable solutions as possible in the transport designs that we recommend to the customers. Examples of improvements that has reduced CO_2 emission for Logent´s customers are:

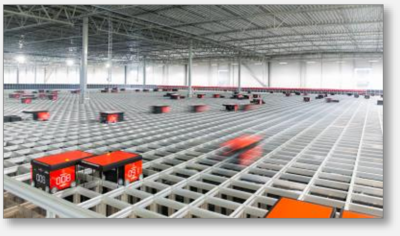
- Transport and packaging consolidation
- Truck to train transition
- Load and stack optimization

Driver of improved energy performance for our customers – Logent offers expertise in logistics solutions and automation. As an integral part of Logent Logistics Operations service offering we continuously implement built in energy savings in our solutions. For example, Logent optimizes our automation and robotic installations to consume as little energy as possible and optimize them to work on times when the energy availability is high. This also has a positive effect on productivity because the automation can prepare orders during nighttime and weekends when the staff is not working.









ENVIRONMENTAL INITIATIVES

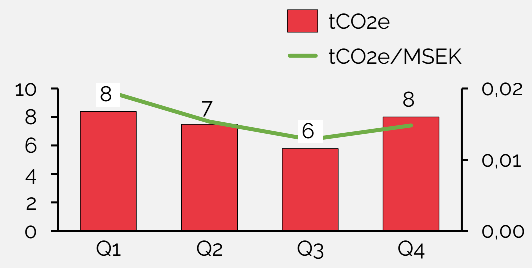
Waste handling – Logent has a robust system for waste management at our local sites minimizing both the volume of waste and the impact it creates on the environment. At all new Logent's sites waste compactors is used, and a detailed waste sorting system implemented. Logent contracts certified partners for handling of waste fractions and waste transports from Logent's sites.

Reuse of material (circular economy)– one part of Logent's operation is handling packaging and pallet material. As part of this operation Logent recycle and repair damage packaging material and pallets by replacing malfunctioning parts or damaged components. In 2021 over 291 000 pallets was repaired which is a substantial reduction on environmental impact since the alternative would have been to discard damages pallets and purchase new, this is one example on Logent's contribution to a circular economy.

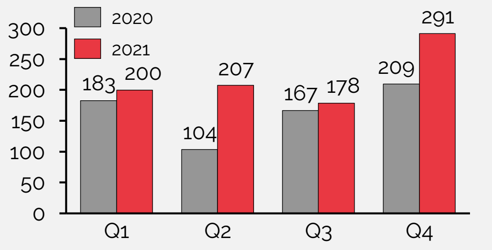
Employee energy use – Logent's stives to minimize energy use in all parts of our operation, when material used in our operation is worn out it is recycled, enabling the garments to be used in new fabrics.

Public transports and commuting – Logent employs over 3000 people in approximately 50 different locations in Sweden, Denmark and Norway. Our sites are often located outside of the larger cities and connections with e.g. public transport can be insufficient or not existing at all. For our operation to function and be able to deliver we are dependent on competent people that can be on site every day. Logent tries to find transport solutions for our employees that are efficient for both the environment and our operation. Logent's operations in Bjuv for example demands a larger staffing pool than the surrounding area can offer. Logent has in this case collaborated with the local public transport company who now operates a bus line from the surrounding local cities. This reduces single car transports. Logent's goal is to further encourage and support employees to choose commuting alternatives with less climate impact. For example, the employees have the possibility to lease a company bike that can be used for commuting.

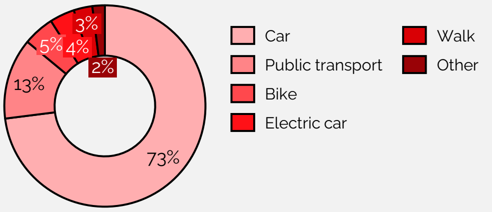
tCO_2e generated by waste production



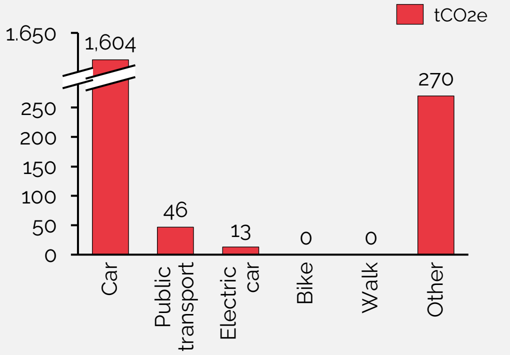
Repaired pallets (thousands)



Distribution commuting category



tCO_2e generated by each category



SOCIAL SUSTAINABILITY

Introduction to social sustainability at Logent

For Logent, it is important to take responsibility for society at large. Every year, Logent provides employment to more than 3,000 people from all levels of society, from those with university qualifications to those who find it difficult to enter the labour market. This includes newly arrived immigrants, persons classified as long-term unemployed and individuals with certain disabilities or functional variations. By being able to provide work for people with different backgrounds, Logent helps to increase diversity and reduce social inequalities between groups and contributes to safe and secure workplaces.

Health and Safety

Logent strives to ensure security and continuity in the employer/employee relationship. Logent actively conducts systematic work environment measures. Logent's workplaces are mapped on the basis of the work environment and health and safety issues, and any discrepancies are rectified. Together with its customers, Logent also takes responsibility for the work environment at customers' workplaces where Logent's staff work. It is important for Logent to ensure that staff members always feel safe and secure at their workplace.

Increased gender equality

Logent's overall objective is for gender equality measures to be a natural and integral part of all business activities. The conditions, rights and development opportunities for women and men should be equal throughout the Company and not dependent on gender or origin. Logent strives to contribute to the creation of a society that is characterised by gender equality and endeavours to be a fair and responsible member of the labour market. Logent has a zero tolerance policy in relation to unequal treatment and discrimination. Logent has established policies and control mechanisms, including a whistleblowing function, for identifying and eliminating all types of improprieties and unacceptable behaviour at Logent's workplaces.

No. of reports of misconduct 2021
0

Average sick leave 2021 – White-collar
0.53%

Average sick leave 2021 – Blue-collar
4.40%

PERSONNEL	2021	2020	2019	2018	2017	2016
KPI - GENDER EQUALITY						
NO. OF MEN (%)	1,915 (73)	1,352 (73)	970 (77)	1,047 (78)	1,243 (78)	1,453 (72)
NO. OF WOMEN (%)	706 (27)	501 (27)	292 (23)	303 (22)	354 (22)	557 (28)
NO. OF MEN IN MANAGEMENT (%)	10 (91)	9 (81)	11 (92)	11 (92)	8 (80)	9 (90)
NO. OF WOMEN IN MANAGEMENT (%)	1 (9)	2 (19)	1 (8)	1 (8)	2 (20)	1 (10)
KPI - PREVENTIVE CARE						
SICK LEAVE (DAYS 2-14) WHITE-COLLAR	0.53%	0.71%	0.89%	0.85%	1.14%	1.69%
SICK LEAVE (DAYS 2-14) BLUE-COLLAR	4.40%	3.93%	3.04%	2.74%	3.12%	4.32%
KPI - EMPLOYEE TURNOVER						
EMPLOYEE TURNOVER WHITE-COLLAR %	38%	40%	24%	39%	35%	40%
KPI - CODE OF CONDUCT						
NO. OF INCIDENTS REPORTED	0	1	0	0	0	N/A

KEY INITIATIVES

Social sustainability at Logent

As a result of Logent's ambition to reduce inequalities, we have developed a number of **long-term diversity and inclusion initiatives**, with the aim of encouraging the employment of individuals who would otherwise find it difficult to enter the Swedish labour market (such as ethnic minorities and persons with disabilities). These initiatives help make Logent **one of the highest ranked employers in Sweden**, referred to by the Swedish Public Employment Service as a "leading example".

Key Initiatives

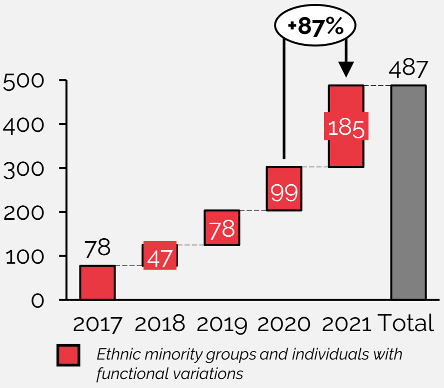
Ethnic minorities in work – In collaboration with the Swedish Public Employment Service, Logent has developed a process for using Swedish government funding (employment support) to help people from ethnic minorities find work. The goal is to help introduce newly arrived immigrants with a minority background to the Swedish labour market. This initiative was launched in 2017, and since then Logent has employed more than 400 newly arrived immigrants from ethnic minorities.

Individuals with functional variations in work – In 2019, Logent launched an initiative for employing individuals with functional variations such as autism, concentration difficulties, impaired hearing, etc.

Through a study that was carried out at two workplaces in 2019, Logent identified Logent workstations where around 20 individuals could be employed. During 2021 the goal was to spread the concept to all workplaces within Logent and employ a further 20 individuals, and to also provide this service to external customers. This initiative has resulted in an additional 185 new jobs during 2021.

Employees under the age of 23 – Logent's Staffing operations provide employment for many young people in the age group 18-24. This group is vulnerable in today's society, as many of the young people in this group find it difficult to enter the labour market. When Logent can act as a bridge between an individual's years of study and their working life, there are great benefits for society at large.

Statistics for Social Key Initiatives
(185 new people in work during 2021)



	Under 23	Total	%
TOTAL	**618**	**2,609**	**24%**
Goal (Logent Group)			*20%*

GOVERNANCE & MANAGEMENT

Introduction to Logent's governance model

Quality and customer satisfaction are the cornerstones of our business model. Together with our customers, we strive daily to achieve the highest level of quality in all parts of our business, from the workshop floor to invoicing.

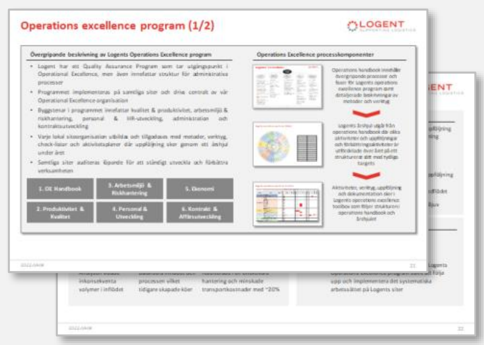
To ensure such high standards, Logent has clearly defined roles and areas of responsibility, training programs and control/optimisation programs, such as:

1. Operational Excellence program
2. Internal Control program
3. ISO and other certifications
4. Well-developed policies and procedures

1. Operational Excellence program

For Logent, it is important that the customer perceives our services as affordable, quality-assured and customisable. To ensure a high level of quality, Logent has developed an Operational Excellence program that includes:

- Productivity & quality
- Work environment & risk management
- Staff & personal development
- Financing
- Contracts & business development



2. Internal Control program

The aim of Logent's Internal Control program is to ensure quality, completeness and correctness in Logent's processes and reporting, including financial reporting. This initiative was launched in 2018 with the aim of reviewing every profit centre once a year. Due to the COVID-19 pandemic and enforced travel restrictions, the Company was forced to put the work with this initiative on hold in 2020 & 2021. However, during 2021 a decision was made to invest in increased resources, and in 2022 Logent will perform a complete review of the internal control environment with the help of an external party. No major defects or shortcomings have been discovered during 2021.

GOVERNANCE & MANAGEMENT

3. ISO and other certifications

Logent has possessed a number of certifications for several years. For Logent, these certifications are important and provide our services with a stamp of quality. Within the Logent Group, we have dedicated individuals who work with these external quality programs, and all certifications were renewed in 2021 without remarks.

Logent is certified in accordance with ISO 9001 & ISO 14001. These standards aim to maintain a high level of quality and well-developed environmental procedures.

Logent is an authorised staffing and recruitment company. This certification is renewed annually, and the final decision regarding renewal is made by the board of the certification body. They ensure that the holder of the certification has good quality and fair working conditions.

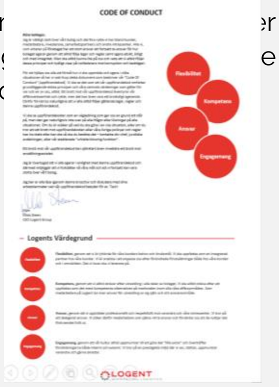
AEO is a customs service standard that ensures that a company has a high level of quality and solid processes, with a strong and robust control structure in relation to customs services. Logent possesses the AEO certification in Sweden, Norway and Denmark.

4. Well-developed policies and procedures

Logent is a company that acts with the highest ethical standards, and we strive to ensure that we always have an unblemished reputation among customers, investors, staff members and other stakeholders.

Guidelines and policies have been developed and implemented with the aim of guiding all employees to act in an ethical and fair manner. These are reviewed annually, and all policies are readily available at Logent's offices and via our digital file-sharing platform. Two of Logent's key documents are our **Code of Conduct** and **Supplier Code of Conduct**.

Logent's Code of Conduct and other important policies are reviewed annually. New employees undergo an introduction to Logent during which ... re cor ... er ... manag ... e ... derstoo



LOGENT'S BOARD OF DIRECTORS

Logent's Board of Directors held 7 meetings during 2021. Minutes were kept of all board meetings. The following individuals are members of Logent's Board of Directors:

Dario Aganovic

Chairman of the Board since 2019

Other current assignments/positions: Dario is currently CEO of Vision Ophthalmology Group GmbH and Non-Executive Director of Hermes Medical Solutions AB.

Dario has a PhD in Industrial Engineering and Management from KTH Royal Institute of Technology in Stockholm.

Andrea Gisle Joosen

Board member since 2019

Other current assignments/positions: Andrea is currently Chairman of the Board of Acast AB and Non-Executive Director of ICA Gruppen AB, James Hardie Industries plc, Dixons Carphone Ltd, BillerudKorsnäs AB and Qred AB.

Andrea has an MSc in International Business from CBS (Copenhagen Business School).

Kurt Liljergren

Board member since 2019

Other current assignments/positions: Kurt Liljergren is the owner of Bukit Timah Logistics (a logistics consulting company).

Kurt has a Master's degree in Economics and Logistics from Örebro University.

Henrik Lif

Board member since 2019

Other current assignments/positions: Henrik has been a Partner at Stirling Square Capital Partners in London since 2017. He is currently Chairman of the Board of Docu Nordic Sweden and a board member for Zengun Group AB (publ).

Henrik has an MBA from Stockholm School of Economics and an MSc in Mechanical Engineering from KTH Royal Institute of Technology in Stockholm.

APPENDIX A: KPI TABLE

		KPI (Unit)	Definition	Outcome 2021
ENVIRONMENT	Climate	Scope 1 emissions (tCO2e/tSEK)	Logent's direct emissions divided by total net sales	**718 tCO_2e/tSEK**
		Scope 2 emissions (tCO2e/tSEK)	Logent's indirect emissions divided by total net sales	**122 tCO_2e/tSEK**
		Scope 3 emissions (tCO2e/tSEK)	Emissions generated by Logent's services/products divided by total net sales	**21,018 tCO_2e/tSEK**
	Energy	Energy intensity (kWh/tSEK)	Energy consumption divided by total net sales	**2.3 kWh/tSEK**
		Renewable electricity (%)	% of Logent's energy consumption that originates from renewable energy sources	**100%**
	Natural resources	Waste compactors (%)	% of Logent's applicable operations that have waste compactors	**80%**
		Waste intensity (kg/tSEK)	Logent's total amount of waste divided by total net sales	**0.02 kg/tSEK**
SOCIAL	Health & Safety	Sick leave (%)	Number of sick leave days divided by number of employees (days 2 - 14 workers)	**4.4%**
		Reported injuries (‰)	Number of reported injuries resulting in absence divided by number of employees	**1,0‰**
		Number of cases of discrimination and harassment	Number of reported cases of discrimination and harassment divided by number of employees	**0**
		Employee turnover (white-collar)	Number of employees who have left during the year / average number of employees for the year (white-collar only)	**38%**
	Diversity	Number of female employees	Number of female employees divided by total number of employees	**706 (27%)**
		% of female employees in the Company's management team	Number of women in the management team divided by total number of members of the management team	**1/11 (9%)**
CORPORATE GOVERNANCE	Composition of Board of Directors	Number of board members		**4**
		Number of board meetings in 2021		**7**
		Board of Directors attendance rate (%)		**93%**
		Nationalities represented on the Board of Directors		**2**
		Female board members (%)		**20%**
		Independent board members (%)		**0%**
	Fees	Audit fees and fees for non-audit services (SEK)		**Audit: 1,811,000 / Non-audit: 443,000**
		Directors' fees		**Per independent board member: SEK 150,000**

APPENDIX B: EU TAXONOMY

During 2021, Logent has performed a mapping of economic activities in order to identify applicable parts of the EU Taxonomy and calculate KPIs in accordance with the regulation. The conclusions from this work are shown in the table below:

	Total (SEK thousands)	% of taxonomy-eligible activities	% of taxonomy-non-eligible activities
Net sales	1,906,376	6%	94%
CAPEX	17,513	0%	100%
OPEX	10,297	35%	65%

Economic activities

Logent is fundamentally a service-producing company without its own products and production, whereon a small part of Logent's operations are subject to the Taxonomy. In order to identify eligible activities within environmental objectives 1 and 2, the Group has considered and analysed the activity descriptions provided in annexes 1 and 2 to the EU Taxonomy Complementary Climate Delegated Act. A more in-depth discussion is presented below in relation to the parts of the Taxonomy that can be considered applicable to Logent's operations:

Category 7.7 – Acquisition and ownership of buildings

This category could be considered applicable to Logent, as certain warehousing space is let in connection with Logent's Warehousing operations. However, any letting of warehousing space is always part of an overall service where letting of premises is not a primary activity or viewed as a separate service. According to the European Commission's FAQ on application of the Taxonomy (published by the Commission in February 2022), the IFRS rules may be used to determine whether an economic activity included as a component in a customer contract should be reported separately in accordance with the Taxonomy. As the letting of warehousing space is not deemed to be a distinct component for separate reporting in Logent's reporting, a Taxonomy assessment of the overall service has been performed. It is Logent's assessment that the overall service is not subject to the Taxonomy, i.e. it is non-eligible. Furthermore, certain letting of land occurs in connection with Logent's port operations in Gothenburg, although this is limited to land and does not include buildings and is therefore not subject to the Taxonomy.

Category 6.14 – Infrastructure for rail transport

Within its logistics operations, Logent has a rail-bound terminal in Hallsberg where goods are loaded and unloaded via railway. This part of the operations is therefore subject to the Taxonomy category 6.14. This activity generated net sales of SEK 16,872 thousand in 2021. The net sales associated with this part of the operations have been included in the above table as eligible activities.

Category 6.16 - Infrastructure enabling low carbon water transport

As parts of this category relate to operation of ports, Logent's operations in the Port of Gothenburg are subject to this category. Logent conducts port operations in Gothenburg. Net sales relating to the whole of these operations, which amounted to SEK 101,451 thousand in 2021, are therefore included in the part of Logent's net sales that is subject to the Taxonomy as % of eligible activities.

Transports

A significant part of Logent's net sales can be related to transport services provided in the Transport Management business area within Logistics Services. Based on applicable accounting principles, Logent is the principal in these transactions based on the credit risk borne by Logent during these transactions, whereon these transport services are reported on a gross basis in external reporting. However, Logent does not have control of the activities in the manner described in the European Commission's FAQ on application of the Taxonomy, as Logent is not the performer of the transport activities and does not bear the responsibility for the actual transport service. The Taxonomy applicability is therefore limited. According to Logent's interpretation of the Taxonomy based on the FAQ issued by the European Commission, Logent does not have control of the transport activities as Logent acts more like an agent or intermediary in this respect, whereon this source of income and activity is not deemed to be applicable in the Taxonomy.

KPI Net Sales

Total net sales (the denominator) corresponds to the Group's total net sales according to IFRS, please see the Income Statement on page 33, and the row "Net sales". Eligible net sales are obtained by calculating the part of the total net sales generated by the eligible activities that Logent has identified (see the section "Economic activities" above), i.e. the numerator, and then dividing by the denominator.

KPI CAPEX/OPEX

The table above includes reporting of all investments within the Taxonomy's definition of CAPEX (the denominator) and the investments that are attributable to the part of the economic activities (the numerator) that have been assessed as subject to the Taxonomy (see the section "Economic activities" above). No investments were made within these activities during 2021, whereon the figure for eligible activities is zero. The total CAPEX for the year is included as new investments in Notes 15 and 16 to the consolidated financial statements, and as new right-of-use assets in Note 17.

The operating expenses (OPEX), according to the Taxonomy's definition, which Logent has identified (the denominator) relate to direct R&D costs (not capitalised), building renovations, short-term lease agreements, repairs and maintenance as well as other direct expenditures concerning the daily maintenance of tangible fixed assets required to ensure the continued and appropriate functionality of these assets. Eligible operating expenses (the numerator) are the parts of the above costs relating to assets or processes that are associated with Logent's identified eligible economic activities. For 2021, these consist of property maintenance and maintenance of machinery related to the eligible activities.

According to the Taxonomy, the capital expenditures (CAPEX) and operating expenses (OPEX) that do not support eligible activities, but which relate to purchases of output from economic activities that are compatible with the Taxonomy requirements and individual measures that make it possible for the target activities to become low in carbon dioxide or lead to reduced greenhouse gas emissions, should also be counted as eligible (category C). Logent has not made any investments in energy recovery measures during the year and, as no major purchases have been made during the year, other CAPEX/OPEX category C have also been excluded.