



2024

**SUSTAINABILITY
REPORT**

TKL
LOGISTICS

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ABOUT TKL LOGISTICS

In 1994, 30 years ago, the twins Kent and Kjell Lundgren founded TKL Spedition och Mäkleri, which later on became TKL Logistics.

TKL Logistics is a modern freight forwarding company with long experience in complex transport solutions. Our business concept is to offer a wide range of high-quality, cost-effective, and reliable transport solutions. We assist both large and small companies in shipping everything from the smallest package to entire containers, finding the most optimal solution within sea, air, rail, and truck freight.

GLOBAL PRESENCE

With multiple own offices in Asia and a global network of partners, we can strategically offer tailored end-to-end solutions for diverse needs. Our customers receive a dedicated contact person and can manage all their shipments through a single point of contact.



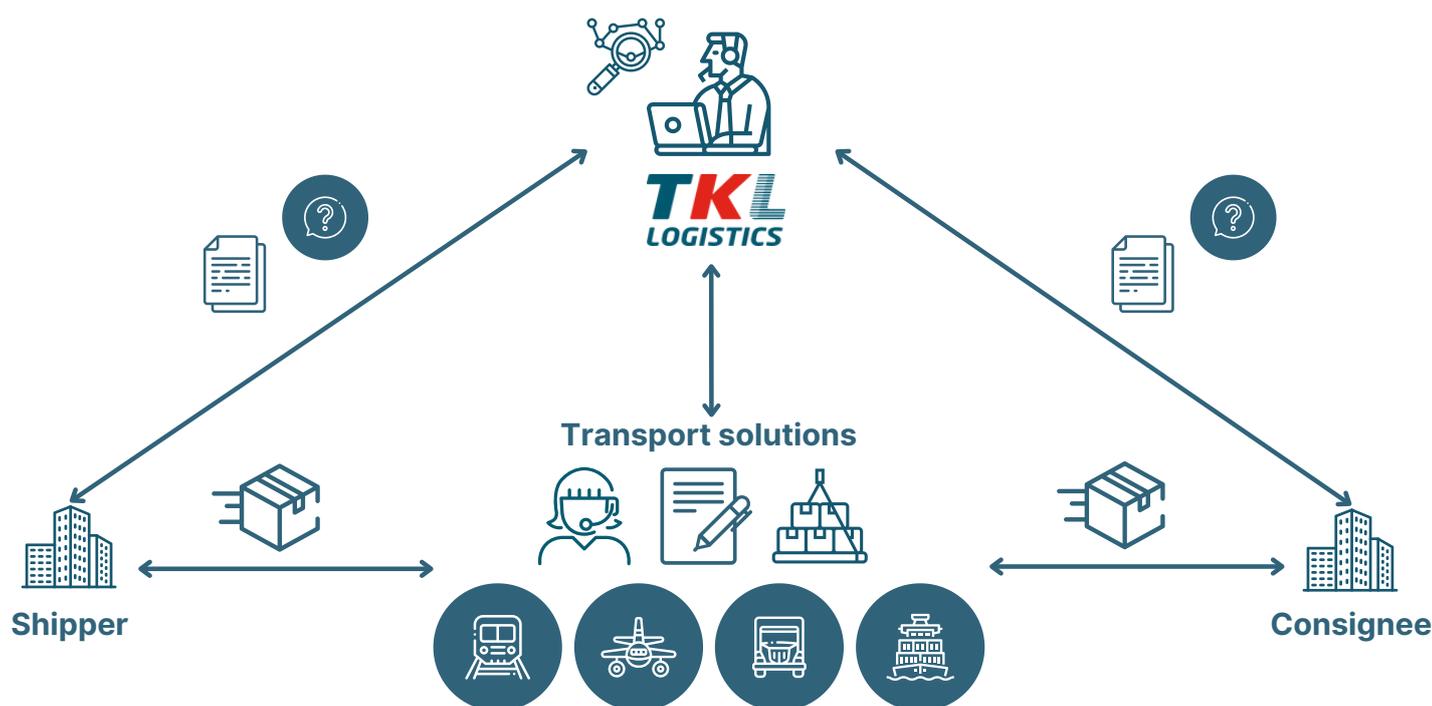
● TKL LOGISTICS OFFICES

FLEXIBLE BUSINESS MODEL

Our business model is based on offering freight solutions for all needs and occasions. Therefore, we maintain a broad repertoire of logistics and freight services through our global and extensive network of external partners. Our wide industry network provides flexibility and the ability to quickly adapt to changing customer demands.

Value chain

As a freight forwarder, we act as the central hub for our customers, suppliers, and other parties in the transport chain. In addition to comparing factors such as price, quality and lead time to ensure the most optimal freight option, we also manage everything from customs clearance and documentation to insurance and claims handling. Our goal is to provide our customers with an efficient, comprehensive solution for both their transports and related services.



CUSTOMER IN FOCUS

At TKL Logistics, we offer our customers personalized consulting to develop tailored comprehensive solutions that meet their specific needs and requirements. Each of our customers is assigned a dedicated freight forwarder who gains a deep understanding of their business to ensure the best possible service and support in daily operations.

A MESSAGE FROM THE CEO

During the past year, we have taken concrete steps to reduce emissions, improved our digital services, and strengthened our organization.

We have done our first investment in sustainable fuels, which means that we can now offer our customers to book their sea shipments with biofuels. This is an easy and effective method that can reduce the CO2 emissions with up to 100 %. We believe and hope that this investment will help to accelerate the development in the transport sector.

As a result of our work to improve our digital solutions for our customers, we proudly launched TKL Dispatch in November 2024. TKL Dispatch provides an updated customer portal with several new functions, in a more user-friendly interface. I would like to thank our customers for your engagement in the development of TKL Dispatch, your feedback have helped us to create a portal adapted to your needs.

During the year, we have continued to enhance our sales department with several new employees. This expands our network, strengthen our presence and enable us to expand and increase our market shares.

In total, 2024 has been a year of both progress and opportunities. We will continue to put our personal service first, so that we can help each customer to find optimal solutions for a more sustainable supply chain. Lastly, I would like to thank all customers, suppliers, employees and partners for your engagement and work. Let´s make 2025 even better and more sustainable together!

2024 has been a journey filled of challenges and success. As CEO, I am proud of what we have accomplished and looking forward to what the future has to offer.



CEO, Oscar
Lundgren

2024 AT A GLANCE

From small boxes to full containers

NUMBER OF SHIPMENTS

57 398

In total, when combining freights by sea, truck, train and air, **57 398 shipments** were handled in 2024. This corresponds to almost **247 000 tonnes*** of cargo.



GLOBAL PRESENCE

With our global network, we arrange deliveries all over the world. In 2024 we handled shipments between **96 different countries**.



DIFFERENT MODES OF TRANSPORT

If we split the shipments from 2024 based on their mode of transport, it can be seen that we handled around **30 200** shipments by truck, **590** by train, **6350** by sea, **18 000** by courier och **1 800** by air.

HIGHEST VOLUMES BY SEA

61%

According to chargeable weight, sea freight have had the highest volumes during 2024 with almost **61%**. Truck shipment corresponds to the second-highest volumes with **36%**.



CHINA LARGEST MARKET

Our highest volumes during 2024 was transported between Sweden and China. In total, we handled almost **100 000 tonnes***, where almost 95% was transported from China to Sweden. Transports between Sweden and Norway represented the second largest volumes with around **17 300 tonnes***, where 75% was export to Norge.

*chargeable weight

SUSTAINABILITY AT TKL LOGISTICS

IMPACT, RISKS AND OPPORTUNITIES

We strive for continuous improvement of our operations by developing related strategies and policies. We place a strong focus on optimizing workflows, minimizing risks in the value chain, and meeting and exceeding customer needs.

We have identified key development areas and have strategically analyzed and prioritized relevant sustainability aspects. The analysis includes impact, risks, and opportunities and is based on an evaluation rooted in our core business and the perspectives, requirements, and needs of our stakeholders. The identified key sustainability aspects form the foundation of TKL Logistics' sustainability efforts and are divided into three main areas: people, business operations, and climate.



PEOPLE

- Pleasant working environment for all employees
- Diversity and equality
- Human rights



BUSINESS

- Responsible entrepreneurship
- Collaborations throughout the value chain
- Continuous value creation



CLIMATE

- Reduced emissions of greenhouse gases
- Digital development
- Development of more sustainable transport solutions

PEOPLE

To maintain our customer-oriented focus with high-quality, personalized service, our employees are of utmost importance. Therefore, we strive for an equal and inclusive workplace where all our employees feel comfortable in their work environment and with their colleagues. In line with this, TKL Logistics offers employees benefits such as wellness allowances, monthly massage, regular performance reviews, and encourages open dialogues in a flat organization with a culture of openness and transparency. Strong relationships are a fundamental pillar that permeates our entire business.

RISK AREAS	DESCRIPTION
Competence management	Attract and retain our current and future employees, with focus on supporting development and job satisfaction.
Diversity and equality	Ensure an inclusive and equal work culture, with equal pay for equal work and workforce diversification.
Well-being and safety of employees	Promote physical and mental health through a good working environment and safe conditions. Ensure employees' opportunities for work-life balance.
Work in the value chain	Respect and support human rights.

To ensure a sustainable business from a human resources perspective, we continuously work on the development and compliance of our established policies, such as our diversity and equality policy and work environment policy.

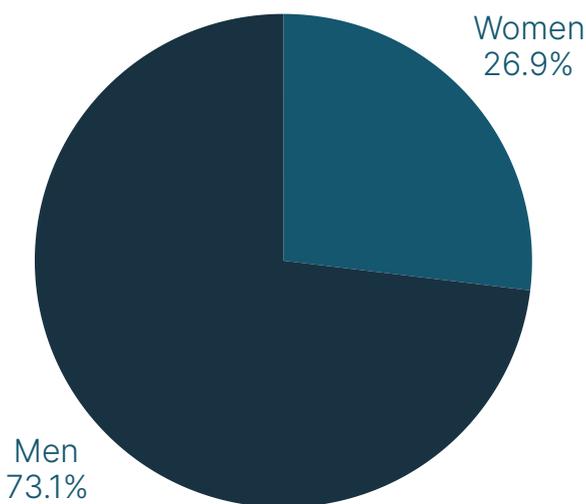
TKL Logistics is committed to protecting the rights and freedoms of every individual. We recognize our responsibility to ensure that our operations comply with applicable laws and regulations and that we, through our value chain, neither cause nor contribute to any negative impact on human rights. We stand for fair employment and equal treatment with respect and dignity.

OUR EMPLOYEES

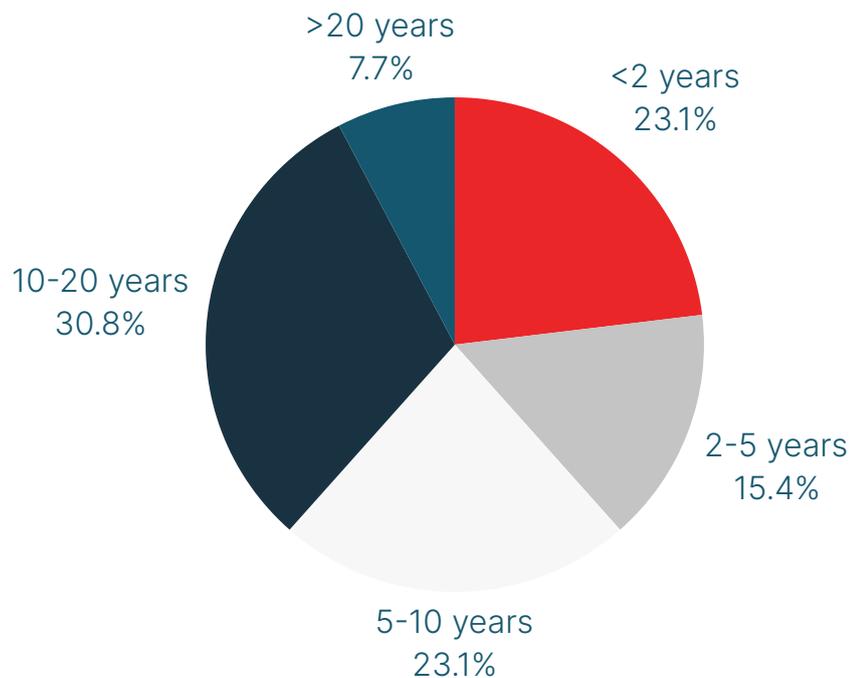
At TKL Logistics, we strive to create a pleasant and stimulating work environment with opportunities for development and the retention of knowledge and skills. We see our low employee turnover and high proportion of long-term employment as confirmation that we are achieving this. With a continuously growing business, we also have a proportion of employees with shorter employment durations.

Employment	Total at TKL Logistics AB	Age group		
		Younger than 30 years	Between 30-50 years	Past 50 years
Number of full-time employees	26	3	15	8
New employees	5	2	2	1
Terminated employments	2	1	0	1
Employee turnover	7%			

FULL-TIME EMPLOYEES



EMPLOYMENT DURATION



To attract and ensure future employees, TKL Logistics have a close collaboration with Jönköping University and other higher vocational educations in the nearby area. As a part of the collaboration, we offer internship for up to 7 students per year. A few of them has later on been employed at TKL Logistics, which shows that the collaboration is successful for both parts. In addition, we provide scholarships each year for students at the logistics management programs at Jönköping University.

SOCIAL RESPONSIBILITY

Except taking care of our own employees, we also believe that it is important to take our social responsibility to make sure that we take care of future generations. We sponsor a number of smaller, non-profit sports associations in the local area, mainly with focus on kids and youth. In addition, we are gold sponsor of Team Rynkeby, a charity project that aims to raise money to Barncancerfonden.

In 2024, we also donated 200 000 SEK to a local initiative that helps vulnerable people to get a job. These are people that have had or still have difficulties to find a job, but by matching them with companies that are willing to take care of them and later on employ them, we can make change together.

DIVERSITY AND EQUALITY POLICY

TKL Logistics aims to promote both diversity and gender equality, where equal treatment is a given. We will actively work to ensure that no one is discriminated against based on gender, gender identity or expression, sexual orientation, political or union activities, ethnic background, religion or other beliefs, disability, or age.

For TKL Logistics, this means:

- All employees shall have equal rights, opportunities, and responsibilities.
- Equal pay shall be ensured for equivalent work.
- Equal opportunities shall be provided for employment, training, and promotion.
- Everyone shall have the same opportunity to combine work with parenthood.
- Workplaces, work methods, and working conditions shall be organized to suit the individual.

It is the responsibility of the company management to ensure that diversity and gender equality intentions are followed. Employers and employees work together to integrate equality throughout the organization.

WORK ENVIRONMENT POLICY

The work environment at TKL Logistics shall have a positive impact on employees, both physically and mentally. The workplace should not cause ill health or injury. We comply with applicable work environment legislation to safeguard our employees and ensure a safe and pleasant workplace for everyone. We strive to create a welcoming work environment where interactions with colleagues, customers, and business partners are characterized by respect. No form of abusive behavior, such as bullying, harassment, threats, or oppression, is acceptable.

For TKL Logistics, this means:

- Work environment efforts are carried out in collaboration between employers, employees, and safety representatives.
- Proactive measures are taken in health promotion and health insurance for issues related to stress, pain, or mental well-being.
- Ensuring that those responsible for the work environment have the necessary knowledge, competence, and resources to create a safe and healthy workplace.
- All employees receive sufficient information and training to perform their work safely and securely.
- Regular evaluations and risk assessments are conducted to implement necessary actions for designing and improving a workplace that protects employees from health hazards and accident risks.
- All incidents are reported and investigated to develop action plans and implement corrective measures.
- Our systematic work environment efforts are reviewed annually.

BUSINESS

We strive for responsible business practices across economic, social, and environmental aspects. We follow guidelines and policies for good business ethics and have zero tolerance for all forms of corruption, such as bribery and extortion. The value creation of our business is built on trust and strong collaborations with our subcontractors, and our global presence also includes international partners. It is therefore of utmost importance that we communicate our guidelines and values to them, as well as to our own employees, to maintain a sustainable value chain.

The past year has been marked by geopolitical tensions and conflicts, which have indirectly affected our operations in various ways. We manage and mitigate related risks by leveraging our flexible business model and swiftly adapting our operations to changing opportunities and needs.

RISK AREA	DESCRIPTION
Corruption and bribery	All parties in our value chain must act with integrity and any form of corruption is unacceptable.
Sustainable procurement	Ensure a sustainable value chain through business that is characterized by good business ethics.
Geopolitical changes	Maintain a flexible business model in response to changing market situations and customer needs.
Continuous value creation	Understand and meet customer needs with long-term, effective and flexible solutions.

POLICY FOR ANTI-CORRUPTION AND SUSTAINABLE PROCUREMENT

TKL Logistics does not tolerate any form of corruption, bribery, or extortion, and our employees and business partners must conduct business ethically, impartially, and in compliance with applicable laws.

For TKL Logistics, this means:

- Avoiding situations that may lead to a conflict of interest.
- Ensuring that relationships with business partners are not exploited for personal gain.
- Not providing benefits with the intent to influence business decisions.
- Always reporting corrupt or potentially corrupt activities.
- Never directly or indirectly offering or accepting bribes or similar incentives intended to influence business decisions.
- Ensuring that bidding and procurement processes comply with competition laws.

QUALITY POLICY

TKL Logistics aims to deliver high-quality services while continuously improving our processes and systems. Our work is characterized by precision, accountability, and a strong commitment to always delivering results that meet our customers' needs.

For TKL Logistics, this means:

- Maintaining regular dialogue and oversight of our suppliers to ensure that quality requirements are met. If cooperation between partners is unsatisfactory, corrective measures will be taken.
- Collaborating with carefully selected partners whom share our view on quality.
- Striving to build long-term relationships with our customers, focusing on offering tailored solutions that meet their specific needs.
- Maintaining regular dialogue with customers to ensure that their needs are met by our operations.
- Continuously developing our digital solutions through a customer portal, to provide customers with detailed information about each shipment.
- Systematically working on continuous improvements within internal quality management and actively engaging employees in the process.
- Conducting systematic sustainability efforts and actively seeking for new solutions to reduce both our own and our customers' environmental impact.
- Investing in employee development to ensure high competence and engagement.

CLIMATE

Throughout the year, an increased awareness of the environmental impact of transportation has been seen, as well as a growing demand for services related to calculating and reducing greenhouse gas emissions. In parallel, an increased number of sustainable freight-related services has been launched and we place great importance on exploring and implementing these, to ensure a sustainable and value-creating customer offer.

RISK AREA	DESCRIPTION
Environmental impact	Reduce our environmental impact through efficient resource utilization and more sustainable freight options.

The transport industry accounts for a significant share of global greenhouse gas emissions and therefore plays a critical role in the transition to a sustainable future. As a freight forwarder, we recognize our responsibility to reduce the industry's climate impact, especially since the majority of our operational emissions origins from our shipments.

At TKL Logistics, we are committed to promoting and developing collaborations with suppliers, to continuously expand our range of environmentally friendly transport services. We place great emphasis on helping our customers make more sustainable choices and reduce greenhouse gas emissions. This is achieved through greenhouse gas calculations and comparisons between transport modes, efficient freight consolidation, and expanded opportunities for more sustainable transport options and fuels.



EFFICIENT CONSOLIDATION

Through controlled and efficient cargo management, we ensure that your transports are co-loaded. Goods from different actors are consolidated to optimize the fill rate, reducing the need for additional transport. Through this, we consequently decrease emissions.



ANALYZE AND CALCULATE THE SUPPLY CHAIN

We offer a complete analysis of your supply chain for environmental impact optimization. By consolidating your transports in the TKL Portal, you can easily generate an environmental report with a few clicks.



COMPARE FREIGHT OPTIONS

When you book your transports in the TKL Portal, you immediately get various freight options and can easily choose the one with the lowest climate impact.



TRANSITION TO SUSTAINABLE FUELS

The transportation industry is undergoing renewal, and environmentally friendly fuel alternatives are increasingly being used. Through book and claim of sustainable fuel insetting, you can easily opt for more sustainable transports and reduce your company's carbon footprint.



TKL Logistics is assessed by the independent, third-party company EcoVadis every second year. EcoVadis uses an established method to assess sustainability work within companies and is used around the world. In 2023, we achieved a bronze medal for our sustainability work. A lot of improvement has taken place since the assessment in 2023 and we aim for an higher score in 2025.

SUSTAINABILITY REGULATIONS

In order to speed up the transition towards a sustainable future, the European Union have implemented new regulations to enforce the companies to act. The new regulations that was implemented over the last year and that have affected TKL Logistics and its customers are listed below. The regulations are usually implemented over multiple years, which means that they also will continue to effect our business during the upcoming years as well.

- **ETS** (Emission Trading System): all shipping companies needs to buy emission allowances for their emissions, which increases the sea rates. In 2024, the system covered 40 % of the CO₂-emissions, but this will be increased in the upcoming years.
- **CBAM** (Carbon Border Adjustment Mechanism): customers that import carbon-intensive products have to report their imports in a digital system and calculate their embedded emissions. Customers will then have to buy emission allowances for their embedded emissions.
- **CSRD** (Corporate Sustainability Reporting Directive): EU has implemented a new standard for sustainability reporting from 2025. The directive requires more detailed reporting on scope 3 emissions, where transportation is one of the main objectives.

We welcome the new regulations and see them as an important tool to accelerate the sustainability work. As a part of many different value chains, it is our responsibility to help our customers to comply with the regulations. We are providing our customers with necessary data through our customer portal, organize seminars to inform our customers and have established solutions to help customers to report and comply with the directives.

SUSTAINABILITY WORK 2024

To minimize risks associated with climate change, we continuously work to contribute to the green transition and reduce our climate impact. Over the past year, we have focused on identifying opportunities for a more sustainable customer offering and exploring ways to collaborate with both customers and suppliers to reduce greenhouse gas emissions in the transport industry.

Our efforts have resulted in an expanded range of environmentally friendly transport services and increased marketing efforts to inform and assist our customers on issues related to the climate impact of transportation. We prioritize to build a long-term relationships with our customers, actively working together to find better transport solutions that reduce emissions and exploring new ways to lower emissions through innovative solutions. Sustainability is a key topic in our customer dialogues, and we keep our customers informed about new opportunities through regular marketing efforts. Our environmental work also involves engaging in dialogue with subcontractors and partners regarding available alternatives and new sustainable options.



Dialogue with
partners



Dialogues with
customers

In addition to our internal efforts, we have also collaborated with colleges and universities to strengthen the connection between industry and academia. Students at Jönköping University have, among other things, conducted projects on sustainability-related KPIs for freight forwarders and started to developed a model for how AI can be used to suggest the most environmentally friendly option during the booking process.



Collaboration with
university

In order to reduce our emissions and make it easier for our customers to reduce their carbon footprint, we have expanded our use of sustainable biofuels. We believe that biofuels is an important tool towards more sustainable transports.

For all of our shipments with DHL Express, from the 1st of January 2024, **GoGreen Plus** is automatically included. This means that 15% of the emissions is reduced, by using SAF (sustainable aviation fuel) instead of fossil fuel. For 2024, this means a reduction of almost 143 tonnes of CO₂.

During 2024, we also made our first investments in renewable fuels. A collaboration with STX Group has been established during the year, which has resulted in an investment in maritime biofuel. BioLNG can now be used instead of fossil fuel and by switching to this, emissions can be reduced with up to 100%. It is handled through a book and claim-system, which makes it an easy and effective option for customer whom strives to lower their emissions. The product will be launched for customers during Q1 2025.



Use of biofuels

Since the first version of our customer portal was launched in 2020, we have always put effort in presenting all available sustainability data in an easy way. In 2024, we launched our updated customer portal, TKL Dispatch, which makes it even easier for customers to take control over their emissions. Emissions from all shipments are calculated individually through NTM Calc and presented. Customers can compare CO₂-emissions from different transporters before booking, easily calculate their total emissions and compare emissions from different transport modes. Our mission is to make it easy for the customers to track their carbon footprint and choose more sustainable options.



Improved sustainability statistics and insights in new customer portal

ENVIRONMENTAL POLICY

TKL Logistics are dedicated to maintaining established organizational environmental practices and to continuously review and improve environmental aspects related to TKL Logistics' daily operations. TKL Logistics aims to contribute to an environmentally sustainable development within the transportation industry.

Our primary objectives are to:

- Comply with relevant environmental legislation.
- Encourage and commit to cooperation with all stakeholders to enhance environmental performance.
- Sufficiently communicate the environmental policy and related practices to our employees.
- Support our customers in lowering the environmental impact of their transportation by for example providing statistics and comparing transportation solutions in terms of CO2 emissions.
- Reduce, reuse and recycle office materials such as paper and other consumables.
- Reduce the energy usage in our daily operations through for example, operating in an environmentally certified office building, investing in sustainable IT solutions and electrified company vehicles.
- Contribute to research within environmentally sustainable development by for example collaborating with universities to facilitate knowledge-sharing between business and academia.

Towards a sustainable future

In accordance with the CSRD (Corporate Sustainability Reporting Directive), TKL Logistics will, in the coming years, undertake efforts to strengthen the integration of sustainability into our operations and develop related processes and tools.

We will also continue our focus on expanding our offer of sustainable transport solutions that can help our customers to reduce their climate footprint in an easy way, such as carbon insetting. Transparency and data is another key in the transition. Action will be taken to give customers access to even more detailed environmental information and statistics, to make it easier to actively make more sustainable choices.

Sustainable shipping shouldn't be complicated.

We thank all our customers and partners for 2024, and look forward to continued collaboration for a sustainable future!

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