



CONSAFE
LOGISTICS

SUSTAINABILITY REPORT 2024

TOGETHER FOR
A SUSTAINABLE
SUPPLY CHAIN

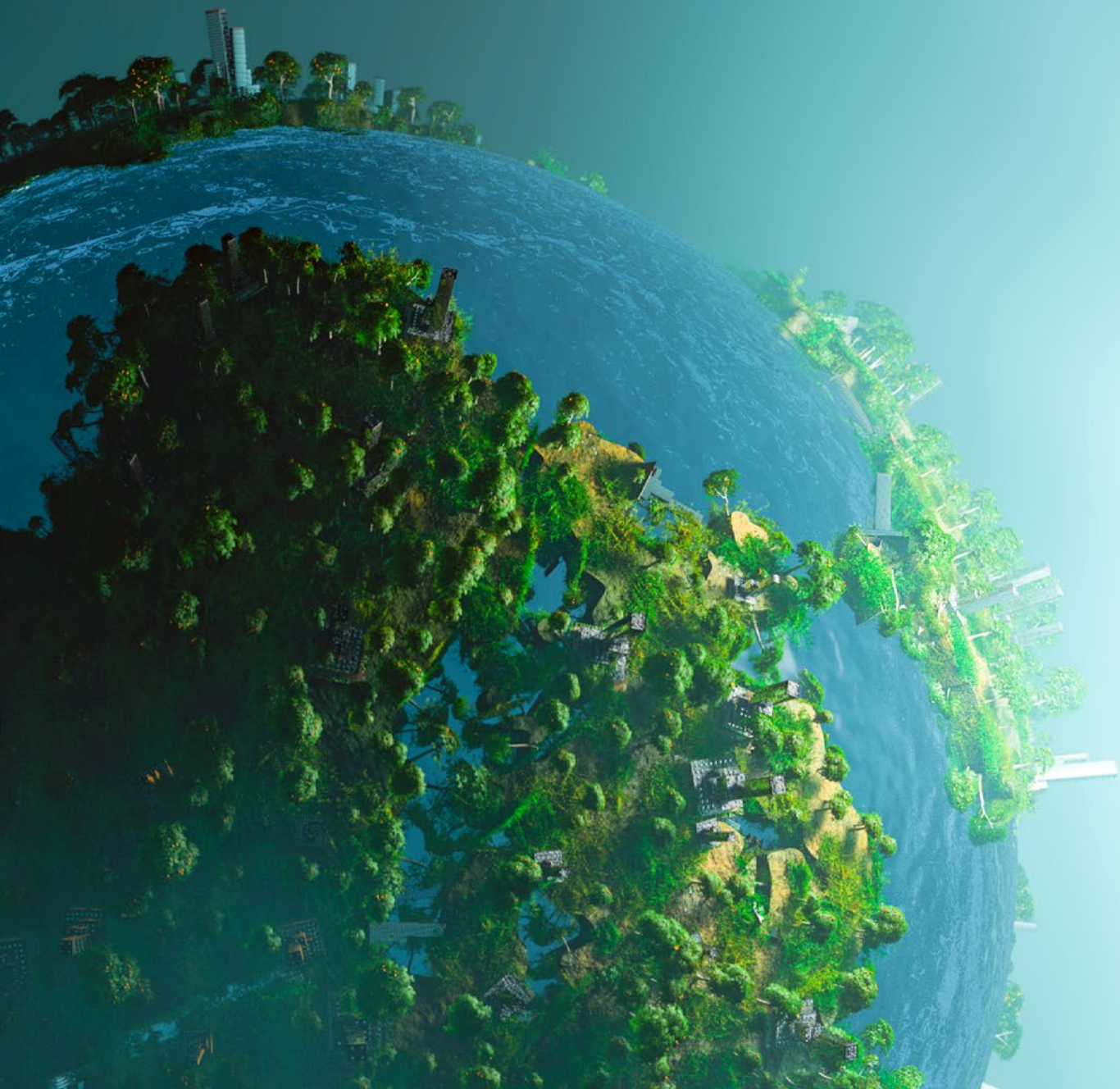


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INTRODUCTION

In 2024, sustainability efforts faced significant challenges. It was the hottest year on record¹, with progress slowed by political instability, companies scaling back their ESG (Environmental, Social, Governance) goals², and the time-consuming demands of new sustainability reporting.

Despite these obstacles, corporate sustainability is increasingly focusing on supply chains as a critical driver of change. Companies are leveraging technology to track emissions, verify responsible sourcing, and minimize environmental impact throughout the value chain.

We believe that meaningful progress depends on global, cross-industry collaboration, as reflected in our motto: *"Together for a sustainable supply chain."* It is a shared mission, and we remain committed to being a trusted partner in creating lasting, positive change across the industry.

A NEW FRAMEWORK FOR OUR SUSTAINABILITY REPORTING: ESG

This year, we are introducing a shift in how we report on our sustainability efforts. While our previous structure focused on three pillars – creating sustainability for the Environment, Employees, and Customers – we are now aligning with the ESG framework.



ENVIRONMENTAL



SOCIAL



GOVERNANCE

This change allows us to meet the European Union's Corporate Sustainability Reporting Directive (CSRD) requirements in the future and adopt a widely recognized industry standard. Using ESG terminology ensures stakeholders can easily track our progress as we focus on creating positive impacts for the environment, employees, customers, and the broader community.

In this report, you will find detailed insights into our ESG efforts, including key performance indicators, achievements, and areas for growth.

1) NASA, "Temperatures Rising: NASA Confirms 2024 Warmest Year on Record"

2) Harvard Business Review, "Companies Are Scaling Back Sustainability Pledges. Here's What They Should Do Instead."

Dear Stakeholders,

Thank you for your interest in our 2024 Sustainability Report.

The past year tested sustainability ambitions globally. Economic challenges, political tensions, and shifting priorities slowed progress across industries. Despite these uncertainties, we at Consafe Logistics remain firmly committed to the path we have set.

One key step we took in 2024 was transitioning to ESG reporting, aligning our efforts with industry standards and global requirements to better track progress and provide greater transparency for all stakeholders.

Another milestone was completing our first double materiality assessment, involving stakeholders across the organization to better understand our sustainability impact. This process broadened our perspective of our role within the value chain and revealed new opportunities. While much remains to be done, these steps bring us closer to achieving long-term improvements.

On the environmental front, we focused on laying the groundwork for stronger climate action. We structured our greenhouse gas (GHG) emissions inventory and invested in tools to support future measurement and target-setting. With these foundations in place, we are well-positioned to advance emissions reduction and environmental impact management in the coming years.

In the social dimension, we made meaningful progress. As our company continues to grow, we strengthened efforts in employee career development through initiatives such as an enhanced onboarding process for new hires, and leadership and sustainability awareness training series.

On the governance side, we launched an updated version of our Code of Conduct in 2024. We have also begun reviewing the structure of our steering documentation framework, which outlines our policies, rules, and manuals. This work will be completed in 2025.

We are also seeing a clear trend – customers are placing greater emphasis on sustainability in tenders and demanding stronger commitments to supply chain decarbonization, human rights, and responsible business practices. We will continue building on this momentum by pursuing official targets and certifications that reinforce our dedication to sustainable growth.

I must also acknowledge that we have not progressed as much as we should have in helping our customers advance their own sustainability efforts. While some initiatives were executed, results were slower than expected. We are committed to supporting our customers in this area and integrating sustainability more deeply into our offering. We will continue to work on this in 2025.

I believe that working toward sustainability in all its dimensions – environmental, social, and governance – takes perseverance, unity, and the courage to stay on course, especially as the world faces growing divisions. That is exactly why we stand firm. We trust that our collective efforts, no matter the challenges, will continue to drive positive change.

We must move forward together for a sustainable supply chain.



Kent Olsson, CEO





OUR BUSINESS MODEL

ABOUT THE COMPANY

Consafe Logistics is a software product company. We design a Warehouse Management System (WMS), Warehouse Execution System (WES), and Warehouse Control System (WCS) on a modern technology platform that helps logistics and supply chain companies operate smarter, more efficiently, and more sustainably. We have around 250 customers across various industries,

including food & beverage, manufacturing, 3PL, retail, and wholesale.

Our system is being used in about 500 warehouse sites in over 30 countries. We have a local presence in eight European countries: Belgium, Denmark, Finland, the Netherlands, Norway, Poland, Sweden, and the UK. Our headquarters is in Lund, Sweden.

OUR EMPLOYEES

As a knowledge-based company, our employees play a crucial role in our business success. We are dedicated to becoming the number one go-to tech company within the supply chain industry and committed to offering our co-workers long-term development and career opportunities. Employee focus is a key element of our corporate sustainability program.

OUR MISSION

Our mission is to enable global companies to operate a sustainable and efficient supply chain that delivers a superior customer experience through a long-term sustainable partnership.

OUR SOLUTION

We understand that our customers need more than a product; they also seek technological expertise and a trusted partner. That is why we provide a solution built on three pillars that, together, enable greatness in warehouse operations:

Leading Product

A user-friendly, AI-powered WMS helps customers achieve optimal warehouse operations through an intuitive, modern interface. It adapts to each business with high scalability and configurability to meet evolving needs. Customers also benefit

from 24/7 security and proactive, predictive support services. With continuous innovation, we deliver regular feature updates and advancements, supported by a modern technology stack that enables simple and seamless integrations.

Warehouse Operation Expertise

Customers gain direct access to our experts and a wider network of industry peers, ensuring project budget and timeline adherence. Our in-house expertise guarantees that the right specialists are assigned to address their unique operational challenges, offering honest feedback on which solutions fit and which do not. More than a technology provider, we stand as a hub of logistics excellence, fostering knowledge exchange through forums and events to help customers continuously advance toward operational excellence.

Forward-Leaning Partnership

We guide customers through solution selection and implementation by challenging their thinking and offering proactive, future-focused insights tailored to their industry. With strategic support from a dedicated team that knows their solution inside-out, we provide advice on key areas such as sustainability, security, and automation to enhance long-term performance. As trusted partners, we value customer feedback, using it to shape our strategy and solutions, ensuring continuous improvement and shared growth.



RISK ASSESSMENT

This is a general assessment based on and part of Consafe Logistics' group-wide risk management framework, derived from operational, compliance, and strategic risks.

Area	Identified risk	Mitigation of risk
Operational Risk	High employee turnover rate	We are committed to the long-term career development of our co-workers. We aim to enhance and support their strengths and goals by offering individual growth plans and learning opportunities. Ensuring continuous improvement, we regularly assess employee engagement and satisfaction through our internal employee satisfaction survey, PuLCe, conducted 3 times a year. We have a structured approach to career development, performance, and talent review to make sure we continuously develop and keep track of our talent.
	A high number of employees on sick leave	We actively monitor key health indicators, such as sick leave records. We measure how employees experience work-life balance in our internal employee satisfaction survey. Managers maintain ongoing dialogues with team members to pinpoint and address any signs of an unhealthy work-life balance. Additionally, we provide extensive health insurance coverage and a range of supplementary benefits, including bike schemes and sports activities.
	Lack of skilled candidates to fill open positions	We regularly participate in career fairs to connect with students interested in our industry. Our co-workers play a vital role as ambassadors, aiding us in recruitment. Promoting our Employer Brand in internal and external communication is essential for attracting candidates in a competitive environment. Moreover, we leverage digital marketing to enhance overall employer brand awareness and run targeted campaigns tailored to specific roles.
	Consafe Logistics is unable to participate in tender processes due to the lack of necessary sustainability certifications	Our sustainability program aligns with the UN 2030 Agenda and the 17 Global Sustainable Development Goals (SDGs). A full-time Sustainability Specialist leads our efforts to embed sustainability across our operations. We report progress using the internationally recognized ESG framework and are preparing to meet the requirements of the European Union's Corporate Sustainability Reporting Directive (CSRD). Our internal sustainability group – comprising the CEO, CFO, CPO, and CMO – guides the program. This structured approach ensures regulatory compliance and helps us meet evolving market demands related to sustainability.
	A critical number of customers end cooperation with Consafe Logistics	We support our customers' long-term financial growth and goals through innovation and trusted partnerships. Investing in research and development is an essential part of this, as it lays the foundation for future progress and continued value creation. In addition to providing our customers with a cutting-edge WMS solution, we give them access to our 40+ years of industry knowledge and expertise in system integration, warehouse automation, and project management. Every customer has their own account team that supports them, both in the short and long term. We continuously monitor customer churn and conduct a customer satisfaction survey every two years to measure customer satisfaction.

Area	Identified risk	Mitigation of risk
Compliance Risk	Power outages or server downtime, which could result in service disruptions for customers	We constantly monitor our systems. In case an issue arises, we have an incident plan. We carry out an annual risk analysis as part of our ISO 27001 certification. Learn more on ISO 27001 on page 26. We have resources in place to safeguard the customer environment and secure critical service operations. Regarding SaaS, we have service level agreements with our Cloud Service Providers that provide guaranteed uptime for running our WMS software in the cloud.
	Unethical business practices, corruption, bribery, misconduct, and breach of law	Our company culture is based on core behaviors promoting honest and open communication, as well as ethical business practices. We have a Code of Conduct that summarizes our standpoints on conducting business, labor and human rights, and environmental sustainability. It serves as a guide for employees to take the right action in any given case. To ensure awareness and understanding of the Code, employees have completed mandatory internal training on its content. Moreover, a whistleblowing tool empowers co-workers to report suspected misconduct and express serious concerns about the company while maintaining complete anonymity.
	Discriminatory practices, lack of diversity and professional development opportunities	We track employee well-being and diversity through our internal employee satisfaction survey, which incorporates metrics such as the Inclusion Index. Each co-worker has annual career review meetings with their managers to define personalized development plans and set and monitor goals. Individual training for co-workers is available through the Consafe Logistics Academy, our online training platform covering all corporate competence areas.
Strategic Risk	Security breach, cyberattack affecting internal systems and customer SaaS	Our entire organization is ISO 27001 certified to ensure information security in all ways of our operation, from finance through sales to developing and delivering our products and services. Given the prevailing global trend in cybercrime, we are continuously expanding our information security efforts through investments in AI-powered threat protection and Zero Trust architecture to ensure that we and our services are resilient against cyberattacks. Additionally, we conduct phishing simulations to help employees recognize threats and respond appropriately. Learn more about our security policies in our Trust Center .
	Software malfunction from faulty development	Our product development team follows a structured protocol with various functional and security testing stages. This includes design review and threat modeling, peer review of written code, comprehensive automated and manual testing, as well as rigorous internal and external penetration testing conducted on a recurring basis to ensure ongoing security and resilience.
	Lack of innovation in product development, resulting in outdated software	We prioritize finding long-term solutions to our customers' problems, striving to be their trusted partner in an ever-changing supply chain. Our technology platform and product features are crafted based on inputs from various stakeholders in the supply chain ecosystem, including customers, analysts, universities, and our internal R&D and product specialists. We regularly attend key industry events in Europe to meet peers, exchange ideas, and gain insights into broader market trends. To drive ongoing innovation, we maintain a strong focus on research and development.



SUSTAINABILITY HIGHLIGHTS FROM 2024

Enabling Greatness in Warehouse Operations at Summit

Summit is our annual company event for employees, bringing 400 colleagues from across Europe together. In 2024, the central theme was enabling greatness in our customers' warehouse operations by acting as trusted advisors, partnering closely with customers, and serving as thought leaders. In the evening, we celebrated achievements and recognized both individual and team successes. To build on the momentum from Summit, we also launched an 18-week challenge encouraging creative thinking, collaboration, and continuous improvement across the organization. Employees actively engaged in the challenge, sharing their perspectives and adding valuable insights along the way.



400 COLLEAGUES GATHERED AT SUMMIT 2024

A New Home in Finland

As part of our commitment to sustainable business practices, we strategically chose a new home for our **Finnish office** at Siltasaarenkatu 10 in Helsinki. The building has earned LEED v4 Core & Shell Platinum certification – the highest -rated project in Finland at the time of certification, with 85 out of 100 points. LEED (Leadership in Energy & Environmental Design) is a globally recognized certification system highlighting building sustainability.

The location offers excellent public transportation access, bicycle storage for 400 bikes, charging stations for cars and bikes, and shared-use bikes. The building is powered by 100% renewable, carbon-neutral energy, including on-site solar power, certified wind energy (EKOenergy-certified), and recycled heating and district cooling systems.

This office move underscores how sustainability guides our choices, even in the spaces where we work.



OUR NEW OFFICE IN HELSINKI

Building Momentum: Our First GHG Accounting and Sustainability Reporting System

We have reached a major milestone in our environmental work with the successful implementation of a **Greenhouse Gas Emissions (GHG) accounting and reporting system** through Position Green, a leading ESG management platform. This system will play a key role in supporting our sustainability reporting, GHG emissions calculations, and ensuring compliance

with the CSRD. The project involved creating a customized GHG inventory, setting up processes for data collection, and training controllers, administrators, and reporters to use the system effectively. This major implementation lays the foundation for improved sustainability reporting, long-term emissions tracking, and greater accountability.

Unlocking Sustainability: A Workshop with Customers

In March, we hosted a **sustainability workshop** at our headquarters, designed exclusively for customers. The event brought together sustainability managers and warehouse professionals to discuss future trends, new regulations, CO2 reduction, and product-related sustainability. Customers explored solutions, networked, and shared challenges with one another.

The full-day program included:

- **Sharing our Strategy:** The workshop began with a presentation of our sustainability strategy and initiatives, highlighting how we tackle key challenges and drive continuous improvement in sustainable supply chains.
- **Expert Insights:** An expert consultant provided guidance on CSRD/CSDDD regulations, offering a clear roadmap for companies to navigate compliance and meet sustainability requirements.
- **Customer Case Story:** A detailed presentation by one of our customers, a large international furniture retailer, highlighted how reimagining traditional retail operations generated both environmental and social benefits.

- **Innovation Session:** Using the “Three Horizons” framework, which helps organizations manage both current and future opportunities for growth, participants explored AI-driven return flow optimization, circular material tracking, and digital passports for traceability.

Participants shared valuable feedback, with many expressing satisfaction and some noting the workshop exceeded their expectations. The event brought them closer to understanding sustainability’s significance and potential impact.



DOUBLE MATERIALITY ASSESSMENT

In 2024, we conducted our first double materiality assessment as part of ongoing efforts to advance sustainability practices and prepare for the upcoming Corporate Sustainability Reporting Directive (CSRD) requirements. This process aimed to identify key material topics from two perspectives: impact materiality – our company’s positive and negative effects on society and the environment—and financial materiality, which assesses sustainability-related risks and opportunities that influence business performance*.

The assessment process began with a comprehensive mapping of the value chain, focusing on key suppliers in the upstream and customers in the downstream operations. Each relevant topic and subtopic were evaluated in accordance with the guidelines defined by the European Financial Reporting Advisory Group (EFRAG), with support from external sustainability experts.

To ensure a robust analysis, we facilitated a series of three workshops with senior management, bringing together experts with deep knowledge of specific topics, including the value chain, operations, products, customer dynamics, as well as environmental, social, and governance (ESG) considerations, and the broader market context:

1. An initial workshop to evaluate impact materiality, analyzing the company’s environmental and social impacts.
2. A second workshop focused on financial materiality, assessing potential risks and opportunities.
3. A final workshop to review and consolidate findings, prioritizing topics identified as material or of particular significance.



STAKEHOLDERS ENGAGEMENT

Engaging with stakeholders is a cornerstone of Consafe Logistics’ sustainability approach, ensuring transparency, trust, and alignment with stakeholder expectations.

In 2024, we conducted a stakeholder analysis to map how different stakeholder groups interact with our business and contribute to our operations, governance, and sustainability efforts. This analysis covered customers, employees, SaaS providers, owners, partners, board members, and warehouse workers. In addition, we engaged directly with some key stakeholders – such as customers and employees – through various interactions as part of our ongoing business activities. The results of this analysis help ensure that stakeholder perspectives are considered in our decision-making and sustainability reporting.

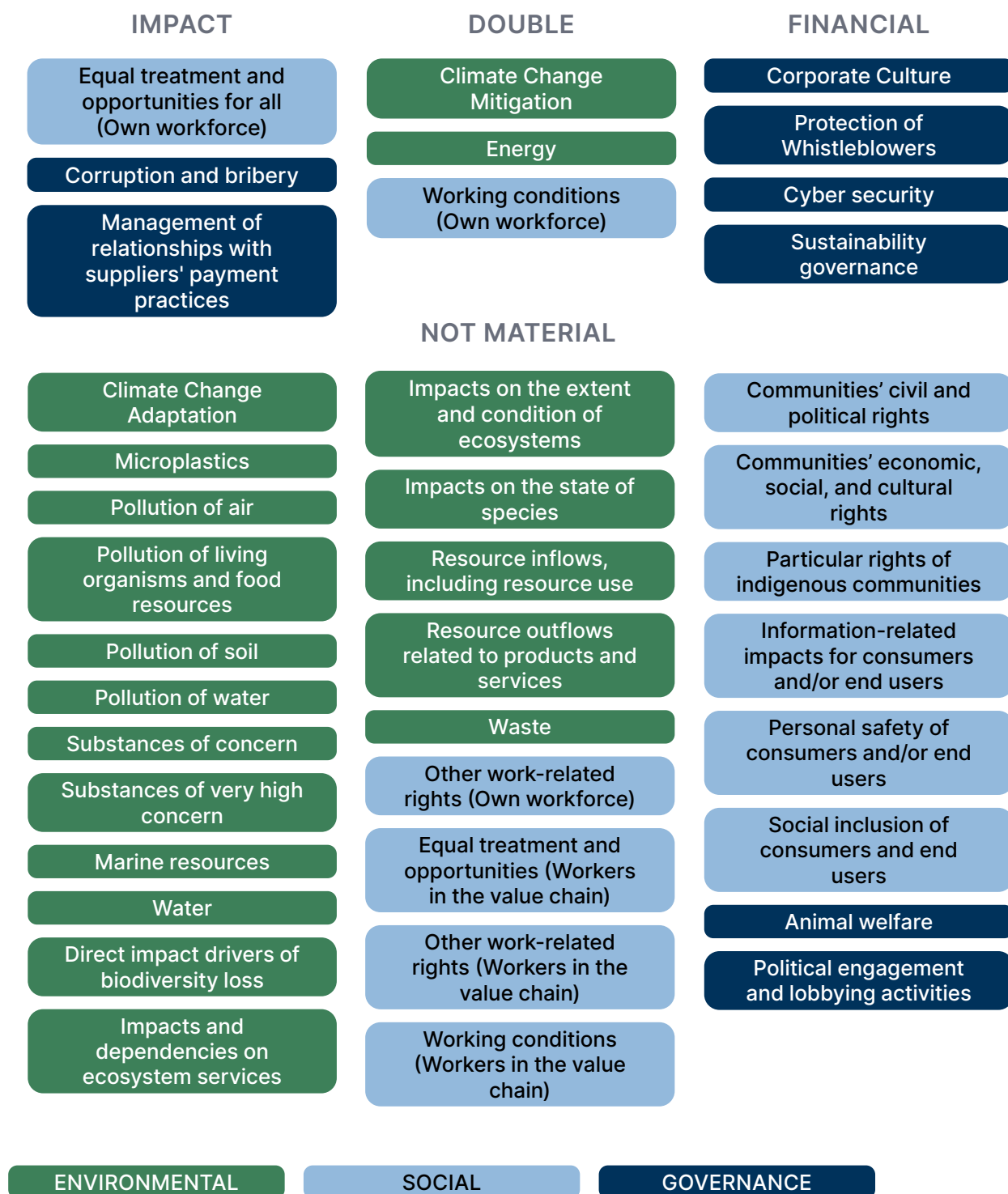
*The double materiality assessment has not been reviewed by our auditor.

RESULTS OF THE DOUBLE MATERIALITY ASSESSMENT

The table below summarizes the most significant material topics, selected based on their relevance to Consafe Logistics' operations, value chain, and potential business impacts.

We will revisit material topics annually to ensure they remain relevant and aligned with evolving

business priorities, stakeholder expectations, and regulatory requirements. For topics identified as material, we will focus on establishing the necessary processes, strategies, and actions to effectively address and manage these areas, driving continuous improvement and measurable progress.





ENVIRONMENTAL

ENVIRONMENTAL

In the ESG framework, the Environmental pillar focuses on how businesses impact the planet. It encompasses greenhouse gas emissions, energy efficiency, resource use, climate resilience, etc. At Consafe Logistics, we recognize our role in driving sustainable change, and we are committed to reducing our environmental footprint while enabling greatness in warehouse operations.

In 2024, the results of our double materiality assessment showed that energy efficiency and climate change mitigation are key material areas. Therefore, we took initial steps to better understand, measure, and reduce our environmental impact. Although we have not yet fully integrated these insights across all environmental initiatives, we have begun strengthening our data collection and reporting to educating employees and minimizing the footprint of our events - laying a solid foundation for long-term sustainability.

Key actions in 2024

GREENHOUSE GAS EMISSIONS ACCOUNTING

In 2024, we strengthened our approach to emissions measurement and reporting by implementing a greenhouse gas (GHG) accounting tool. This system supports a full-scope emissions calculation in accordance with the GHG Protocol, enabling us to better understand our impact and set informed reduction targets. Following its implementation, we completed a comprehensive assessment of our greenhouse gas emissions. Our gross emissions for the year were 60 tCO₂e for Scope 1, 99 tCO₂e for Scope 2, and 1,253 tCO₂e for Scope 3. Notably, Scope 3 emissions accounted for approximately 89% of our total emissions, underscoring the importance of addressing value chain impacts. As part of our climate strategy,

we are committed to setting near-term science-based targets through the Science Based Targets initiative (SBTi), and this emissions profile will inform our target development. More information about the GHG accounting tool implementation is available on page 13, while a detailed description of our accounting principles can be found on pages 18–20.

AWARENESS TRAINING FOR EMPLOYEES

To build a shared understanding of sustainability across our organization, we launched mandatory sustainability training through our internal training platform, CL Academy. The training was developed in-house and tailored to reflect the specific needs and priorities of our company.



The course consists of five videos covering:

- Consafe Logistics' Role in the Sustainable Supply Chain
- Sustainability & ESG – Understanding Sustainability
- Urgency of Sustainability
- Sustainability Solutions: A Global and European Perspective
- Unpacking CSRD, ESRs, and Double Materiality

With an 80% completion rate by the September 30 deadline, this training significantly strengthened sustainability awareness across the organization. Employees gained foundational knowledge on ESG, CSRD, double materiality, and GHG emissions, preparing them to engage with sustainability initiatives and data requests. We will build on this knowledge and continue the training in 2025.

VOLUNTEER PROGRAM

In 2024, our in-house sustainability volunteers led various initiatives across multiple offices, emphasizing practical, local actions. Notable examples include:

- **Waste Recycling Expansion:** Recycling stations were installed on every floor of the Lund office and expanded to six additional offices.
- **Sustainability-Themed After-Work Events:** Offices hosted activities such as planting flowers, making kombucha, and crafting soy candles, combining fun with sustainability awareness.
- **Food Sharing Initiatives:** Food-sharing shelves, first introduced in Lund, were expanded to Poland and the Netherlands, reducing food waste from meetings and events.

- **More Responsible Procurement Choices:**

Offices improved their purchasing decisions by opting for more environmentally conscious products, organic food and drinks, and locally sourced options.

SUSTAINABLE EVENTS: MEASURING AND ADDRESSING OUR IMPACT

Building on our 2023 efforts, we continued to host all events as sustainably as possible in 2024. Using the Green Events Tool, we measured emissions across key areas, including travel, accommodations, food, and materials, resulting in a total impact of 35.1 tCO₂e. While there is no universal sustainability standard for events, we followed best practices to minimize our footprint. To address our impact, we partnered with Klimate, investing in projects focused on reforestation, coastal blue carbon, and soil sequestration. See the full details of our contributions [here](#).

SUSTAINABILITY IN OUR WORKSPACES

In 2024, our Finnish office moved to a new location. As part of our commitment to sustainable business practices, we chose a building that earned LEED v4 Core & Shell Platinum certification – the highest-rated project in Finland at the time of its recognition. Read more about the building's features on page 12.

SBTI COMMITMENT

At the end of 2024, Consafe Logistics committed to setting near-term company-wide emission reductions in line with climate science with the Science Based Targets initiative (SBTi).

Accounting Principles for Our GHG Emissions

2024 marks the first year that Consafe Logistics is calculating and reporting its greenhouse gas (GHG) emissions in accordance with the GHG Protocol. As this is our initial assessment, we do not have comparability data from previous years. This report presents our emissions across Scopes 1, 2, and 3, establishing a baseline for future tracking and reduction efforts. To support our climate commitments, we are also updating our sustainability policy to align with the targets we will set for reducing GHG emissions.

Scope	2024 (tCO ₂ e)
Scope 1 GHG emissions - Company leased vehicles (excl. electric vehicles)	
Total CO ₂ e emissions, Scope 1	60
Scope 2 GHG emissions - Purchased electricity, cooling, and heating	
Purchased electricity (incl. electric vehicles)	91
Purchased heating	8
Purchased cooling*	0
Total CO ₂ e emissions, Scope 2 [Location-based]	73
Total CO ₂ e emissions, Scope 2 [Market-based]	99
Scope 3 GHG emissions	
Category 1: Purchased goods and services	654
Category 2: Capital goods*	0
Category 3: Fuel and energy related activities, outside of scope 1 & 2	38
Category 4: Upstream transportation and distribution	11
Category 5: Waste generated in operations*	0
Category 6: Business travel	407
Category 7: Employee commuting	143
Category 8: Upstream leased assets	N/A
Category 9: Downstream transportation and distribution	N/A
Category 10: Processing of sold products	N/A
Category 11: Use of sold products	N/A
Category 12: End-of-life treatment of sold products	N/A
Category 13: Downstream leased assets	N/A
Category 14: Franchises	N/A
Category 15: Investments	N/A
Total CO ₂ e emissions, Scope 3	1,253
Total CO₂e emissions [Location-based]	1,385
Total CO₂e emissions [Market-based]	1,412

Explanatory notes:

- Categories marked with an asterisk (*) have been calculated, but emissions were minimal or immaterial.
- Categories marked "N/A" were evaluated as not material and therefore excluded from calculations.
- Category 11 ("Use of sold products") was not calculated for 2024 but will be included in future reports.

Scope 1 GHG Emissions

Scope 1 emissions cover direct greenhouse gas (GHG) emissions from sources owned or controlled by Consafe Logistics. In 2024, our Scope 1 emissions totaled 60 tCO₂e, originating solely from leased company vehicles excluding electric vehicles (EV). Electricity consumption for EVs is reported under Scope 2.

Data on fuel consumption and vehicle usage was sourced from financial and HR systems and reported in the Position Green platform. Emissions were calculated using an activity-based approach, applying a distance-based method for most company vehicles and a fuel-based method for one entity. Conversion factors from DEFRA (2024), AIB (2024), IEA (2024), and Trafikverket Vägtrafikens utsläpp 2023 (2024) were used to ensure accuracy in calculations.

Scope 2 GHG Emissions

Scope 2 emissions represent indirect greenhouse gas (GHG) emissions from purchased electricity including electric vehicles, heating, and cooling. In 2024, Consafe Logistics' Scope 2 emissions totaled 99 tCO₂e.

Energy consumption data was sourced from financial records and reports provided by property owners and facility managers. Location-based emissions were calculated using average grid emission factors. Market-based emissions included the six out of ten offices covered by Guarantees of Origin (GOs) or comparable renewable energy certificates. Due to unavailable energy consumption data at the time of reporting, estimations were applied for two of the offices.

Five offices are supplied with district heating, while the other five offices rely on electricity and are accounted for under purchased electricity. For three of the district-heated offices, supplier-specific (market-based) emission factors were applied, whereas average (location-based) emission factors were used for the remaining two district-heated offices.



Cooling-related emissions were only relevant to one office, which recently relocated to a facility with central cooling; an average emission factor was applied for this calculation.

Emissions from purchased electricity were calculated using IEA (2024) emission factors.

Scope 3 GHG Emissions

In 2024, Consafe Logistics' Scope 3 emissions totaled 1,253 tCO₂e or 89% of all emissions. Based on industry standards, external guidance, and internal expertise, we identified the following categories as material to our operations: purchased goods and services, capital goods, business travel, employee commuting, inbound and outbound transport, and waste generated in operations.

Scope 3 emissions were calculated using Position Green, applying a combination of spend-based and activity-based approaches (including distance-based and waste-type methods). Data sources included financial records, employee surveys, and industry benchmarks. Emission factors were sourced from IEA (2024), DEFRA (2024), EXIOBASE 3.9, NTMCalc.Advanced 4.0, AIB (2024), the LCA of the TIER Mobility VI e-Scooter (2022), Bosch eBike System (2023), and NTM (2018).

Category Exclusions

While we acknowledge the significance of Category 11 (Use of Sold Products) in our emissions profile, it has been excluded for 2024 due to data availability constraints. We aim to incorporate this category in future reporting. Other Scope 3 categories, such as upstream and downstream leased assets, franchises, and investments, were deemed immaterial given our business model as a WMS software company.

Emissions by Category

- **Purchased Goods and Services & Capital Goods** – Emissions from procurement of goods, services, and capital expenditures, calculated using a spend-based approach.
- **Business Travel** – Includes emissions from flights, hotel stays, and car travel (excluding leased company cars), assessed through spend- and distance-based methods. Other travel modes could not be included due to data limitations.
- **Employee Commuting** – Estimated using a company-wide employee survey with a 75% participation rate, applying a distance-based method. Commuting data

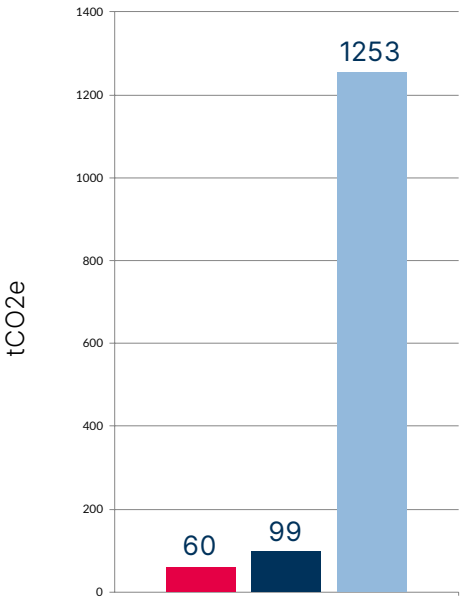
for non-respondents was not available and is therefore excluded.

- **Inbound and Outbound Transport** – Emissions from goods transportation to and from our facilities, calculated using a spend-based approach. Due to data limitations, only outbound transport was included for this reporting cycle.
- **Waste Generated in Operations** – As a software company, operational waste volumes are minimal. Electronic waste (WEEE) was identified as the most relevant category due to the environmental impact of IT equipment disposal; other waste streams were deemed immaterial and were not included in this inventory. WEEE emissions were calculated at 0.002 tCO₂e and considered immaterial for reporting purposes, therefore reported as zero.

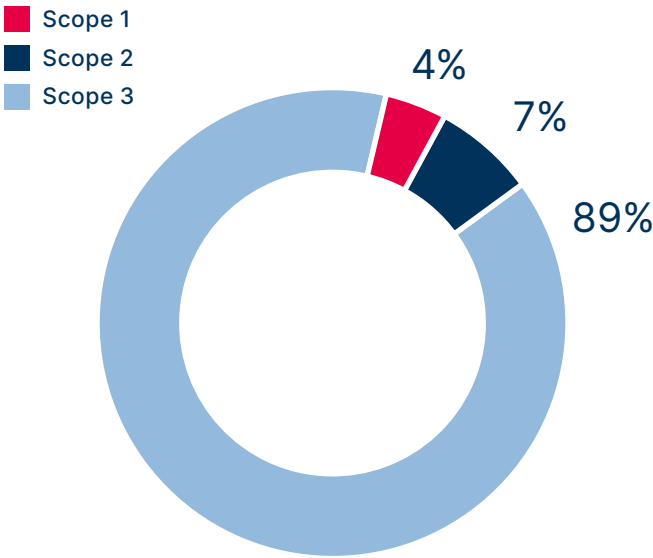
The largest contributor to our Scope 3 emissions was Purchased goods and services, accounting for 52% of the total GHG emissions, followed by Business Travel at 33%.

We remain committed to refining our Scope 3 reporting and improving data accuracy to better understand and reduce our indirect emissions impact.

Emissions in Scope 1, 2 & 3 (tCO₂e)



Distribution of Emissions (tCO₂e)





SOCIAL

SOCIAL

The core of our social sustainability work is focused on our employees. They enable greatness in warehouse operations by designing a leading product, leveraging deep expertise in logistics and supply chain operations, and building trusted partnerships with our customers. That is why investing in their growth, well-being, and engagement is central to our mission. Employees should feel that Consafe Logistics is the number one go-to tech company within the supply chain industry – this is our ultimate goal in this field.

In 2024, the findings of our double materiality assessment confirmed that equal opportunities and working conditions are material topics. This reaffirms and reinforces our existing focus on fostering diversity and inclusion, enabling individual growth, promoting well-being, and creating an engaging workplace.

1. A DIVERSE AND EQUAL WORKPLACE

We are committed to building an inclusive workplace that brings together people from various nationalities, age groups, backgrounds, religions, and perspectives. We strive for equal representation of men and women at every level of the company and foster an environment where diverse attitudes, experiences, and ideas are valued and respected.

- In 2024, we organized two events under our Women in Tech Network initiative, bringing female colleagues together to share knowledge and expand their professional networks.
- To inspire the next generation of women in technology, our colleagues participated in the 'Supporting Her Tech Future' event at Lund University in Sweden, hosting a lunch lecture for female upper-secondary students to encourage interest in technical education.
- Our employees now span an impressive age range from 22 to 70.
- The share of women in salary-setting roles increased from 27% to 29%.
- We achieved a high score in our Inclusion Index, which is measured as part of our internal employee survey, PuLCe. Co-workers rate the following statement: "At Consafe Logistics, we have an open and inclusive culture where everyone's opinion matters." In 2024, we reached 89%.



2. A WORKPLACE FOR INDIVIDUAL GROWTH

Consafe Logistics aims to be a workplace that provides our talents with meaningful and empowering career development opportunities.

- In 2024, we launched the Consafe Logistics Competence Model (CLCM) 2.0, clarifying job roles and career pathways to ensure a consistent approach to development across the organization.
- We expanded career development and training opportunities, promoting many colleagues to new roles with higher responsibilities.
- Our High Potential Program, a one-year talent development initiative, evolved to place greater emphasis on individual growth, psychological safety, and practical tools for participants.
- We introduced a new onboarding process to better support new hires. These plans outline key milestones for developers, application consultants, and other roles over their first six months, providing clear guidance for both employees and managers.
- Leadership training was another major focus. We offered sessions on communication, feedback, and both hard and soft skills, often in collaboration with external experts.
- For the fourth year in a row, our Swedish organization was recognized as a [Career Company](#).



3. A SAFE AND HEALTHY WORKPLACE

We strive to be a workplace that cares for the well-being of people and secures the balance between their work and private life.

- In 2024, our Work-Life Balance Index, measured through PuLCe, increased from 85 to 88. (Find more details on page 24)
- Retention rates remained high, reflecting organizational stability.
- We also refreshed our Code of Conduct to offer clear guidance for employees on making appropriate decisions in different situations. To support this, all employees took part in mandatory training to ensure they were familiar with its key principles.

4. AN ENGAGING WORKPLACE

We are committed to shaping an engaging workplace that nurtures a unique culture where people want to be part of and contribute to our future success.

- In 2024, we saw positive developments in employee loyalty, with the average employment tenure increasing from 7 to 7.3 years.
- Several 'boomerang' employees – former colleagues returning to Consafe Logistics – rejoined the organization after gaining experience elsewhere.
- Our PuLCe survey achieved a 93% response rate, surpassing our target of 90%.
- Our Employee Net Promoter Score (eNPS), which measures loyalty and engagement on a scale from -100 to 100, reached 43, surpassing the global benchmark of 15 points.
- In October 2024, we held our annual company event, Summit, in Sweden, where 400 co-workers from across Europe gathered to grow together and celebrate successes. With a focus on enabling greatness in warehouse operations, we launched an 18-week challenge to build on the momentum of Summit, enhancing skills, strengthening connections, and creating lasting impact.

A photograph of four hikers with large backpacks walking away from the camera across a grassy field towards a bright sunset. The hikers are silhouetted against the warm, golden light of the setting sun, which is low on the horizon. The field is filled with tall grass, and the sky is a clear, pale blue. The hikers are wearing various outdoor gear, including hats and backpacks. The overall mood is one of adventure and exploration.

NEXT STEPS

In 2025, we will focus on strengthening learning and development and improving how we support growth and training. We will also enhance the employee experience to foster long-term engagement and retention.

Share of women in salary-setting roles (%)



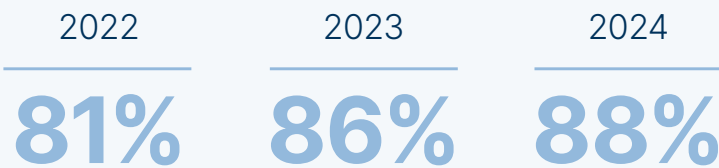
eNPS (points)

The Employee Net Promoter Score measures employee loyalty and engagement on a scale from -100 to 100. In 2024, we reached a score of 43, well above the global benchmark of 15.



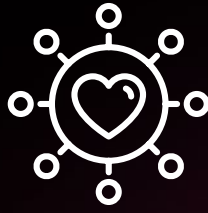
Work-Life Balance Index

Measured as part of our PuLCe survey. *In general, there is a good balance between work at Consafe Logistics and my personal life.* The answer can be marked on a scale from 1 (lowest mark) to 5 (top mark). Results show the % of employees answering 4 or 5.



Average employment tenure





GOVERNANCE

GOVERNANCE

Governance forms a critical pillar of any comprehensive ESG strategy, ensuring that ethical decision-making, responsible practices, and organizational transparency remain at the heart of business operations. At our company, we view governance as the foundation that strengthens our ability to deliver value to stakeholders, mitigate risks, and drive sustainability initiatives forward.

In 2024, our double materiality assessment revealed that corporate culture, whistleblower protection, corruption and bribery, supplier relationships management, cybersecurity, and sustainability governance are material topics—some reflecting notable societal impacts and others with potential financial implications. While many of these areas were already part of our governance approach, the assessment reaffirms their importance and underscores our commitment to continuous improvement. We will keep refining our governance practices to reinforce trust and accountability across our operations.



Key activities in 2024

1. BUILDING A STRONG FOUNDATION

Code of Conduct Update

In 2024, we updated our Code of Conduct (Code) to provide clearer guidance on the core values and behaviors that shape how we operate as a company. The document summarizes key points from our internal policies and guidelines, detailing what we stand for, how we conduct business, and what is expected of everyone across the organization. Reflecting the findings of our materiality analysis, the Code addresses topics such as bribery and corruption – areas recognized as critical under the European Sustainability Reporting Standards (ESRS). It covers:

- Ethical business conduct and legal compliance
- Labor and human rights, including fair working conditions
- Environmental sustainability efforts
- Guidance on raising concerns safely and responsibly

To promote awareness and understanding, employees participated in mandatory internal training on the updated Code. By following the Code, we ensure that our actions are in line with our core behaviors, fostering a culture of accountability and responsibility across all levels of the organization.

Reviewing Our Steering Documentation Framework

To further strengthen our governance practices, we began reviewing our steering documentation framework in 2024. This framework consists of two main parts:

- **Policy framework approved by the Board of Directors** – providing key principles and directions for all aspects of Consafe Logistics business.
- **Business and Operational Steering Documentation** – operational rules, manuals, routines, guidelines and processes with the purpose to ensure efficient operations, adherence to company policies and directions, and enable Consafe Logistics to meet its objectives.



The updated framework is set for completion in 2025.

Investment in Leadership

People are central to responsible governance, which is why we invested in leadership training throughout the year. Our programs included communication workshops, seminars on giving effective feedback, and training in both technical and soft skills. We also collaborated with external experts to provide broader perspectives and enrich learning opportunities.

2. STRENGTHENING INFORMATION SECURITY

ISO 27001 Certification Renewal



As a Warehouse Management Solution provider, we sought ISO 27001 certification to demonstrate our commitment to adopting high standards of information security across all business functions, from finance and sales to product development and delivery. For customers, this means added confidence that sensitive information and operations are protected under a globally recognized framework.

We first achieved this certification in 2022, and in 2024, we successfully renewed it, marking the third year of our certification. The renewal reflects compliance with the updated ISO 27001:2022 standard, reinforcing our role as a trusted partner for secure operations.

Internal Phishing Awareness Training

We continued our cybersecurity efforts with regular phishing simulations. These exercises help employees recognize potential security threats and respond effectively to protect our organization and stakeholders.

3. SUPPORTING OUR CUSTOMERS' SUSTAINABILITY EFFORTS

Investment in Research & Development

Innovation drives progress in both business performance and sustainability. To support

long-term solutions, we continue to prioritize investment in research and development. This commitment aims to develop technologies and services that deliver superior value to customers and help reduce the environmental impact of their warehouse operations.

Workshop for Knowledge Sharing

To support and inspire our customers in their sustainability journeys, we hosted a full-day Sustainability Workshop in the spring of 2024. This exclusive event gathered sustainability managers and warehouse professionals to explore key topics, including CO2 reduction, emerging regulations, future trends, and sustainability in product development. Participants engaged in networking, sharing challenges, and exploring innovative solutions for a more sustainable supply chain. Find more information about this event on page 13.





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If you're curious to learn more or have any questions about this report, feel free to reach out to our sustainability responsible.



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