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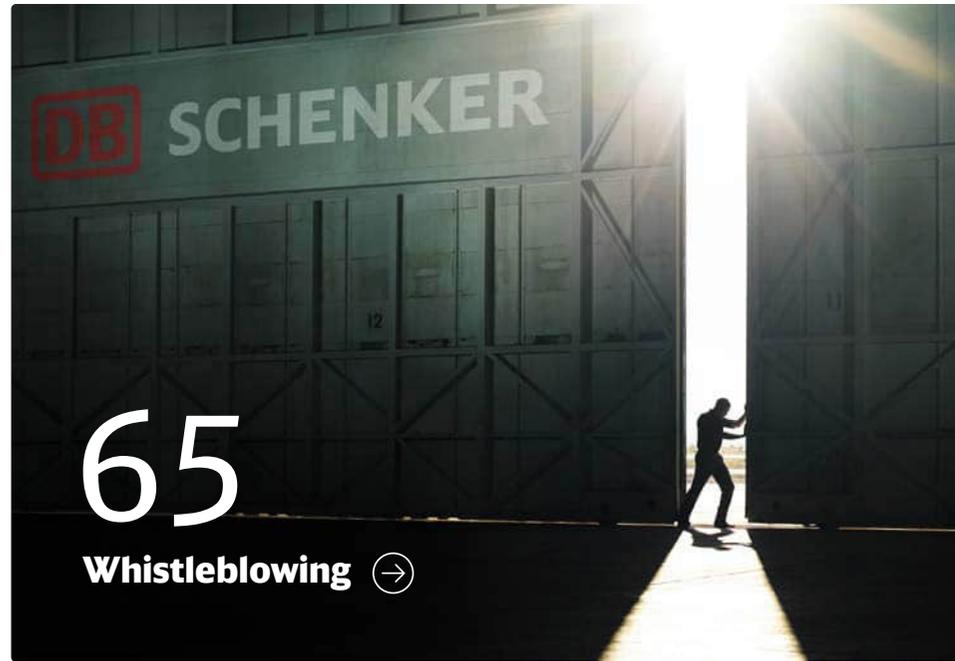
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**DB Schenker Sweden** compiles a sustainability report every year. This year’s report describes our sustainability work in 2022. The report complies with the Global Reporting Initiative (GRI), an international standard that aims to enhance the harmonisation, clarity and credibility of sustainability reports.

**We care** about people as well as the environment. This means that, as colleagues, we support and help each other to create the best possible solutions for you as a customer. This is a corporate culture of which we are extremely proud, and this is what our sustainability logo symbolises.



# About us and the wider world

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The world around us is changing faster than ever. There is an increasing need for countries to work together in order to create a sustainable society for future generations.

In this section you can read about important changes that have taken place throughout the world over the year, about DB Schenker's sustainability strategy, and how we are working together with our stakeholders to ensure success.





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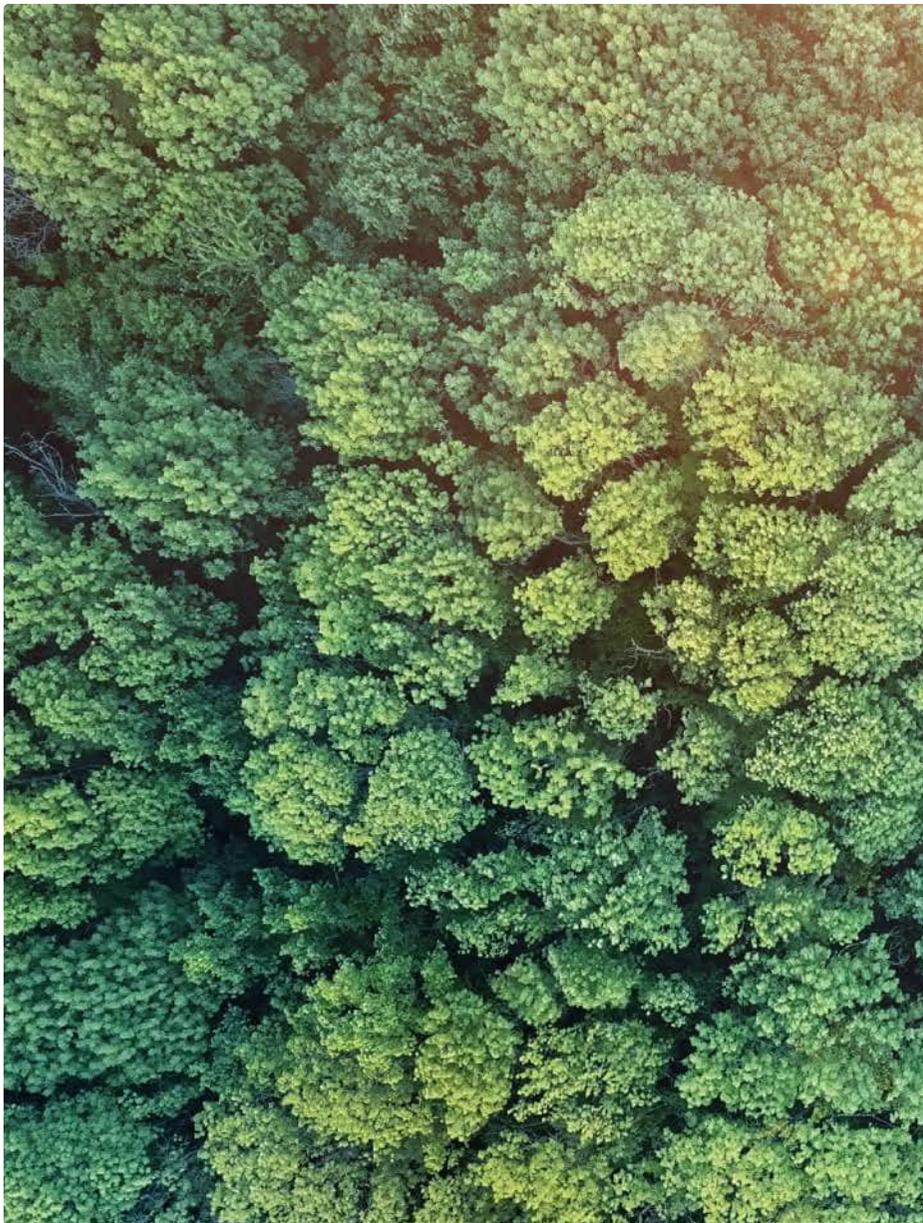


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## Sustainability year 2022

2022 will go down in history as the year Russia launched a war against Ukraine. A war that has sent shockwaves around the world and has had a huge impact on the political agenda.

Despite the war, Europe has remained strongly focused on the climate transition, and the EU has shown great leadership within this field during the year. The EU has taken a number of important decisions and, as a result of the war, has also initiated the RePowerEU programme, which is both accelerating the climate transition and helping to reduce our dependence on Russia.

Here at DB Schenker, the rate of transition has also increased substantially and we are working hard to realise our goal of being completely carbon neutral by 2040. It is a particularly tough challenge, since we include all emissions (Scope 1–3) globally, from both ourselves and our partners such as hauliers, airlines and shipping companies. During the year, we have made progress within all business areas. Within Air and Ocean Freight we now offer our customers renewable fuels, and within our Contracts Logistic business area energy efficiency is improving and production of renewable energy is increasing, while the number of electric and biogas vehicles is continually increasing within Land Transport, which is our largest business area in Sweden.

Our social sustainability work is well established within the business and is being developed systematically. We have focused specifically on issues related to gender equality and health during the year, by conducting special salary reviews and implementing a number of health-promoting initiatives.

We are seeing a lot of positive action here in Sweden and we are constantly moving towards our goals. In this year's sustainability report, our 27th, you can read about our efforts and the progress we have made so far.

Hanna Melander,  
Head of Sustainability, DB Schenker Nordics





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## A few words from Magnus



# We are accelerating the transition

**In 2022**, DB Schenker celebrated its 150th anniversary, making it a real milestone year for us. Our journey began in Vienna in 1872, and we have since gone on to become a large global group. Delivering goods from A to B may seem a straightforward matter, but there's actually a real art to it. Experience and expertise create efficiency and quality. That is something we are very proud of.

Unfortunately 2022 was also a very dark year. Russia's indefensible invasion of Ukraine brought an abrupt end to the peace that had prevailed in Europe for many years. We have supported our Ukrainian colleagues throughout the year as they struggle to maintain operations and transport badly needed goods throughout the country, often in collaboration with the Ukrainian military.

**Despite the war, there has been** much progress in the field of sustainability within Europe. The EU has taken a number of decisions that will have major consequences for the transport industry. This includes the formal decision to include transport in the EU's Emissions Trading System (ETS). We know that policy instruments are needed in order to make the transition, and we are naturally doing our best to ensure everything works as smoothly as possible for our customers.

**We have accelerated** our rate of transition during the year. We now offer fossil-free fuel for both ocean and

air freight, while electrification of our land transport services is progressing faster than ever. Last summer, we were proud to launch our unique Gotland project, with distribution that is completely fossil-free. This venture is extremely important to us, as we can gain knowledge about how to overcome various obstacles linked to electrification. This will be essential knowledge as we go on to implement large-scale electrification across all districts. We are also very pleased and proud of our dedicated and innovative partner hauliers who are daring to take the lead and accelerate the electrification process.

**Sustainability is a broad** field and even though the climate transition is our main focus, we are also working on a huge variety of other sustainability issues. In 2022, we focused strongly on the health of our employees, and we strengthened our whistleblowing function to ensure that any irregularities come to light.

In our 2022 sustainability report you can read about our work and our successes within the field of sustainability.

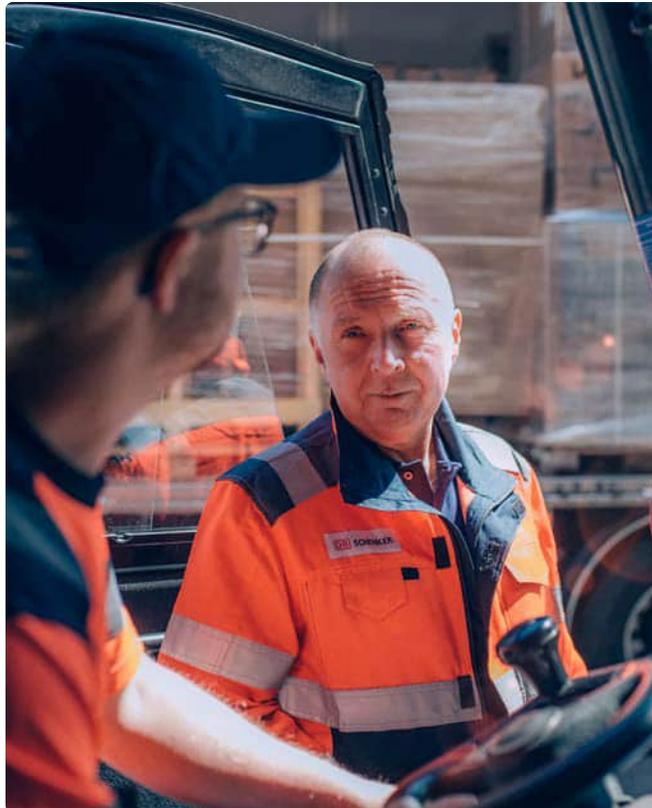
I hope you enjoy reading the report!

Magnus Strand\*  
CEO, DB Schenker, Sweden/Denmark/Iceland Cluster

\* Magnus Strand was succeeded in January 2023 by Petteri Nurmi as CEO of DB Schenker's new Cluster Nordics.

# About DB Schenker

DB Schenker is a large global company with approximately 76,000 employees around the world. This year we are celebrating our 150th anniversary and our extensive experience gives us fantastic scope for delivering sustainable transport solutions that will help our customers to develop and improve their operations, both nationally and internationally. We are one of the largest players on the Swedish market and offer a wide range of high-quality logistics solutions.



## DB Schenker's value chains

– We offer many different types of logistics services, but our core business is goods transport by road, sea, rail or air. These services are provided through the companies Schenker AB and Schenker Åkeri AB, our own haulage company.

– Schenker Logistics AB offers complete solutions for third-party logistics. This means we take care of everything from incoming deliveries of goods, sorting and storage, to order picking and delivery to retailers and end customers.

– Through our property company Schenker Property Sweden AB we own and manage 38 properties across Sweden and Denmark.

– Our extensive experience in logistics optimisation makes us ideally suited to helping our customers with their logistical challenges. Through our company Schenker Consulting AB, we offer our customers professional logistics analysis, logistics optimisation, and more.

### Number of employees (FTE)

Schenker Åkeri AB	970
Schenker Logistics AB	167
Schenker Property Sweden AB	8
Schenker AB + Schenker Consulting AB	2,267
<b>Total</b>	<b>3,412</b>

### Number of consignments (parcels and goods)

Schenker AB, including Schenker Åkeri AB	29,611,166
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### Net sales (SEK thousands)

Schenker Åkeri AB	1,188,701
Schenker Logistics AB	722,205
Schenker Consulting AB	15,375
Schenker Property Sweden AB	195,894
Schenker AB	15,287,581
<b>Total (SEK thousands)</b>	<b>17,581,339</b>

### Operating profit, EBIT (SEK thousands)

Schenker Åkeri AB	105,705
Schenker Logistics AB	78,203
Schenker Consulting AB	1,669
Schenker Property Sweden AB	178,340
Schenker AB	552,317
<b>Total</b>	<b>916,234</b>

For other financial reporting, please refer to the annual reports of the respective companies in the DB Schenker Group.

# Our products





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## Organisation

**DB Schenker Sweden/Denmark/Iceland Cluster** consists of the Group's limited companies in Sweden and Denmark, and its branch in Iceland. Magnus Strand, CEO, is in charge of this cluster.\*

DB Schenker in Sweden, with its head office in Gothenburg, is a collective name for the following Swedish group companies: Schenker AB, Schenker Logistics AB, Schenker Åkeri AB, Schenker Consulting AB and Schenker Property Sweden AB (including Schenker Transport AB, Schenker Filen & Aktiebolag, Fastighets Aktiebolaget Orbyn, Trafikaktiebolaget NP Kågström, Långtradaren i Jämtland AB). The other Swedish companies – Schenker Equipment AB and Schenker Dedicated Services Sweden AB – are not covered by this report. All companies form part of the global DB Schenker Group, with its parent company Schenker AG based in Essen, Germany.

Schenker AB consists of the central staff teams of all companies and the three divisions Land, Air and Ocean. The Annual General Meeting of Shareholders is held in Sweden for all Swedish companies.

### Management team DB Schenker Group SE/DK/IS\*

CEO, DB Schenker Sweden	<b>Magnus Strand</b>
Head of Air Freight	<b>Carolina Liås</b>
Head of Land Transport	<b>Viktor Strömblad</b>
Head of Ocean Freight	<b>Mathias Tilander</b>
Head of Contract Logistics/SCM	<b>Håkan Nydén</b>
CIO, DB Schenker Sweden	<b>Fredrik Nordin</b>
CFO, DB Schenker Sweden	<b>Göran Mayner</b>
CCO, DB Schenker Sweden	<b>Stefan Isacson</b>
CPO, DB Schenker Sweden	<b>Michael Ängbacken</b>
CEO, DB Schenker A/S	<b>Henrik Dam Larsen</b>

*\* In January 2023, the management team was replaced by a new management team for DB Schenker's new Cluster Nordics.*



A few words from the Boards of Directors of DB Schenker Sweden

## We are aiming for climate neutrality by 2040

**Sustainability is one of our most important strategic issues and as directors at DB Schenker Sweden we are strongly committed to making our companies more sustainable.**

We are working together to create sustainable transport solutions for the future, and this sustainability report details our efforts to develop the transport industry and make it more sustainable.

The DB Schenker Group is working to accomplish a number of essential sustainability goals. Our most essential goal is for the entire group to be carbon neutral (scope 1–3) by 2040.

Dialogue with our stakeholders is extremely important to allow us to progress and provides us with valuable knowledge regarding how to prioritise our work. This document is intended to describe to our stakeholders the progress we have made in our development work. The information in the report reflects our progress in 2022.

All data described in this report concerns our Swedish companies within the DB Schenker Group, with the exception of data concerning vehicles, fuel and emissions (includes our partner hauliers' vehicle fleets).

### **Our responsibility**

We know that our actions affect economic, environmental and social factors, both locally and globally. We also know that the transport services we provide have a major impact on the planet's climate. We accept our responsibility to reduce our environmental impact by conducting our sustainability work moving forward, following our environmental strategy and investing in innovation for the future. We feel that investments within sustainability are valuable to our companies, and we look forward to continued development in 2023.

## Core values

## The values governing DB Schenker

**Walk the talk**

Each and every member of the team takes ownership and is proud of the work we are doing, the value we are generating and the role we are playing in creating a more sustainable world.

**Be one team with one goal**

We know that we perform best as a team. We challenge each other and ourselves to do better and aim higher every day.

**Be honest**

We are honest and fair to each other, show consideration for each other, and promote diversity throughout the world.

**Push limits**

We think outside the box and constantly ask ourselves: “Is there a better or faster way?” – we encourage new ideas and innovation that improve things for our customers and the industry.

**Take customers further**

Our customers are the heart of our business. We provide top-quality services to assist them with their current challenges and we are proactively developing new solutions for the future.

**Play fair with people & planet**

People and planet are the central focus of everything we do. As an organisation, we commit to our social responsibility to improve our world for our employees, our customers and future generations.

We advance businesses and lives by shaping the way our world connects.



## This year marked our 150th anniversary

**Schenker's journey** began in Vienna in 1872, when Gottfried Schenker founded the company Schenker & Co, offering the first consolidated rail transport service from Paris to Vienna. Much has happened since then, and today our company is a major global logistics supplier. We currently have around 76,000 employees, assisting our customers in managing their goods flows throughout the world. Much has changed in those 150 years – but our commitment is as strong as ever. Our identity comes from our history, and, together with our core values, gives us strength to develop sustainable logistics solutions.

## Can we manage to transition in time?

**The message from the scientific community is clear: we have only a few years to make changes to how we live on this planet in order to successfully tackle climate change.**

IPCC\*, the UN's body for assessing the science related to climate change, observed in its latest report that climate change is becoming more extreme and these extremes have already caused irrevocable damage to humanity and the environment.

The IPCC describes how global warming will have catastrophic consequences. It also points out that some of the actions that humanity has taken have already had an impact and that substantial measures to significantly limit global warming will reduce such losses and damage.

The need for substantial measures and global collaboration is more important than ever, and in 2022, despite the turbulent state of the world, there has been much positive progress. In August 2022, the US president Joe Biden signed 'The Inflation Reduction Act'. This is the most ambitious climate policy in US history and will help the country

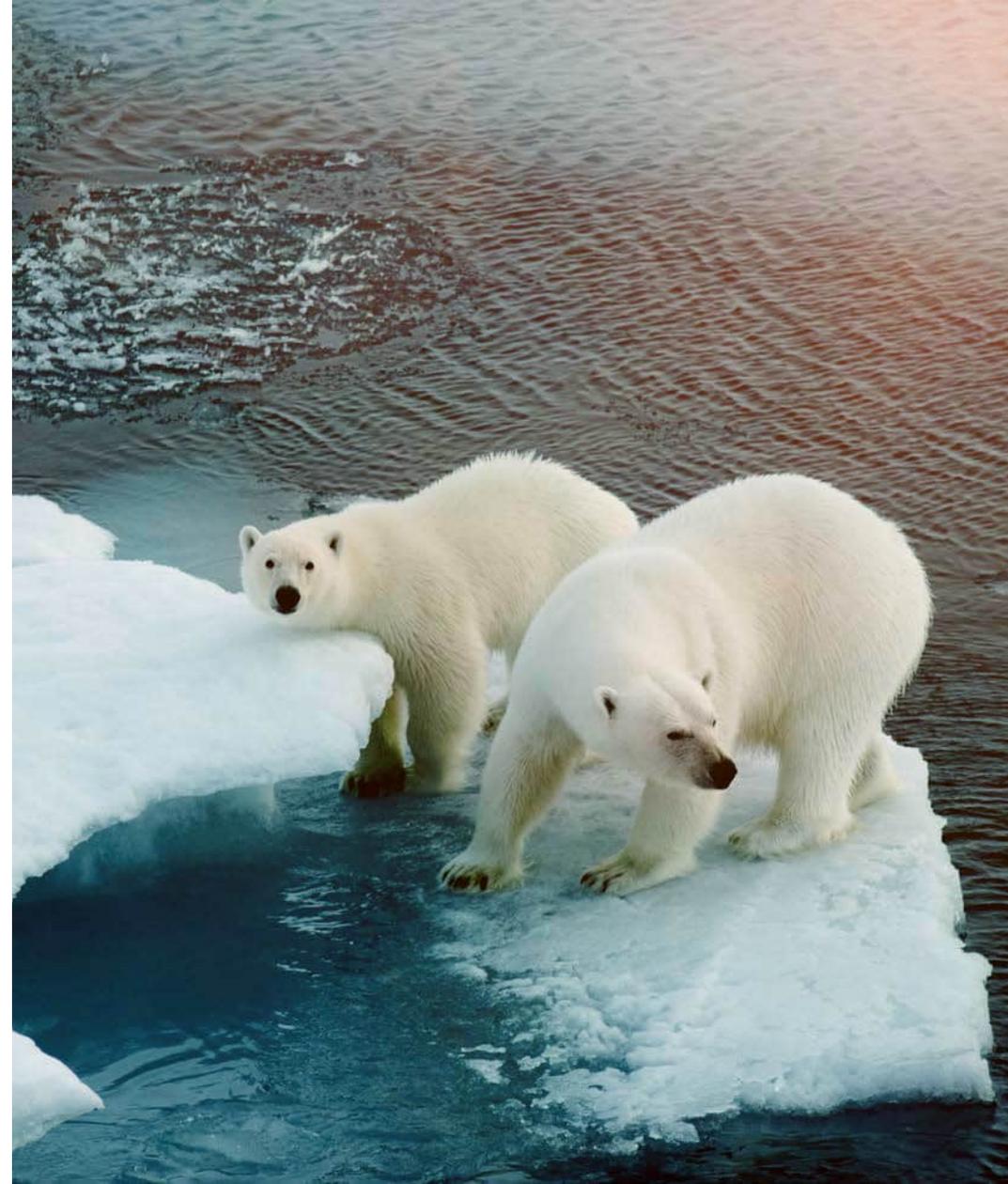
to achieve its goal, i.e. to halve emissions by 2030, compared with 2005 figures.

China is focusing strongly on developing its energy sector. Coal is still used as the country's primary energy source, but China is investing massively in renewable energy. In June 2022, a new plan was established to increase total production of non-fossil energy to 20% by 2025, compared with 15.9% in 2020. China has also pledged to stop building new coal power stations overseas and to make major efforts to convert its transport sector to electricity.

The outcome of the UN climate summit in Egypt (COP 27) left many disappointed at the lack of progress, but the member countries nevertheless agreed on a deal for how rich countries will compensate poorer parts of the world for damage and losses resulting from climate change.

Despite the fact that global warming still continues to drive climate change, there is a clear global consensus that we all need to take responsibility in order to successfully curb the trend.

\*The Intergovernmental Panel  
on Climate Change



# Europe aiming to be the world's first climate neutral continent

**The rate of transition varies widely between countries and around the world, but the EU has clearly communicated that Europe is aiming to be the world's first climate-neutral continent.**

The EU is striving to be climate-neutral by 2050, as per the European Climate Law adopted in 2021, and net emissions must reduce by at least 55% by 2030, compared with 1990 levels.

These lofty aims require powerful policy instruments, and the decisions taken now within the framework of The (European) Green Deal will have major consequences for EU citizens and companies. For example, all European companies, as per CSRD (Corporate Sustainability Reporting Directive), will need to report the results of their sustainability work. Financial companies must carry out comprehensive sustainability analyses to ensure sustainable investment is rewarded. There are also a number of large-scale changes to legislation that will have a huge impact on our industry. The entire transport sector is now linked to the EU's Emissions Trading System (ETS). This means that emission allowances be paid for by the party responsible. In practice, this means that shipping companies, airlines and fuel companies will have to buy emissions allowances to compensate for emissions on the market, and the level of allowances will gradually reduce. Two other major directives are the EU's Energy Tax Directive, under which energy is taxed in a more

differentiated and comprehensive way, and the Renewable Energy Directive, with which the EU aims to stimulate production of renewable energy.

Russia's war against Ukraine has naturally also affected the climate transition by impacting the energy sector. In response, the EU launched its REPowerEU initiative during 2022, investing a total of EUR 210 billion in more renewable energy and energy-efficiency improvements. We will be seeing dramatic changes in Europe and the world's energy and transport sectors over the next few years.

## **A new government for Sweden**

Here in Sweden a new government took power in 2022, with a new climate policy. Like its predecessors, the government wants to invest in charging infrastructure and renewable energy. However, their vision for the reduction obligation differs distinctly, as does their approach to nuclear power. A clearer plan for how we aim to achieve our climate goals here in Sweden will be presented in 2023, according to our new Minister for Climate and the Environment Romina Pourmokhtari.

We believe that it is incredibly important for the new government to be aware that great responsibility rests on their shoulders. They need to give a high priority to the climate transition and electrification and to work with the business sector to ensure that effective and appropriate decisions are made.





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## The UN's Sustainable Development Goals



## A society for the future

At the UN conference in Paris in 2015, the UN member states adopted the 17 global sustainable development goals. The purpose was to provide a clear pathway to a sustainable society with a focus on social, economic and environmental sustainability. The UN's global sustainable development goals are used as a basis for DB Schenker's sustainability work. We are focusing on several of the goals and constantly aiming higher in our ambitions to ensure the goals are achieved.



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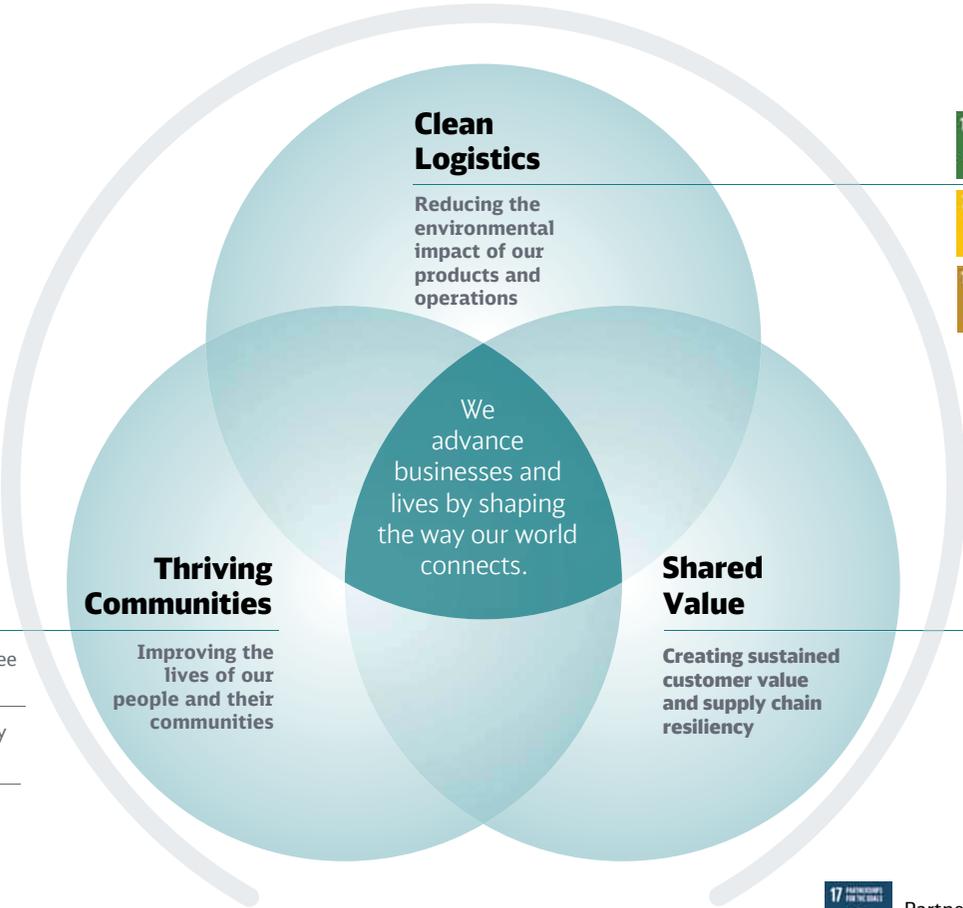
# Sustainability Leader Strategic Framework

## Our sustainability strategy

DB Schenker's global sustainability strategy describes how we are working to achieve the global sustainable development goals.

Our global strategy focuses on three key areas:

- **Clean Logistics**
  - What we are doing to make our operations emission-free.
- **Thriving Communities**
  - How we are improving quality of life for our employees and their communities.
- **Shared Value**
  - How we are creating value for our customers and resilience in our supply chains.



### Clean Logistics

Reducing the environmental impact of our products and operations



Driving climate action



Transitioning towards renewable energy



Managing resources effectively

We advance businesses and lives by shaping the way our world connects.

### Thriving Communities

Improving the lives of our people and their communities



Providing fair work opportunities



Protecting our employee wellbeing



Driving gender equality at work



Creating inclusive workplaces

### Shared Value

Creating sustained customer value and supply chain resiliency



Developing sustainable solutions



Pioneering urban logistics



Developing our people for the future

Global Partnerships



Partnering for the goals

# The UN's Sustainable Development Goals

## Clean Logistics



### 13. Climate action

- We are reducing our dependence on fossil fuels
- We are transitioning to new zero-emission technologies
- We are increasing awareness of and commitment to the climate transition



### 7. Affordable and clean energy

- We only buy hydroelectric power
- We are continually expanding our solar farms
- We are systematically reducing our energy needs



### 12. Responsible consumption and production

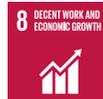
- We are increasing our share of renewable fuels
- We choose products made from renewable or recycled materials
- We recycle the resources we have used
- We are minimising our use of chemical products

## Thriving Communities



### 5. Gender equality

- Our steering group for equal treatment runs our equal treatment programme
- We conduct regular salary surveys
- We train our staff



### 8. Decent work and economic growth

- We have collective agreements
- We have zero tolerance for harassment
- We have a supportive environment for parents
- We provide parental pay
- We work closely with our partner hauliers



### 3. Good health and well-being

- Our employees receive a wellness allowance
- We support all our employees in obtaining exercise clothing
- We implement a number of wellness initiatives



### 10. Reduced inequalities

- Our steering group for equal treatment runs our equal treatment programme
- We play the LIKA game – our game to provoke discussion about prejudice and discrimination

## Shared Value



### 11. Sustainable cities and communities

- We are developing new transport solutions for urban environments
- We transport goods using electric vehicles
- We are switching to biofuel



### 9. Industry, innovation and infrastructure

- We are pursuing innovation projects to find new sustainable solutions
- We are improving our infrastructure to support sustainable operations



### 4. Quality education

- We provide training for our own and our partner hauliers' staff
- We provide training for our managers

## Miscellaneous



### 17. Partnerships for the goals

- We collaborate with customers, suppliers and other key stakeholders
- We meet with authorities and other decision-makers to discuss the best way forward

## Stakeholder dialogue

# Dialogue with our stakeholders

**DB Schenker is a large global company, and dialogue with our stakeholders is naturally conducted on a variety of levels and in differing configurations throughout the world. This dialogue is incredibly important, since it provides us with insights as to how to prioritise our work and allocate our resources.**

The table alongside lists our most important stakeholder groups and the forms of dialogue with them here in Sweden. The stakeholder groups have been identified by assessing to what extent they affect or are affected by our work.

Stakeholder group	Type of dialogue
<b>Customers</b>	DB Schenker's dialogue with customers is facilitated by customer meetings, customer events, customer service, newsletters and our website <a href="http://www.dbschenker.com/se-sv/hallbarhet">www.dbschenker.com/se-sv/hallbarhet</a> . Every two years, our customers evaluate us in a global customer satisfaction survey.
<b>Employees</b>	Our employees are naturally one of our most important stakeholder groups. Motivated and committed employees are the driving force behind our development, and they create the conditions required for us to succeed. Every two years, we conduct a global employee survey, and this provides useful feedback as to how we can be an even better employer, » <a href="#">page 55</a> .
<b>Owners and the DB Schenker Group</b>	DB Schenker is a large international group operating throughout the world. The Swedish organisation comes under the Europe region, where we collaborate closely on sustainability issues. Our work incorporates our global sustainability strategy and sustainability issues are integrated into ordinary business development. This strategy work is supervised and followed up by global, regional and national sustainability and environmental steering groups.
<b>Hauliers and suppliers</b>	The largest and most important category of suppliers for DB Schenker in Sweden is, of course, our domestic hauliers. Most hauliers we use are members of BTF (Bilspeditioners Transportörförening), making it an important channel for communicating with our carriers. Read more about our dialogue with our suppliers on » <a href="#">pages 42–44</a> .
<b>Society and authorities</b>	Policy decisions and instruments are crucial for driving sustainability efforts. Decisions concerning fuel, vehicles, infrastructure, environmental technology, subsidies and taxes have a major impact. In our dealings with representatives from government, authorities and other civic society partners we use our knowledge to promote sustainable development, » <a href="#">page 20</a> .
<b>Stakeholder organisations</b>	The development of the transport sector is most effective when business works together with society and academia. This is why we participate in a number of different collaborations and forums described in more detail on » <a href="#">page 20</a> .

## Materiality analysis

# Our most important sustainability issues

There are numerous sustainability issues that are important to us here at DB Schenker. It is essential to prioritise our work to ensure optimum benefit, and so we have evaluated our most important environmental, economic and social issues from a stakeholder perspective.

Our global organisation has produced a materiality analysis by looking at how our stakeholders affect our sustainability work, and how our sustainability work affects our stakeholders.

### How we assessed our material aspects

We began our materiality analysis by identifying which areas of sustainability are most significant to us, using the GRI framework and industry and company information, among other resources. Our stakeholders have helped us to assess and evaluate each area using a survey tool. An overall analysis of the results was subsequently produced, followed by a matrix to help visualise prioritisation and show which areas are of greatest importance to us. The four key areas for DB Schenker are: greenhouse gas emissions, effects from climate change, employee health and safety, and a sustainable supply chain and resilience.

### Greenhouse gas emissions

This category includes the seven greenhouse gases covered by the Kyoto Protocol. Greenhouse gases (GHG), including management of regulatory risks, compliance and reputational risks associated with greenhouse gases.

### Environment

- 1 Greenhouse gas emissions
- 2 Energy and water, governance and consumption
- 3 Waste, recycling and packaging
- 4 Circular logistics
- 5 The impact of climate change

### Social

- 6 Human rights and working practices
- 7 Employee health and safety
- 8 Diversity, inclusion and equal opportunities
- 9 Employee engagement

### Governance

- 10 Compliance
- 11 Anti-corruption
- 12 Risk management
- 13 Business ethics and integrity

### Finances

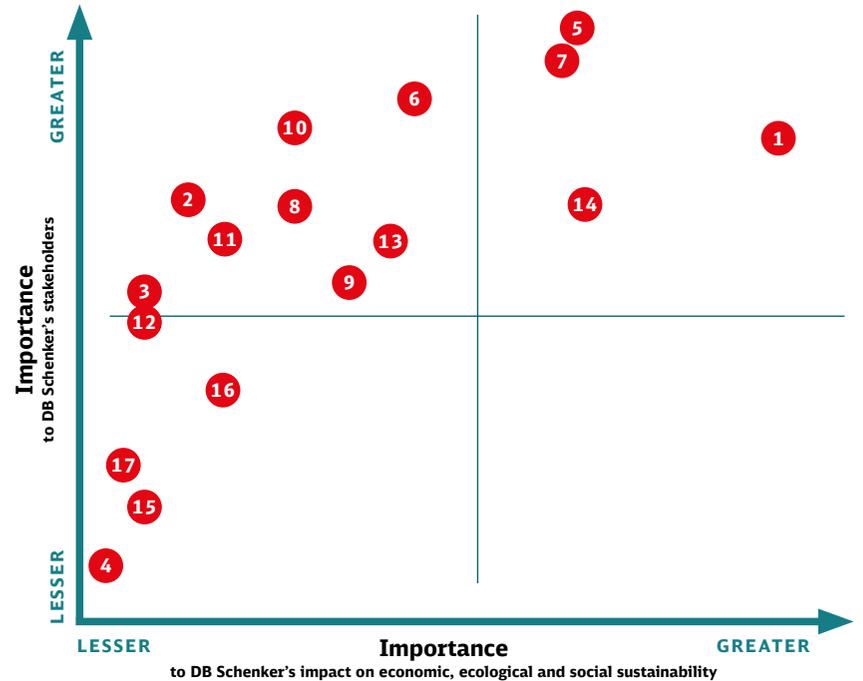
- 14 Sustainable and resilient supply chains
- 15 Sustainable purchasing
- 16 Commercial contingency planning, resilience and civil contingency planning
- 17 Responsible sustainability communication

### Effects of climate change

The capability to manage risks and opportunities associated with actual or potential effects of climate change. This includes effects such as disruptions to operations, impacts from extreme weather and other effects on employees, customers and society.

### Employee health and safety

Our and our partners' employees, with a focus on safety and health. A sustainable work environment is one with zero



injuries and deaths. This category also includes how our company safeguards and encourages employee wellbeing, both physical and mental.

### Sustainable supply chain

Management of sustainability risks within the supply chain. This includes both risks linked to environmental and social issues, and issues linked to human rights, working practices, as well as ethics and corruption.

“We are seeing a huge concerted effort across Sweden right now with the aim of achieving our climate goals. Collectively we must succeed in bringing about a new industrial revolution in a short space of time, and all of us, within the business sector, authorities and society, need to have a rethink and push development in new directions. Interaction between different stakeholders is crucial for success. We need to understand one another’s businesses and work together to generate momentum and jointly accelerate progress.”

Hanna Melander,  
Head of Sustainability, DB Schenker Nordics



## Cross-border collaboration

### National collaboration

#### Swedish Confederation of Transport Enterprises

The Swedish International Freight Association (SIFA) is a trade association within the Swedish Confederation of Transport Enterprises and the Confederation of Swedish Enterprise. The association works to improve conditions in the industry through consultative bodies, by lobbying decision-makers and by sharing knowledge. The association's environmental committee brings the industry together to promote environmental work and the climate transition.

#### CLOSER

CLOSER is a neutral, national arena for collaboration within research, development and innovation within transport efficiency. DB Schenker is an active partner in CLOSER and has a seat on CLOSER's Board of Directors.

#### Fossil Free Sweden

Fossil Free Sweden is an initiative founded by the Swedish government ahead of the 2015 Paris Climate Summit that aims to make Sweden one of the world's first fossil-free welfare states. Fossil Free Sweden is a platform for facilitating dialogue and collaboration between companies, municipalities and other types of stakeholders wanting to make Sweden free from fossil fuels.

#### NTM

NTM (Network for Transport Measures) is an organisation working to promote and develop the environmental efforts of the transport sector and contribute to qualitative measurement of the transport sector's environmental impact.

#### CLECAT

A European association for freight forwarding, logistics and customs services that aims to strengthen and improve the industry's representation in Europe.

#### NMC

NMC is a network of organisations that want to share knowledge, experience and ideas regarding sustainable trade and industry.

#### Sweden's Chambers of Commerce

DB Schenker is a member of several of Sweden's domestic and overseas chambers of commerce. One example is the German-Swedish Chamber of Commerce, which works to strengthen cooperation between the two countries' business sectors.

### International collaboration

#### CCWG – Clean Cargo Working Group

The maritime sector organisation for reduced greenhouse gas emissions.

#### Getting to Zero Coalition

As a member of the Getting to Zero Coalition alliance, DB Schenker is collaborating with more than 200 organisations within the maritime, energy, infrastructure and finance sectors, with support from a number of governments, in order to pave the way for fossil-free shipping by 2030.

#### EV100

EV100 is a global initiative with the aim of making electric transport the new normal by 2030. This partnership brings together around 130 large-scale global companies that have committed to accelerating the transition to electric vehicles.

#### Clean Skies for Tomorrow

The Clean Skies for Tomorrow Coalition is an international partnership, in which we are working together with others in the industry to enable and accelerate the transition to sustainable aviation fuels.

## Support for Ukraine

**We feel a great sense of solidarity with the Ukrainian people following Russia's invasion. Our Ukrainian colleague have been hanging in there during the year, and their efforts are playing a key role in keeping society going during the war.**

Deliveries have continued as far as possible, to both locations classed as safe zones and, aided by the military, to less safe areas, known as 'hot zones'. Many of us want to help the population of Ukraine through this difficult time, and we have therefore implemented a number of initiatives during the year.

### Support for refugees

Around five million people have fled from Ukraine over the year. Most escaped to neighbouring countries, but around 50,000 people have come to Sweden. In order to help them, DB Schenker's Contracts Logistics business area launched a collaboration with Manpower during the year, for the purpose of creating jobs for newly arrived refugees from Ukraine. Together with Manpower, we developed a process to ensure the initiative is successful. We translated work instructions, checklists and safety information, and organised Ukrainian-speaking hosts. The initiative

has been successful and we hope to be able to help more people who are in need of a job during this difficult time.

### Aid shipments to Ukraine

Our customer Apotea has made a special contribution during the year, and here at DB Schenker we were able to help out.

It all started with one individual, who wanted to buy goods to the value of SEK 3 million for Ukrainian refugees. This prompted Apotea's CEO Pär Svärdson to launch a major relief effort together with his employees, sister company and partners.

At the same time, DB Schenker's traffic management team in Värnamo, which handles most of DB Schenker's services between Sweden and Poland, was having similar thoughts. So they were quick to get on board when approached by Apotea and packaging company Christer Nöjd. Transport was easy to coordinate thanks to rapid action by traffic coordinators Alicja Salata and Daniel Delic from DB Schenker. More large aid shipments have been dispatched during the year, including items such as compresses, wound spray, hand sanitiser, vinyl gloves, nappies and hygiene products. All in all, Apotea and others have shipped goods to a value of roughly SEK 11 million.



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# Environment & Sustainability

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The climate and the climate transition is DB Schenker's most important sustainability issue. We need to eliminate our reliance on fossil fuels as fast as possible in order to reduce greenhouse gas emissions. We are naturally strongly committed to numerous different environmental issues.

In this section you can read about DB Schenker's environmental work, how we are working towards becoming carbon neutral, reducing our energy consumption, implementing circular economy thinking, and how we are helping to make society more sustainable.



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# DB Schenker's greenhouse gas emissions

Greenhouse gases Scope 1 CO <sub>2</sub> e WTW (tonnes)	2022
Schenker Åkeri AB	16,567
Service vehicles in operation	252

Greenhouse gases Scope 2 CO <sub>2</sub> e WTW (tonnes)	2022
Electricity from hydroelectric power	2,822
Electricity from solar power	4
Electricity from district heating	1,460
Refrigeration units	40
<b>Biogas for heating</b>	2

Greenhouse gases Scope 3 CO <sub>2</sub> e WTW (tonnes) Domestic	2022
Business trips – Schenker Åkeri	10
Business trips – Schenker Logistics	11
Business trips – Schenker Consulting	2
Business trips – Schenker Property	1
<b>Business trips – Schenker AB</b>	86
Land Transport, Domestic	89,889

Greenhouse gases Scope 3 CO <sub>2</sub> e WTW (tonnes) International	2022
Ocean Freight Export	7,016
Ocean Freight Import	55,861
Air Freight Export	41,633
Air Freight Import	26,138
Land Transport Export	56,253
Land Transport Import	168,138

Greenhouse gases Scope 1+3 Domestic land transport CO <sub>2</sub> e WTW (tonnes)	2022
CO <sub>2</sub> WTW	95,654
NO <sub>x</sub>	243
SO <sub>x</sub>	52
NMHC	30
PM	9
CO <sub>2</sub> e WTW	106,456

Greenhouse gases Scope 1-3 Total CO <sub>2</sub> e WTW (tonnes)	2022
Domestic	127,577
Imports	138,252
Exports	48,649



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# DB Schenker's climate goals for 2030 and 2040





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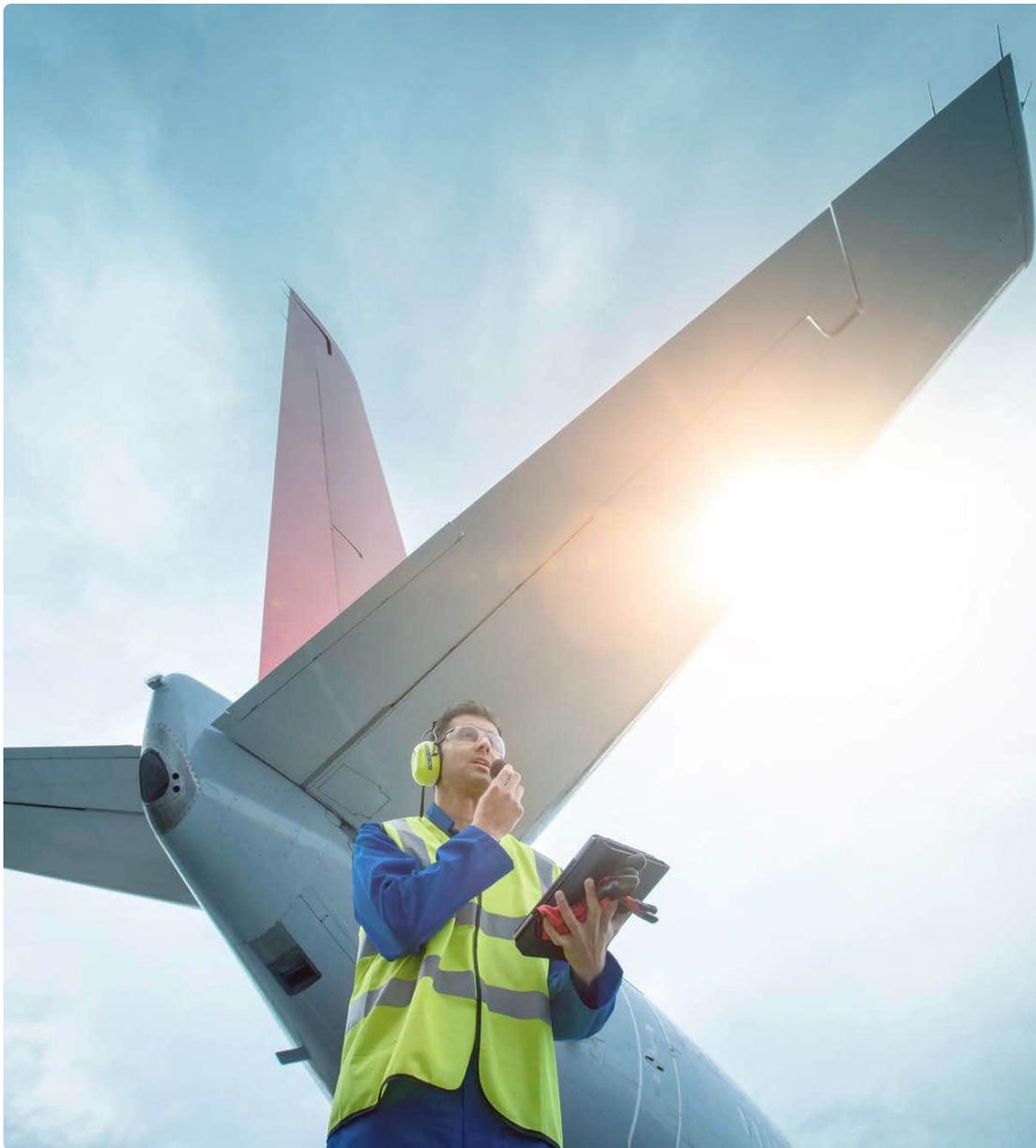
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13 CLIMATE ACTION



## How do we make aviation fossil-free?

**Air freight constitutes a significant proportion of DB Schenker's Scope 3 emissions. If we are to achieve our ambitious climate goals, we must do all we can to pave the way for new, fossil-free fuels.**

We are seeing a huge concerted effort right now within the aviation and fuel industry, working towards transition. The big issue is how to replace traditional kerosene with renewable fuels as quickly as possible? At present, there are chiefly three fuel alternatives: SAF, ATJ and Power-to-Liquid.

- SAF (Sustainable Aviation Fuel) or HEFA (fuel derived from biological residual products such as forest waste, household waste or cooking oil).
- ATJ (Alcohol-to-jet) is another biofuel, derived from lignocellulosic biomass such as sugarcane, maize and switch-grass converted into alcohol.
- PTL (power-to-liquid) is a synthetic fuel manufactured from liquid hydrocarbon. It is produced using renewable electricity, water and carbon dioxide.

The prerequisites for switching to the various types of renewable fuel vary in terms of availability, infrastructure and costs. A growing number of stakeholders

are working to produce more fuel, and new legislation relating to emissions trading, for example, is reducing the cost gap between existing and new fuels. Success will require a concerted effort from all parties, but we definitely want to do everything we can to achieve our goals. Step one is to make renewable fuels available to our customers.

### **We now offer SAF**

In partnership with Lufthansa Cargo, we offer our customers the option to buy SAF fuel for their flights. This is the case for all our air transport throughout the world, regardless of the type of aircraft or airline used. Even though the SAF fuel you have paid for as a customer may in actuality be used for other flights, the climate benefits, as total emissions are reduced. This is what's known as virtual application or the green mass balance principle.

Together with Lufthansa Cargo, we have completed more than 150 flights using SAF since 2021, representing a combined saving of over 40,000 tonnes of CO<sub>2</sub>. It is also worth mentioning that DB Schenker only uses certified biofuel, free from palm oil. In 2022, we purchased 11,000 tonnes of SAF.

## Fossil-free ocean transport – does such a thing exist?

Ocean transport serving global trade accounts for a significant percentage of transport sector emissions, and it is crucial for shipping companies to transition to fossil-free operation in order for us at DB Schenker to achieve our goals. Our Ocean Freight business area is therefore focusing on three areas: alternative fuels, transparency & data quality regarding our emissions, and committed collaboration with selected shipping companies.

### Alternative fuels

Our long-term goal is to transition to fuels produced from electricity, in other words, synthetic eFuels, but unfortunately neither infrastructure, regulations nor fuel are in place to do that yet. Here at DB Schenker, we are working with the Getting to Zero Coalition (» page 20) and driving development in order to realise electrified ocean transport. We will need to make use of marine biofuels produced from biological waste during a transition period. In order to get involved and play our part, we entered into a collaboration with CMA-CGM in 2022, and as a result purchased 2,500 tonnes of biofuel to be used on the shipping company's various routes. The quantity of fuel purchased corresponds to the fuel required to cover all our groupage flows over one year.

### Transparency and data quality regarding our emissions

We can only reduce or prevent emissions we are actually aware of. Consequently, it is essential for us to work on improving data quality and transparency in our emissions reports. For us, it is partly a matter of fine-tuning and visualising

the data available in our systems, but also working with external parties such as the ISO and the EU to improve existing regulations and data sources. We are developing methods for real-time monitoring of vessels' actual emissions in the event of poor weather and congestion in ports, with the aid of booking options, so that we can select the greenest departure and thus reduce emissions. A pilot project to finalise the tool is in progress in collaboration with our customer Stadium.

### Committed collaboration with our shipping companies

As a freight forwarder, we do not own any of our own vessels, but we work in close partnership with selected partners in the shipping field. We engage in discussions and exchange of experiences to enable collective influence and transition. In addition to this, we maintain a constant close dialogue with the IMO (International Maritime Organization) and the EU Commission, so that we can keep our customers up to date at all times on the latest developments and changes to framework conditions or regulations.

“What we, as companies and individuals, do today will have a major impact for future generations. Everyone can take responsibility, and DB Schenker Ocean Freight is doing just that with purposeful efforts and a number of significant initiatives aiming to make us carbon neutral by 2040.”

Mathias Tilander, Head of Ocean Freight,  
DB Schenker Sweden/Denmark/Iceland 2022



## How can Ocean Freight reduce its emissions on land?

**When you book an ocean freight service as a customer, part of the journey takes place on land, i.e. 'Pre & On-Carriage'. This could be by road or rail, and we are working to cut down emissions here too. The following are some examples we are proud of.**

### Skaraborg Eco Shuttle

The Skaraborg Eco Shuttle is the most efficient way to transport goods between the Port of Gothenburg and Skaraborg. This rail shuttle service was launched back in 2013 as a collaborative project between DB Schenker, our customer Jula, and Falköping Municipality. It has proved to be a hugely successful initiative, and around 86 TEUs\* are now sent by rail on a daily basis. We are now planning to take the next step, with a number of enhancements to the solution, including simpler connection both to and from the north, and adding a new train track.

There are numerous advantages to using this solution. It's reliable, for one thing. We are given a priority time slot at the

Port of Gothenburg, it is cost-effective, has a high capacity and helps to improve road safety by reducing the number of trucks on the roads. The train is powered by electricity, and work is under way to electrify the road transport legs linking to and from the shuttle service. Until this solution is up and running, we will be implementing carbon offsetting to cover use of transport services that are not yet carbon-free.

### Improved transport efficiency with TOMPOS project

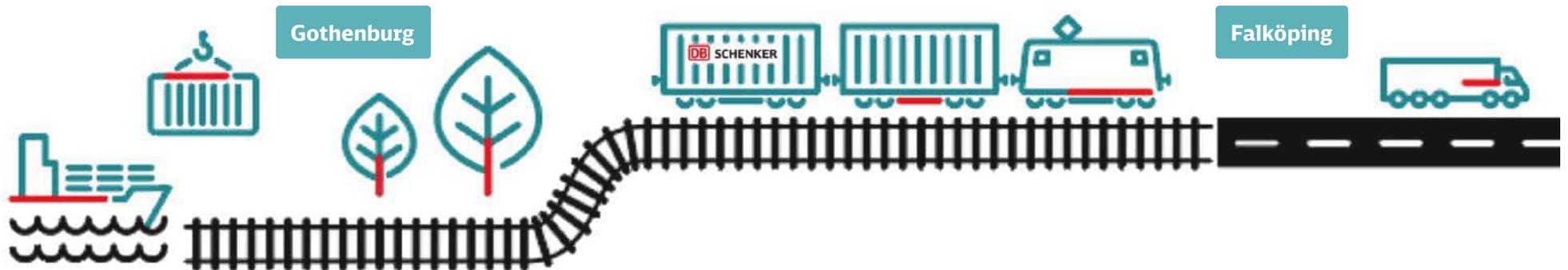
It is important to ensure we are economical with the energy required to carry out our assignments, and unfortunately we are aware at present that too much repositioning of empty containers takes place in the Swedish transport system. This involves containers being transported with no load in order to cover needs (*tompositionering* in Swedish). In order to deal with this problem, the TOMPOS (Improved transport efficiency through reduced repositioning of empty containers) project was launched, and we are part of the reference group. TOMPOS is a research project headed by SSPA Sweden AB

(part of RISE – Research Institutes of Sweden) and is being conducted in partnership with researchers from Chalmers University of Technology. The purpose of the project is to determine how repositioning of empty containers in the transport system can be reduced and streamlined. The project is mapping repositioning of empty containers in Sweden, identifying current working methods and explanatory models for how much repositioning currently takes place, identifying improvement measures and calculating the potential for greater efficiency.

### Can you purchase fossil-free truck transport?

Some of our transport on land ('Pre & On-Carriage') is by truck, and that offers the option of switching to biofuel such as HVO100. Some of our customers, e.g. OneMed, have made this switch and are thus contributing to the climate transition.

\* TEU: Twenty foot Equal Unit. Corresponds to a 20-foot container.





## How do we transition to carbon neutral land transport?

**There is a great deal of activity going on at DB Schenker as part of our efforts to make our land transport services carbon neutral.**

The prerequisites for transition vary around the world, but here in the Nordic region we are in a relatively good position thanks to the commitment to be found in society and within the business sector. Common to all countries is our global strategy, which chiefly focuses on four areas of action: transport efficiency, alternative vehicles (electric, hydrogen, etc.), biofuel, and visibility and transparency.

To ensure successful transition, genuine commitment

from senior management within the company is crucial. We have strong commitment from our senior management and from the management team in charge of land transport operations in Sweden and Denmark. In order to accelerate progress and enable rapid decision-making, a new steering group was set up in 2022 with specific focus on the climate transition – ‘Clean Logistics Steering Committee’. Representatives from our land transport management team meet up with the CEO of Schenker Åkeri and Schenker Property on a monthly basis to make key decisions needed to rapidly drive development in the right direction.

### Sustainable City Award

In order to inspire more people to do more, our global organisation has initiated ‘Sustainable City’. This is an internal sustainability award that DB Schenker’s operations in different cities can win in recognition of taking a holistic approach to sustainability work and meeting a number of different criteria. Gothenburg won the award in 2022, and it was presented to District Manager Tony Ekvall by Viktor Strömblad, Head of Land Transport, DB Schenker Sweden & Denmark.



# How is Schenker Åkeri becoming fossil-free?

**Schenker Åkeri is DB Schenker's own Swedish haulier, set up in 2002. Schenker Åkeri carries out transport assignments procured via Schenker AB and transports goods within Sweden, both local collection & distribution and more long-distance transport. New in 2022: we established Södertälje as a new location, for which DB Schenker set up a new district, and Visby has transitioned to electrified transport.**

## Schenker Åkeri in brief

Schenker Åkeri operates from 20 different locations\* in Sweden, and each unit is run by a local site manager and management team. Our long-distance transport routes extend throughout the country, and each long-distance transport area has a long-distance transport manager with a management team made up of participants from both the source and destination. Today the haulier has 40 routes generating 160 departures per day. Long-distance services are mostly operated using a concept known as *spetsbyte*, i.e. the trucks meet up at the halfway point along a route and switch drivers. The haulier has 1,100 vehicles and trailers, and covered 33,831,490 km in 2022 – i.e. 845 times around the Earth.

## Transition at Schenker Åkeri

Schenker Åkeri is working actively to reduce its climate impact by investing in vehicles, energy supply and technologies that do not rely on fossil-based energy sources.

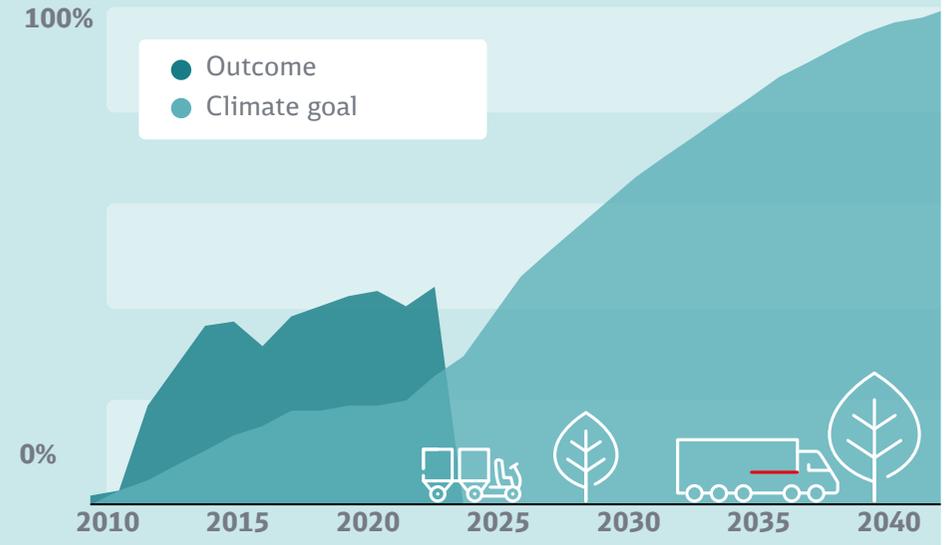
Schenker Åkeri has developed a transition plan. Technological development is advancing, and the plan is revised twice a year in order to remain up to date. For Schenker Åkeri, it has been essential to illustrate the actual reduction in CO<sub>2</sub> achieved by switching to more efficient vehicles and providing training for drivers.

One year ago, the forecast was that it would take 3-7 years for distribution vehicles to be electrified, but we now see greater potential within 3-5 years.

The transition to electrified long-distance transport services over even longer distances is under way, although development of the vehicles is a few years off yet.

Schenker Åkeri works closely with both vehicle suppliers and energy producers, currently focusing strongly and broadly on new battery systems and research centres. However, it is somewhat uncertain whether batteries or fuel cells will dominate for heavy goods transport. Product development in combination with commercial development are the driving forces here, and that is what will influence future investment. It is essential

## Goals & Outcome Reduced emissions (CO<sub>2</sub>e) Schenker Åkeri



that the products work for the business. In ten years, the haulier expects 95% of its vehicle fleet to be electric vehicles.

In order to achieve our goals, Schenker Åkeri is also working systematically to improve transport efficiency » [page 41](#). The drivers regularly complete CPC courses, in which they can work on eco-conscious measures. Our vehicles are monitored on a monthly basis with regard to energy consumption and use

of driver-assistance systems. The haulier has also limited idling by means of automatic shutdown and limited the permitted speed in cruise control to reduce environmental impact.

Schenker Åkeri is participating in a number of projects to drive development forward, including E-Charge » [page 37](#), and HCT » [page 39](#).

\* Kristianstad, Malmö, Värnamo, Helsingborg, Jönköping, Linköping, Stockholm, Skellefteå, Södertälje, Visby, Umeå, Luleå, Norrköping, Örnköldsvik, Västerås, Örebro, Vetlanda, Gävle, Varberg, Borås.



## Vehicle fleet

Vehicle fleet, Sweden, Number	2020	2021	2022
Light vehicles < 3,500 kg	415	439	461
Heavy vehicles 3,501 kg–7,500 kg	104	76	47
Heavy vehicles 7,501 kg–12,000 kg	281	314	262
Heavy vehicles > 12,000 kg	2,364	2,520	2,516
<b>Total</b>	<b>3,164</b>	<b>3,349</b>	<b>3,286</b>

Vehicle fleet, Schenker Åkeri, Number	2020	2021	2022
Light vehicles < 3,500 kg	91	118	120
Heavy vehicles 3,501 kg–7,500 kg	0	0	0
Heavy vehicles 7,501 kg–12,000 kg	0	0	0
Heavy vehicles > 12,000 kg	507	644	580
<b>Total</b>	<b>598</b>	<b>762</b>	<b>700</b>

Number of company cars	2020	2021	2022
Electricity	*	*	58
Plug-in hybrid	*	*	59
Diesel/biodiesel	*	*	171
Gas/biogas	*	*	5
Petrol	*	*	54
<b>Total</b>	<b>*</b>	<b>*</b>	<b>347</b>

Number of vehicles per engine class, DB Schenker Sweden	2020	2021	2022
Euro 3	3%	2%	2%
Euro 4	4%	3%	3%
Euro 5	28%	23%	17%
Euro 6	65%	72%	77%

Number of vehicles per engine class, Schenker Åkeri	2020	2021	2022
Euro 5	27%	9%	5%
Euro 6	73%	72%	95%

Number of vehicles per engine class, DB Schenker Europe	2020	2021	2022
Euro 3	*	*	4%
Euro 4	*	*	12%
Euro 5	*	*	19%
Euro 6	*	*	65%

\* Not reported in previous years

## How do we choose renewable fuels?

**We see the transition to renewable fuel as a two-stage process. Initially we need to move away from our reliance on fossil fuels as fast as possible, and we will do that with biofuels. The ultimate goal is to be completely emission-free, and for that we need to transition to renewable electricity, either battery-powered operation or electrofuels.**

We are assessing all available fuels and continuously evaluating all available alternatives based on risk, cost and potential. It is essential for us to monitor political developments over the short and long term, so that the choices we make are future-proof even if the political situation changes.

We will achieve freedom from fossil fuels by means of biofuels such as HVO, RME and liquefied biogas (LBG or CBG). In order to achieve the goal of being emission-free, we need to transition to electricity, green hydrogen or other electrofuels. The maturity of the various fossil-free and zero-emission alternatives differs. The prerequisites, such as infrastructure and vehicles, are all at different stages in terms of progress and so biofuels will play an important role for many years to come. There is a great deal happening on the fuel market, which unfortunately makes

the price of biofuels very unstable at times, but we are also seeing the total quantity of renewable fuels steadily rising. In 2022, we used 40% biofuels in our Swedish network. This is a significant increase compared with the previous year, which is very pleasing.

In order to phase out fossil fuels and promote sustainable, renewable fuels, a number of policy instruments are being introduced at both national and EU level. Two particularly important instruments are the reduction obligation, which aims to increase the proportion of biofuel, and the Renewable Energy Directive, which aims to ensure that the biofuels used are sustainable.

### What's happening with the reduction obligation?

The reduction obligation is a Swedish policy instrument requiring every fuel supplier to reduce the greenhouse gas emissions from petrol and diesel on an annual basis by adding a certain percentage of renewable content to their fuel. The reduction levels for 2022 were 7.8% for petrol and 30.5% for diesel. When the reduction obligation was introduced, the intention was that the requirements would increase up until 2030, by which time they would be 28% for petrol and 66% for diesel. The decision has now been made to freeze this increase in 2023.



At the government press conference on 18 October 2022, Prime Minister Ulf Kristersson announced that the reduction obligation is to be adjusted downward in line with the EU's minimum level from 1 January 2024 and will remain there while the current government remains in power. The message from the government is that they want to achieve Sweden's net-zero target by 2045 by focusing instead on expanding nuclear power, carbon capture and expanded charging infrastructure.

### Renewable Energy Directive for sustainable biofuels

The EU Renewable Energy Directive (RED I, RED II, RED III) was introduced in 2009 and aims to establish common rules and targets for the development of renewable energy

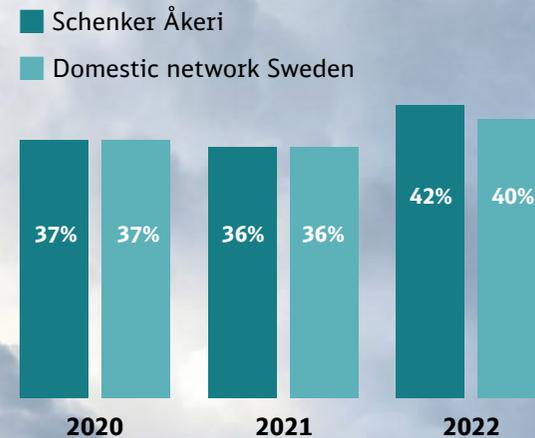
within all sectors of the EU economy. The directive, which became legally binding in 2021, establishes common rules for removing barriers, stimulating investment and driving cost reductions within renewable energy technology.

The Renewable Energy Directive includes, among other things, sustainability criteria for bioenergy, which has been particularly essential, as use of the wrong raw materials can cause more harm than good to the climate. The sustainability criteria aim to close a number of loopholes that may conflict with the EU strategy for biodiversity, and legislation is continually being strengthened. For example, using biomass from primary forests, forests with high biodiversity value and use of stumps and roots is banned.

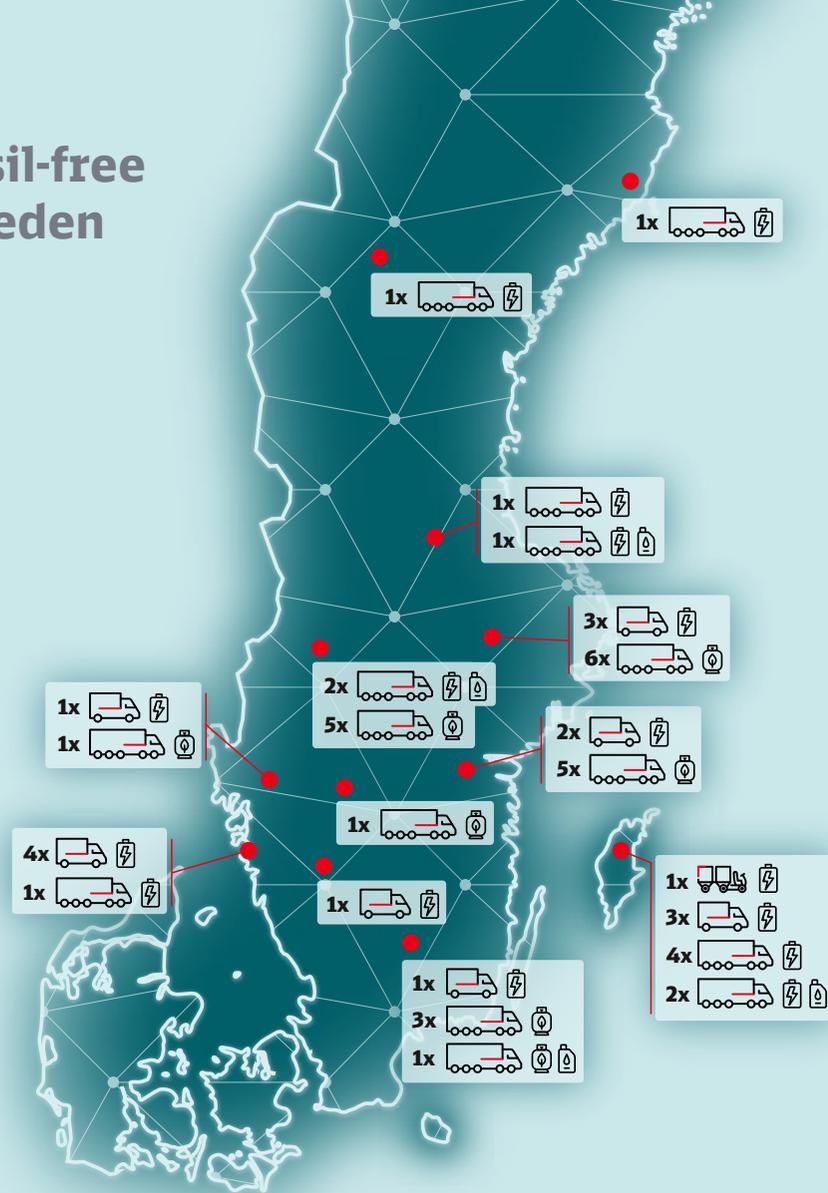
# Fuel in our Swedish network

Quantity of fuel		
Liquid fuel (l)	DB Schenker's domestic network	Schenker Åkeri
100% Biofuel (HVO100)	5,972,237	110,035
100% Biofuel (RME100)	770,477	3,396
50% Biofuel (Diesel with 50% HVO)	223,581	-
40% Biofuel (Diesel with 40% HVO)	48,590,230	10,800,629
35% Biofuel (Diesel with 35% HVO)	17,824,393	497,556
20% Biofuel (Diesel with 20% HVO)	1,922,072	-
7% RME (MK 1 Diesel with 7% RME)	7,550,944	-
LBG – liquefied biogas	473,729	-
LNG – liquefied natural gas	125,158	-
ED95	44,800	-
Petrol E10	5,317	-
<b>Total quantity of liquid fuel</b>	<b>83,502,938</b>	<b>11,411,616</b>
CBG – compressed biogas (m³)	5,500	
Electricity, kWh	228,366	46,488

## Proportion of renewable fuel



# DB Schenker's fossil-free vehicle fleet in Sweden



**Electrically powered delivery bicycle**



**Electrically powered delivery van**



**Electrically powered truck**



**Electric hybrid truck**



**Biogas truck**



**Biogas hybrid truck**





## What does electrification mean for us?

**DB Schenker's long-term global goal is for all transport – by sea and air and on land – to be powered by renewable electricity.**

Within ocean and air transport this will be a case of joining forces and paving the way for future electrofuels. For land transport, battery-powered operation will be the focus in the short term, while the slightly longer term options will be hydrogen and other electrofuels.

Here at DB Schenker Sweden, we are best equipped at present for exerting influence on our land transport operations, and primarily the transition to battery-powered vehicles. The transition to emission-free technology will not just affect our vehicles, but all our processes. Certainly the key focus is the vehicles and their capacity, but we need to re-evaluate and develop many elements of our operation.

### Quality

We aim to safeguard our high quality standards and must ensure that, as we transition, we can maintain and further improve our delivery precision, so customers can continue to rely on our transport services.

### Transport efficiency

We want to use as little energy as possible and maintain our level of transport efficiency when carrying out our assignments. With that in mind, we must ensure that electrification does not result in suboptimisation of the transport system.

### Charging infrastructure

We need to ensure that the charging infrastructure we put in place enables us to charge vehicles in the right place at the right time with a view to transport efficiency, work environment and driving and rest times for drivers.

### Power

We need to ensure that we have enough power in the power grid to cover our energy needs.

### Electricity supply

We need to continue to ensure a cost-effective supply of electricity from renewable energy. We also want to produce even more of our own renewable electricity and to map the need for storing electricity at our properties.

### Design of terminals

We will evaluate the design of our terminals and adapt it to ensure optimal charging infrastructure.

### Business agreements

We will develop business agreements with our partners based on the new prerequisites.

### Products and offers

We will develop new products and offers that can be adapted to an ever-changing market.

### Minimising risks

We will investigate new risks linked to electrification, such as fires, and develop relevant plans to deal with these.

## Gotland – our first electrified district



**In June, Schenker Åkeri took over distribution activities on Gotland, which gave us a unique opportunity to electrify an entire region in one go.**

With three delivery vans and four trucks, all electrically powered, and two hybrid trucks powered by electricity and HVO, we have successfully made all our distribution activities on Gotland fossil-free. We also have an

electrically powered bike that operates within the town of Visby, primarily distributing parcels within the town walls.

The transition process on Gotland has provided excellent knowledge of how to successfully implement large-scale electrification of our transport services. It has been particularly useful to have implemented the transition within a clearly defined area, where we could try things out in order to

optimise charging arrangements, analyse the impact of electrification on the routes, the effects of extreme cold and the impact of varied topography. We can now use this knowledge from Gotland when developing our terminals, planning future charging infrastructure and taking stock of power requirements. The most important factor of all is to disseminate the knowledge gained to our partner hauliers.

“Electrically powered operation is here to stay. Gotland is an example of how we are transitioning to fossil-free and almost exclusively electrically powered distribution. That’s what we need to do in order to achieve our climate goals.”

Tomas  
Johansson,  
Managing  
Director,  
Schenker  
Åkeri



# How to electrify a district

We currently have around 25 districts in Sweden and as we transition to electric power this will have a major impact on each district, since it will affect factors such as electricity supply and charging infrastructure. The change process also has an impact on dialogue with local hauliers. Local collaboration and commitment to the transition will affect how quickly we can manage to switch. One district that has made a real success of this is Gothenburg, thanks largely to the strong commitment from the district management team, our partner hauliers and the Gothenburg Green City Zone project.

## Gothenburg Green City Zone

In 2021, Business Region Göteborg (BRG) launched the Gothenburg Green City Zone project, in which companies, civic society stakeholders and researchers join forces to develop, test and scale up new technology for vehicles and infrastructure. The objective is for all transport in Gothenburg to be totally emission-free by 2030.

Business Region Göteborg and DB Schenker entered into a joint project with the aim of analysing and learning from live traffic, understanding flows and needs, and how and where charging stations need to be sited to enable the vehicle fleet to be scaled up further and the next step to be taken. The project developed general

analysis methods for electrification that will also be useful to other hauliers. The intention is to facilitate rapid scaling up across the entire sector to help achieve the goal of the initiative – to create an emission-free transport system by 2030.

Developing a calculation model has identified electrification potential, at terminals and depots, within the Gothenburg region. The results from the research showed that there is potential to charge 60-75% of the existing vehicle fleet at terminals and depots. It also revealed that roughly 35% of the vehicle fleet will need supplementary charging to cover their daily driving distances.

The project, which was managed by DB Schenker Consulting, concluded in June 2022. At the end of 2022, five vehicles operating in central Gothenburg were powered by electricity, four delivery vans and one distribution vehicle from hauliers TGM and Bäckebol's Åkeri. At the turn of the year, an additional four vehicles were introduced, so we can deliver parcels by electric vehicle to all central parts of Gothenburg.

The project in Gothenburg has concluded, but we can now use the methods developed to analyse all our districts. This will provide a good basis for local discussions between our district managers and committed partner hauliers.



# How do we go about electrifying heavy goods traffic?

**Electrification is progressing at different rates for different vehicle segments. The smaller the vehicle, the easier it is to electrify. Our global goal is for all DB Schenker transport to be electrified. We currently transport goods using electrically powered vehicles on short routes within towns and cities, but long-distance electrified transport presents a number of challenges. As a result, we have chosen to join the eCharge project, with DB Schenker Consulting representing DB Schenker.**

DB Schenker and 13 other leading stakeholders within sectors including vehicle manufacturing, academia, logistics, the power grid, electricity companies and fuel\*, are joining forces with the Swedish state to focus specifically on electrification of heavy road transport. The aim of the project, which will run between December 2021 and December 2024, is to:

- Develop vehicles that can drive for 4.5 hours – charge for 45 minutes – drive for 4.5 hours.
- Contribute to the first version of a Megawatt Charging System (MCS).



- Establish and operate a system demonstrator, with which vehicles are driven in actual logistics flows and charged using MCS chargers, with possible support from local energy stores.
- Gather and build up knowledge on the complete logistics system, business case, possibilities and risks.
- Prepare for a large-scale system demonstration with significantly more logistics flows and necessary charging infrastructure.
- The purpose of the project is to conduct research and test all necessary aspects to enable the use of battery electric vehicles for our long-distance transport operations.

## What does the testing involve?

The testing will take place as part of actual logistics flows in Sweden, and Schenker Åkeri, ICA and Tommy Nordbergh Åkeri will test vehicles from Scania and Volvo on long-distance journeys.

The preparations will be handled by the project partners\* and the aim is to have charging stations in place in the first half of 2023, to enable vehicles to go into operation in the second half of 2023. The combination of partners makes it possible to take a comprehensive approach to all necessary aspects to be researched. One essential element for success is to ensure that vehicle batteries can be charged in accordance with the relevant regulations regarding driving and rest times. The nature of the transport makes it appropriate for the project to plan a schedule in which the trucks are driven for a maximum of 4.5 hours at a time, before the driver must take a break of at least 45 minutes. This means it must be possible to charge the trucks during these breaks, and so high-power charging (MCS) is now being developed. The technology is being developed by ABB and will be installed at public charging stations at Circle K and OKQ8 locations.

## Research – an important element of the project

The academic research is being conducted by the Swedish Electromobility Centre (SEC), through Linköping University, Lund University, Uppsala University, and Chalmers. The aim is to conduct research on all areas linked to challenges presented by the project: from vehicle energy consumption, dimensioning of chargers, charging stations, impact on the power grid, to how the logistics system and its cost efficiency will be affected. One important aspect is to develop models to define and simulate the system, to enable study of what happens when the system is scaled up, as well as to identify what changes to policies and regulations are needed or desirable in order to facilitate transition and scaling up.

\* Project participants: ABB, Chalmers, Circle K, DB Schenker, Schenker Åkeri, Lindholmen Science park, ICA, OKQ8, Linköping University, Lund University, Scania, Tommy Nordbergh Åkeri, Uppsala University, Vattenfall, Volvo.

# How do we tackle innovation for transport of the future?

Innovation is important for finding suitable sustainable transport solutions for the future. Under the guidance of our consulting company, Schenker Consulting AB, we are pursuing a number of interesting innovation projects together with our partners within academia, authorities and other stakeholders in the business sector. In 2022, DB Schenker Consulting conducted a number of projects, including those mentioned here, and 'Electrification potential in our districts' » page 36, eCharge » page 37 and Gothenburg Green City Zone » page 36.

## REEL 2

REEL is a national initiative with the aim of accelerating the transition to electrified heavy transport together with leading Swedish stakeholders. The project, which is closely linked to eCharge, is managed by CLOSER at Lindholmen Science Park. The initiative involves establishing, running and evaluating around 60 different regional logistics flows and brings together numerous different stakeholders such as transport buyers, freight forwarders, hauliers, terminal operators, charging point operators, electricity grid

companies, and suppliers of management systems, charging equipment and vehicles. The aim of REEL 2 is to create an experimental and theoretical base that can be used to accelerate large-scale regional electrification. The project is focusing on heavy battery electric trucks (>16 tonnes) and charging systems. It will investigate how we can ensure sufficient charging power is available at the charging points sited where the electric vehicles will have downtime. The purpose of the project is to create more integrated, efficient and innovative system solutions that evaluate and make use of efficiency benefits from a climate, local environment and traffic perspective, as well as minimising logistics losses and additional costs.

REEL 2 builds on the results from REEL 1, in which a number of challenges were identified that currently hamper the transition to fully electric trucks. The project brings together relevant stakeholders for consortium meetings in order to agree on areas of focus, and to discuss and analyse different proposals. These meetings and workshops are where DB Schenker can share its experience from earlier electrification projects and the expertise we possess within these areas.

The REEL initiative is in full swing and the first fully electric distribution truck has been introduced in northern Sweden. Godstransportservice (GTS) in Umeå, one of DB Schenker's partner hauliers, is an active participant in REEL and is also the haulier operating the initiative's first fully electric distribution truck in northern Sweden. The electric vehicle operates on 8-hour shifts on weekdays and distributes construction material to the University Hospital of Umeå. In addition, the vehicle is also used for distribution of parcels and pallets in and around Umeå. The vehicle's performance, in the far north and over long, tough winters, will provide important results for the REEL initiative.

## Electrification in south Stockholm

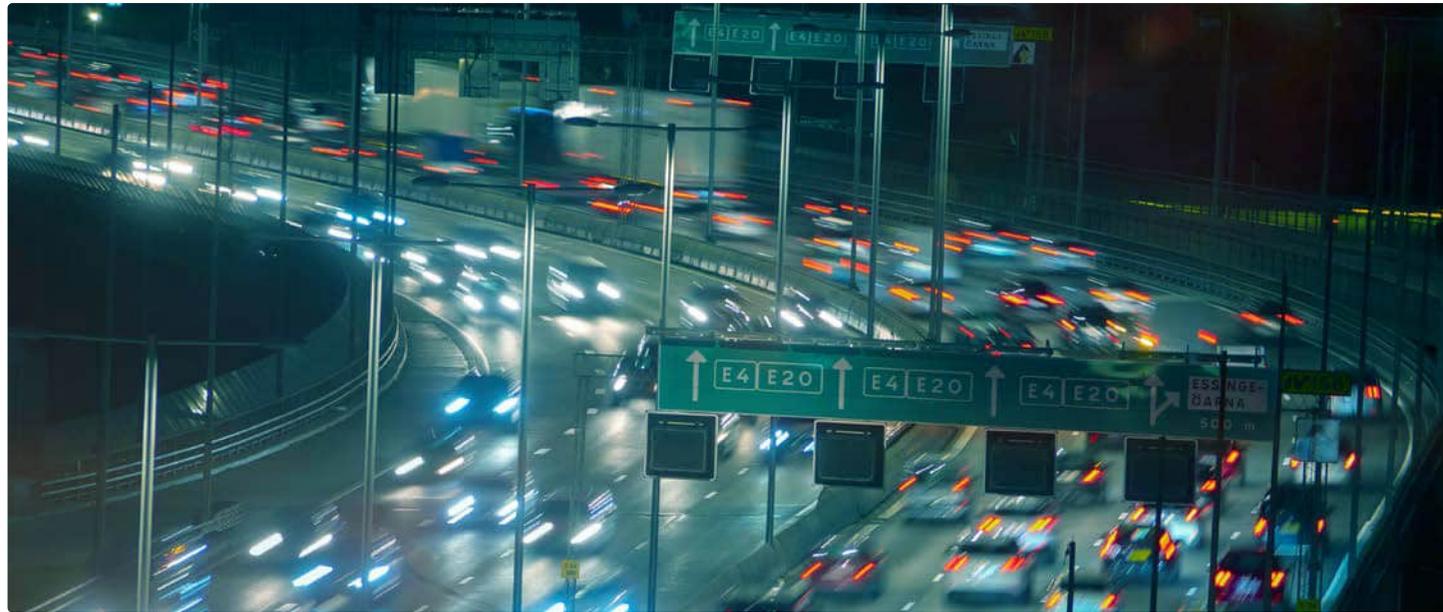
In February 2022, DB Schenker opened a new freight and parcel terminal in Almnäs in Södertälje. The Almnäs district has proven popular for establishing logistics operations, and the neighbouring municipalities of Södertälje and Nykvarn want to ensure sustainability is a major focus in the local area. Consequently, we wanted to be part of the project for 'Electrification in south Stockholm'.

The project, which was launched in September 2020, aims to promote electrification in the area in order to reduce emissions from the increasing road traffic. The project, headed by Sweco and implemented as an industry-wide collaboration between the business sector, municipalities and academia, investigated how we could introduce electrified hub-2-hub transport between Almnäs and Södertälje. It explored requirements for and obstacles to introducing electrified transport and looked in detail at local requirements for transport flows in terms of infrastructure, power, and more.

The project enabled a number of conclusions to be drawn. The technology for the solution already exists, but logistics areas need to be planned based on large-scale electrification taking place, alongside identifying a variety of strategies for how electrification can generate profitable and efficient transport. One important conclusion was that collaborative arrangements will be of major significance in paving the way, and the project also presented a proposal for continued work within the area. The recommendation is to commence electrification on a small scale, and scale up down the line.

### Electric roads

On behalf of the Swedish government, the Swedish Transport Administration decided to implement an



electric road pilot project for heavy goods traffic in 2021. The purpose is to evaluate and demonstrate the technology used, as well as showing how the entire electric road system with associated services could work. The electric road, which is being built along the E20 between Örebro and Hallsberg, will be Sweden's first permanent electric road installation. It is located in the heart of Sweden's logistics triangle between Gothenburg, Malmö and Stockholm, which gives great potential for future large-scale expansion of electric roads in Sweden.

Naturally it is hoped that the project will lead to large-scale expansion of the electric road network in both Sweden and Europe, and consequently many parties are taking an

interest, including electricity market players, vehicle manufacturers, hauliers and freight forwarders, and telecoms companies. DB Schenker is a stakeholder in the ongoing project.

### High Capacity Transport

DB Schenker has been conducting field tests with High Capacity Transport (HCT) for many years, and in 2022, the Swedish government finally took the decision to extend the maximum length of vehicles from the current limit of 25.25 metres to a length of 34.5 metres. This decision will allow vehicles with a maximum length of 34.5 metres to be driven on certain selected routes in Sweden from 31 August 2023.

We take a very positive view of this government decision because we know from our tests that these truck sizes and vehicle combinations will enable us to reduce emissions and improve transport efficiency. We have been conducting field tests for many years together with Volvo, the Swedish Transport Administration, CLOSER (via Lindholmen Science Park), Wabco, and others, in which Schenker Åkeri, with permission from the Swedish Transport Agency, has been driving a 32-metre vehicle between Gothenburg and Malmö as part of its daily operations. Our participation in the project has been managed by DB Schenker Consulting.



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# DB Schenker's electrified vehicle fleet in Europe



<b>France</b>	<b>eVans:</b>	Gennevilliers, Rungis
	<b>eCanter (7.49 tons):</b>	Gennevilliers, Rungis, Coignieres, La Rochelle, Strasbourg
	<b>Cargo (e)Bikes:</b>	Lille, Angers, Rennes, Saint Malo, Nantes, Bordeaux, Strasbourg, Lorient, Le Touquet, Chartres, Montpellier, Nice, La Rochelle, Clermont Ferrand, Vannes, Pau, Tours, Lyon
	<b>Hybrid trucks:</b>	Angers, Rouen, Troyes
<b>Poland</b>	<b>eVans:</b>	Warsaw
<b>Denmark</b>	<b>eCanter (7.49 tons):</b>	Copenhagen
	<b>eCanter (7.49 tons):</b>	Tilburg
<b>Spain</b>	<b>eCanter (7.49 tons):</b>	Madrid, Barcelona
<b>Italy</b>	<b>eVans:</b>	Milano
	<b>eCanter (7.49 tons):</b>	Milano
<b>United Kingdom</b>	<b>eCanter (7.49 tons):</b>	Bradford
<b>Ireland</b>	<b>eCanter (7.49 tons):</b>	Dublin

<b>Germany</b>	<b>eCanter (7.49 tons):</b>	Berlin, Coburg, Dortmund, Frankfurt, Hamburg, Ilsfeld, Mannheim, Nürnberg
	<b>eTrucks:</b>	Hamburg
<b>Austria</b>	<b>eCanter (7.49 tons):</b>	Innsbruck, Linz, Salzburg, Vienna
	<b>Cargo (e)Bikes:</b>	Salzburg
<b>Norway</b>	<b>eVans:</b>	Bergen, Bodø, Drammen, Fredrikstad, Mo i Rana, Oslo, Stavanger
	<b>eCanter (7.49 tons):</b>	Oslo
	<b>eTrucks:</b>	Drammen, Oslo
	<b>Cargo (e)Bikes:</b>	Bergen, Oslo, Stavanger
<b>Sweden</b>	<b>eSprint:</b>	Göteborg, Borås, Linköping, Växjö, Uddevalla, Visby, Västerås
	<b>eTrucks:</b>	Göteborg, Borlänge, Umeå, Östersund, Gotland
	<b>Hybrid trucks:</b>	Falun, Karlstad, Gotland
<b>Finland</b>	<b>eVans:</b>	Jyväskylä, Oulu, Vantaa
	<b>eCanter (7.49 tons):</b>	Helsinki, Turku
	<b>Cargo (e)Bikes:</b>	Helsinki
<b>Slovenia</b>	<b>eVans:</b>	Ljubljana

13 BEKÄMPA KLIMATFÖRÄNDRINGARNA



## How do we improve transport efficiency?

**When working towards our goals, fuel is naturally our key focus, but it is also important for us to continually optimise our operations, so that we use as little energy as possible.**

We are taking a number of different approaches to improve transport efficiency. For example, increasing the fill rate of our vehicles, improving our route optimisation and minimising the number of cases where we have to drive out to a customer twice. Multiple delivery attempts are not something we want, but sometimes it happens that a customer is not present when we try to deliver goods or for some reason cannot accept the delivery. In order to avoid this, we maintain close dialogue with our customers so as to avoid misunderstandings. Together with our customers we also strive to coordinate goods deliveries as much as possible. For instance, this could be a customer agreeing for us to collect goods as part of our milk-run route rather than us arranging to go out at an agreed time with another vehicle.

### **Schenker Åkeri increasing its fill rate**

Fill rate has a major impact on transport efficiency, and Schenker Åkeri is working hard to maximise its fill rate every day. To assist with this, we have an advanced tool that helps us to adjust daily services and the need for vehicles according to actual volumes. The tool uses historical data, information



on customer bookings, etc. to maximise productivity and optimise resource planning for vehicles and staff. All our units have their own target numbers and are working hard, with results communicated on a daily basis.

Within the parcel segment, we have developed a method, used at a number of locations, where we pre-load the goods into delivery vans with internal shelves that the driver can

access directly from the cab. The concept has proved to work well and increases efficiency, while also improving the work environment, as the driver spends less time exposed to traffic.

We are constantly looking at ways to improve even further, and right now we are working on a project to improve our route optimisation through increased digitalisation and introducing artificial intelligence.

## How do we collaborate with our hauliers?

**Our partner hauliers are our largest and most important supplier group. For over 60 years, we have had a very close partnership with our hauliers, a partnership coordinated via BTF, Bilspeditioner Transportörförening.**

**We currently work with approximately 130 hauliers within our domestic operations and approximately 50 hauliers within our international operations.**

### Supplier evaluation of new hauliers

Before any haulier is allowed to drive for us, a thorough check is conducted to ensure that all important documentation is in order (AEO security declaration, corporate tax certificate, insurance cover, certificate of registration, operating permit and confirmation of liability). We also check against the UN sanctions list.

### Regular supplier evaluations

We maintain a very close dialogue with our partner hauliers, and numerous different meetings are held to discuss operational, tactical and strategic issues. Each year, we also regularly conduct the following checks:

- **Check of tax assessment certificate**
- **Check of operating permit**
- **Annual carrier follow-up**

Two questionnaires are sent out at the start of the year. One focuses on vehicles & fuel and is used as documentation for the sustainability report. The other consists of questions about the business, road

safety, the environment, quality, work environment, regulations and procedures, and more.

- **Local follow-up meetings**

Local meetings are held for the district, at which our staff, together with the hauliers, follow up face-to-face on the results from the questionnaire, discuss relevant matters and draw up any action plans.

- **Central Audit**

Supplier audits are conducted according to a five-year plan. Audits check compliance with the transport contractor agreement, as well as a number of points in a specific checklist. Discussions are held with the haulier regarding status and scope for improvement. This is a joint process involving local and central staff.

- **Speed measurements**

Speed measurements are conducted annually. The results are documented and communicated to the hauliers concerned, and action plans are requested and followed up. Read more on [» page 64](#).

### What do I need to be aware of as a transport buyer?

As a transport buyer, it's important to be aware that there is a law in Sweden that entails specific responsibility for all companies purchasing road transport services. In practice this means that anyone purchasing a transport service must check that the provider holds an approved operating permit. At DB Schenker we ensure that all our hauliers hold an approved operating permit by checking the road traffic register on a daily basis.





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“Our member hauliers are an essential element of Sweden’s goods supply network, ensuring that goods reach factories, shops and consumers, as in total we have around 3,500 vehicles carrying out daily transport services for DB Schenker. For us, the transition process to climate-neutral transport is the most important issue to deal with for our activities both in the here and now and in the longer term. This means that we are working with alternative fuels such as HVO and biogas for our longer-distance transport services in parallel with electric vehicles for short distances, primarily city distribution. Progress is rapid and is very important to us.”

Per Söderberg, CEO of BTF (Bilspeditioners Transportörförening)



“Challenging conditions in the wider world make collaboration increasingly important. A partnership gives you the courage to go for it. We challenge and inspire one another to come up with new innovative solutions, which is what the transition process requires. DB Schenker, BTF and the hauliers have a long, successful partnership and stand strong together to face future challenges.”

Anna Hagberg, Head of Network & Linehaul Management/Head of Road Brokerage

“Through our long-standing relationship with our partner BTF we have been able to jointly push forward and be at the forefront of contributing to the transition in Sweden’s transport industry. Over the years, we have jointly promoted new and innovative fuels and working methods in order to facilitate a high level of productivity and efficient transport chains, always with a focus on our environmental impact.”

Leif Sundberg,  
Head of Collection & Distribution



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13 CLIMATE ACTION



# What demands do we make of our partners?

Most of DB Schenker's transport services are carried out by one of our partner hauliers, shipping companies or airlines. In order for us to successfully achieve our sustainability goals, we need to have extremely close and committed collaborations with our partners, as well as setting clear and demanding requirements.

## Requirements for all our suppliers

All our partners must comply with our basic requirements, and key among these are the » ten principles of the UN Global Compact, which form the basis of » DB Schenker's Code of Conduct. The requirements are binding and must be followed by all our partners. The UN Global Compact is based on the Universal Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and the United Nations Convention against Corruption.

## DB Schenker's basic requirements

- Sign the DB Schenker Code of Conduct
- Commitment and willingness to create strategic long-term relationships
- Well-established points of contact for employees at all levels of the organisations

- Low risk of capacity problems
- Successful environmental results
- Good communication, quick decision-making and short decision paths
- Global coverage to meet all of our customers' needs

## International carriers

Our global partners, chiefly within the ocean and air sectors, are evaluated by the central purchasing department at our global head office in Essen, Germany. Each year our existing and prospective suppliers take part in a comprehensive assessment, on the basis of which we choose a number of key suppliers, known as Preferred Carriers. Collaboration is ongoing with our selected partners to enable us to collectively improve performance and contribute to achieving our sustainability goals.



## How can we measure our emissions?

**Measuring emissions is crucial in order to know whether climate goals are being achieved. We are seeing great interest from our customers, who want to simulate emissions from future transport operations and measure the level of emissions generated by completed transport runs.**

This is why we offer two tools that our customers can use to analyse their carbon footprint: » [EcoTransIT](#), which is used to assess future transport, and » [eSchenker Emissions Reports](#), which present the approximate carbon footprint of our completed transport runs.

DB Schenker's emissions reports follow the Greenhouse Gas Protocol (GHG) standard developed by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD). Our calculations are also based on the most widely used and accepted standards, namely GLEC, ISO 14064 and EN 16258.

### Important to know about emissions calculations

It is important to be aware that emissions calculations are complex. They are based on data that can be defined, delimited and measured in different ways. The results from different emissions reports are based on differing assumptions and it is therefore not possible to compare them with one another, which is frustrating for many of our customers. The existing standards regulate how to measure and report emissions of greenhouse gases, but the standard does not regulate the quality of data to be used. In order to improve



the situation, here at DB Schenker we are involved in developing a new ISO standard, ISO 14083.

As a complement to DB Schenker's standard report, we also offer, via DB Schenker Consulting, an advanced emissions report with a greater level of detail.

### Advanced emissions reports

Our consultancy company » [DB Schenker Consulting](#) helps our customers with advanced emissions reports. DB Schenker Consulting's report is more detailed and more customer-

specific than the standard report that DB Schenker offers via eSchenker. The level of detail in DB Schenker Consulting's emissions report, regarding fuel and vehicle type, for example, is determined in consultation with the customer. DB Schenker Consulting produces a comprehensive analysis, and the results can be presented in various ways depending on the customer's requirements and purpose. The emissions report also includes an action plan with concrete measures that can help to reduce climate impact, such as change of fuel, greater consolidation or alternative means of transport.

# Carbon offsetting – a complementary measure

**We are working hard to transition as fast as possible, but unfortunately not all prerequisites are in place to fully transition all methods of transport at present. In order to compensate for the negative climate impact from our transport activities, we choose to employ carbon offsetting as a complement to our transition work.**

## How does it work?

The concept behind carbon offsetting is that the party causing the emissions pays for a reduction in emissions of the corresponding amount elsewhere. The concept of ‘climate offsetting’ or carbon offsetting comes from the UN’s Kyoto Protocol from December 1997. The agreement, signed by 192 nations, includes a commitment to reduce greenhouse gas emissions by means of carbon offsetting, among other measures. The aim was to create a mechanism that helps to mitigate climate change by getting rich countries to pay towards climate transition measures in poor countries.

## How do we know that it works?

If carbon offsetting is to work, it must lead to real reductions, not just initiatives that temporarily look good, and to counter bogus initiatives the UN introduced ‘The Clean Development Mechanism’ (CDM) in 2016, which means that such projects are subject to special requirements regarding

traceability, transparency, auditing and monitoring. DB Schenker is working with a global partner, » [Atmosfair](#), helping us to invest in CDM-certified projects. Our top priority is to invest in fossil-free energy production projects where we can see a clear reduction in greenhouse gas emissions.

In 2022, we invested in two Gold Standard CDM-certified projects. One of these projects is in Tonk, India, and enables renewable electricity production from mustard crop residues, and the other is in Nepal and enables the production of biogas. Both projects eliminate the need for fossil energy sources.

## Carbon offsetting as number of tonnes CO<sub>2</sub>

2020	2021	2022
3,119	21,480	15,443



# How do we improve our quality standards?

**We constantly talk about quality throughout our organisation. Quality ensures happy customers, while reducing our costs. Quality also makes us energy-efficient, and this helps to minimise our environmental impact. DB Schenker is certified in accordance with ISO 9001 and ISO 14001, which means that we aim to continuously improve and systematically raise our level of quality and reduce our environmental impact.**

## Systematic quality management

Quality is defined and measured in a variety of ways within our business, and improvement work is conducted by our employees within Operational Excellence (OE).

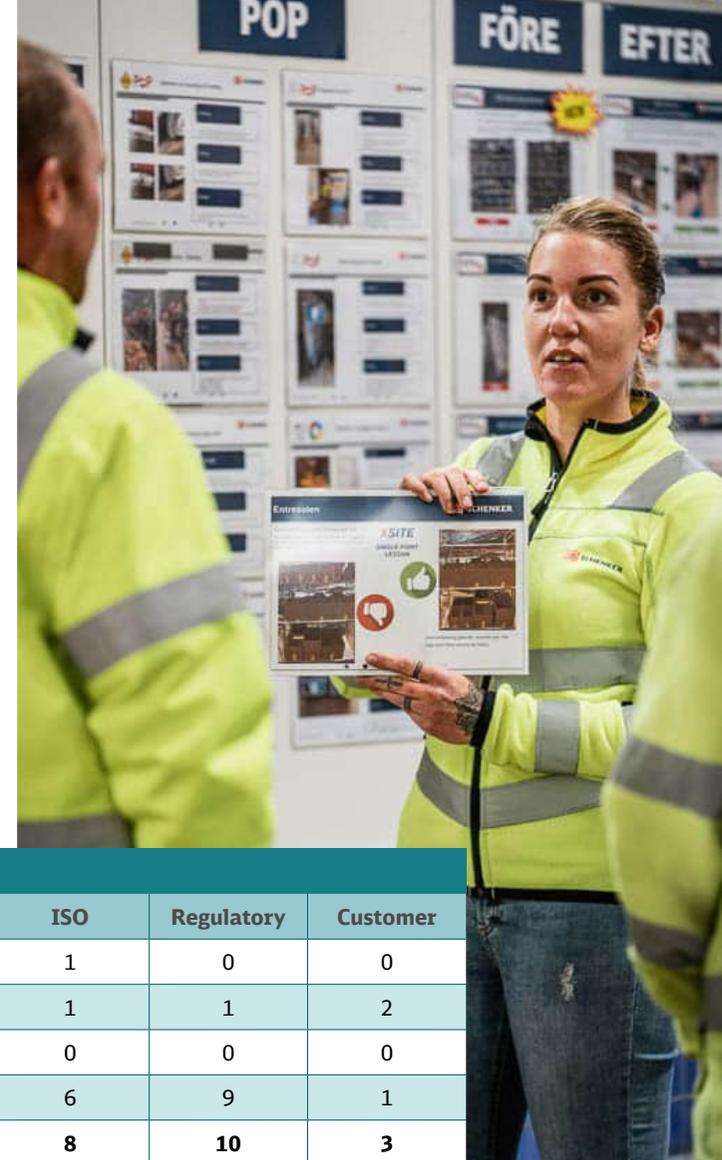
Quality work within our land transport organisation is particularly extensive, and we made a number of advances during the year. In 2022, we achieved our best result ever in terms of

delivery precision for domestic groupage and parcel deliveries, with a figure of over 97%. We have also strengthened our result for foreign groupage, with a figure of over 95%. The OE organisation works systematically to improve quality. A straightforward checklist has been developed specifying what all OE units are to do on a daily, weekly and monthly basis. A detailed analysis is distributed to all employees each week, and this

forms the basis of local improvement work. A large number of audits and follow-up meetings are also conducted on an annual basis.

A quality mindset is also firmly established within our Contract Logistics business area. All employees gather for a quality meeting prior to each shift. These meetings cover discussion of a number of key issues linked to safety, quality, results, staffing and continuous improvement. For example, the group discusses how we can improve our key figures, how to manage staff absences or how to meet our deadlines.

In 2022, 92 audits of our operations were conducted, 23 external and 69 internal. We also conduct an annual legal compliance check.



Internal audits 2022				
Company	ISO	Dangerous goods	Health Care (GxP)	Safety & security
Schenker Åkeri AB	6	0	0	0
Schenker Logistics AB	4	0	8	0
Schenker Consulting AB	0	0	0	0
Schenker AB	57	6	12	4
<b>Total</b>	<b>67</b>	<b>6</b>	<b>20</b>	<b>4</b>

External audits 2022			
Company	ISO	Regulatory	Customer
Schenker Åkeri AB	1	0	0
Schenker Logistics AB	1	1	2
Schenker Consulting AB	0	0	0
Schenker AB	6	9	1
<b>Total</b>	<b>8</b>	<b>10</b>	<b>3</b>



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7 AFFORDABLE AND CLEAN ENERGY



## What our customers think

**Our most important group of stakeholders is our customers, and our most essential function by far is to ensure satisfied customers. Consequently, it is essential for us to conduct a variety of regular customer surveys.**

### Our global customer satisfaction survey

The annual global customer satisfaction survey, conducted in 24 countries, focuses on measuring customer satisfaction, customer loyalty and customer views of our brand compared with our competitors. Here in Sweden in 2022, a total of 1,000 of our customers responded to the survey. The results show that we remain in a strong, stable position compared with our competitors. Looking at our score for ‘Overall satisfaction’, we scored 67 points, which is relatively strong. We achieved a particularly high score for reliability, and we can see that an increased proportion of customers are loyal, with repeat business. We always ask customers to tell us what they feel we could do better, and this year’s results show that we need to improve our communication and information, as well as our service in the context of customer calls. Every year we take careful note of feedback from our customers and follow up systematically on our corrective measures. Our plans to improve our results are implemented as soon as possible.

### NPS – Net Promoter Score

NPS is a metric we use globally to measure how satisfied our customers are on a regular basis. It is a

short survey in which the customer answers just one question, i.e. “How likely are you to recommend our company/product/service to a friend or colleague?” The respondents give a rating of 9–10 (satisfied), 7–8 (passive) and 0–6 (dissatisfied).

An NPS survey is a quick and simple way to determine customer satisfaction, and the customer’s response generates different levels of activity. The satisfied and passive customers receive a thank-you e-mail, while our sales team are instructed to contact all dissatisfied customers to see how we can improve our collaboration. We conduct NPS surveys four times a year, and the latest results show that 36% of customers were satisfied, 41% were passive and 23% were dissatisfied.

### Contract Logistics measures customer satisfaction

Every year our Contract Logistics business area measures customer satisfaction by asking questions linked to dialogue, collaboration, expertise, proactivity, innovation and customer satisfaction. Customers are given ten questions, eight of which involve grading us from 1 to 10, while the others are free text. The survey gives us a very good indication of what we need to improve. The results for 2022 showed that we have improved on all eight point-scoring questions compared with the previous two years, as the average response for six of them was higher than 8. We also received useful feedback on what we need to improve, for example, how we tackle proactivity and innovation in customer arrangements.

## Properties are an important element of our core business

Being a property owner and working to optimise property-related costs such as electricity, water and heating has historically been something of a tricky issue with regard to financial calculations between property owner and tenant. Over time, green leases and initiatives between tenants and property owners have shifted focus to a more sustainable and long-term trend.

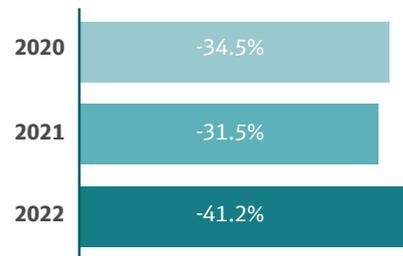
Having its own property company has enabled DB Schenker to overcome these historic difficulties, and we have long focused on optimising consumption and the carbon footprint from the business. Having an in-house property company ensures a high degree of knowledge regarding DB Schenker's needs and this facilitates optimisation and minimises environmental impact.

The big change we have seen in recent times is that the properties are an important element of development of our core business. The infrastructure and development of these properties is integral to achieving our ambitious goals, in both the short and slightly longer term. Being able to pursue this development via our own property company is crucial to ensure relevant knowledge is reflected in decisions.

Understanding what is needed to achieve carbon neutral operations and drive development of areas such as charging infrastructure and in-house electricity production in combination with operational optimisation and business development gives DB Schenker great scope for being a leader in the necessary transition process. This will help in achieving a sustainable society that we can pass on with pride to future generations.



**Energy reduction per sqm at DB Schenker's properties compared with base year 2013 (electricity+heating)**



Bengt-Arne Björk,  
MD Schenker Property Sweden  
AB, Head of Global Real Estate  
Management Cluster SEDKIS and Head  
of Cluster Spend Management.

# Making our properties sustainable

**There are numerous important sustainability issues linked to our properties. The most important of these is to minimise negative environmental impact from operations and to ensure our properties are used as a resource in our transition to carbon neutral operations.**

We operate and develop our properties via our property company Schenker Property Sweden AB, which implements a number of projects every year focusing on energy saving and energy production. Together with our partner SystemInstallation in Varberg, we systematically optimise energy use at our properties, which involves identifying any drains on energy such as leaking valves,

looking at operating times for temperature and monitoring inefficient management of doors, etc.

In 2022, we reduced our energy consumption by installing LED lighting in our buildings in Gothenburg and Jönköping, as well as in our outdoor post lights in Värnamo, Östersund and Umeå. In Helsingborg and Kristianstad we have replaced old ventilation systems with modern, energy-efficient systems. In Östersund, Kristianstad and Malmö we have remodelled the loading houses, which can be significant energy drains, if doors and weather seals are not working or being used as they should. Making sure that weather seals fit tightly and that doors close automatically saves a lot of energy.

During the year, we also conducted a communication campaign aimed at all

employees at our terminals. The campaign, which produced successful results, focused on the most common drains on energy and what we need to bear in mind in order to minimise unnecessary energy use.

## How do we increase in-house energy production?

DB Schenker in Sweden has four solar farms, which produced a total of 325 MWh of electricity in 2022. We use as much of this energy as possible, and any surplus energy that cannot be stored is sold to be used elsewhere.

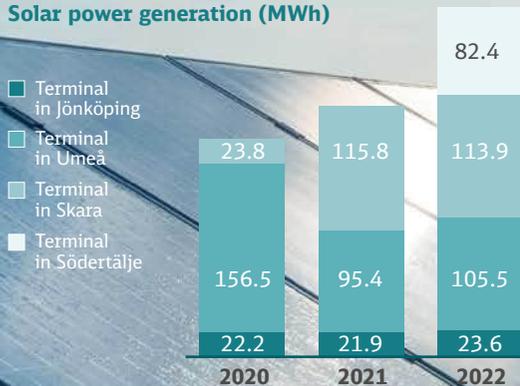
## New terminal in Södertälje

The new addition for 2022 was at our newly built terminal in Södertälje, which has been equipped with a total of 288 solar panels and is expected to yield annual production of 130

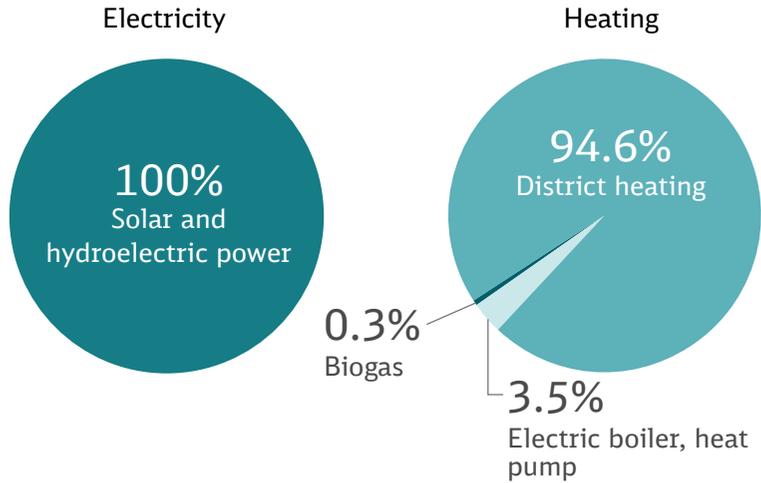
MWh. In Södertälje we have also installed a geothermal system that supplies the facility with heating, hot water and cooling.

Water management has been particularly important in Södertälje, since the nearby Lake Måsnaren is eutrophicated. Taking this into account, when we built the terminal, we retained as much vegetation as possible, avoided fertilising green areas, and we purify surface water in a special pond. This pond serves as a retention basin that protects against flooding in the event of heavy downpours, and it purifies the water, as sediment sinks to the bottom. We can also easily shut off the water in the event of any discharge. Sampling and analyses of pollutant levels are undertaken on a regular basis to ensure that the purification system is working as it should.

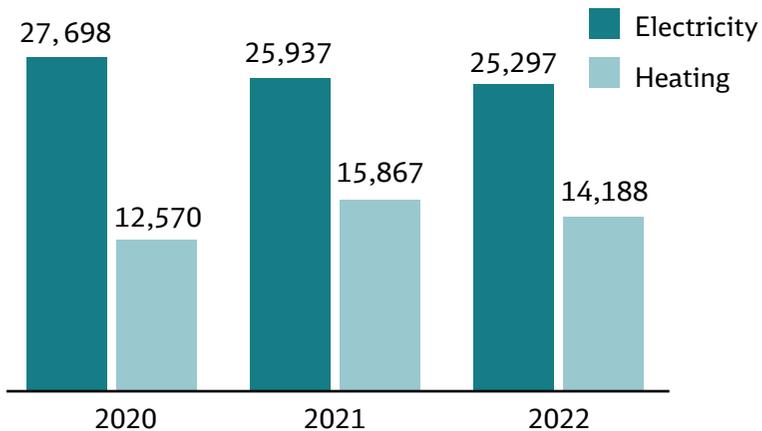
Solar power generation (MWh)



# Energy use by source

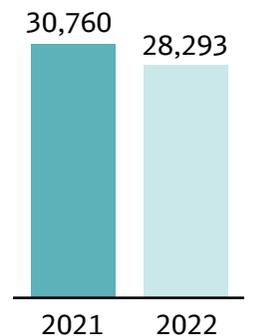


# Energy consumption (MWh)



Energy use by source (MWh)	2020	2021	2022
Renewable electricity (solar and hydroelectric power)	27,698	25,937	25,297
Electric boiler, heat pump	1,093	921	494
District heating	11,182	14,685	13,646
Biogas	295	261	48

# Total water consumption in Sweden (m³)





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# What do circularity and responsible consumption mean to us?

**For us, the circular economy chiefly covers two areas: purchasing of products and management of waste. We have numerous people working to improve our results in these areas, and we made significant progress in 2022.**

## What does sustainable purchasing mean to us?

Purchasing takes many different forms at DB Schenker. We purchase everything from pens to vehicles, and naturally the requirements vary. The fundamental considerations are looking at the product's materials, ease of recycling and climate impact from production and transport.

Purchasing of fuel and vehicles is a matter for our partner hauliers and we are working to switch to renewable fuels as fast as possible. All other central purchasing is handled by our purchasing department. We primarily select products made from renewable materials and we put a premium on products that are easy to recycle. In addition to this, we assess how the product has been produced and how far it has been transported to get to us. With regard to electrical products we look at energy efficiency, and we aim to

systematically minimise the number of chemical products.

Over the past three years, we have endeavoured to eliminate single-use items from our range. The number of single-use items has been reduced by a total of 48% since 2019, and the number of plastic items overall by 80%.

## How are we increasing our waste recycling?

We have really intensified our efforts when it comes to increasing the level of recycling. Over the past year, we achieved a recycling level of 78%. This success is down to working very closely with our partners on waste management and continually working to raise awareness of why it is essential to recycle waste. We will continue with this approach and are now aiming for a recycling level of 90%.



# 78%

waste recycled  
2022

## Keep Sweden Tidy

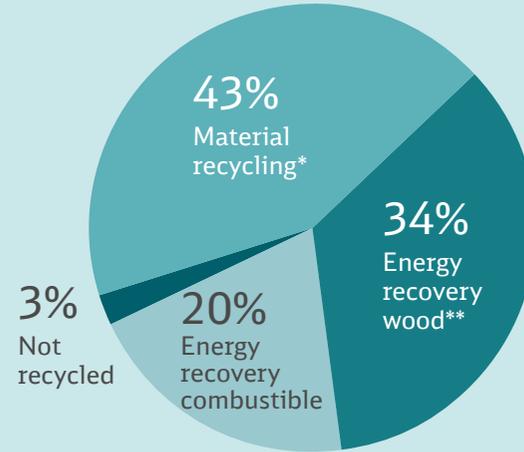
We have undertaken litter-picking activities at a number of locations across Sweden together with Keep Sweden Tidy during the year. In Malmö, Värnamo, Skara, Jönköping, Kristianstad, Karlstad, Linköping, Luleå and Gothenburg (Bäckebol) our employees joined forces to go litter-picking and help keep Sweden tidier.



## Waste recycling 2022

Waste generated in Sweden (tonnes)	2020	2021	2022
Wood	2,530	2,721	2,676
Corrugated cardboard	2,482	3,090	2,835
Fine paper	61	77	72
Plastic	141	180	198
Metal	165	278	216
Combustible	1,344	1,283	1,515
Landfill	14	7	10
Not recycled, other	121	243	99
Hazardous waste	92	120	91

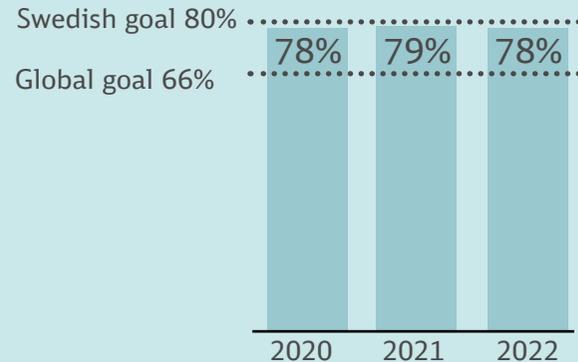
## Type of waste recycled



\*Material recycling includes waste fractions such as: corrugated cardboard, plastic, glass and metal that is processed and recycled into new products.

\*\*Energy recovery from wood means that wood waste is converted into wood chips, which are then used as biofuel, among other things. Energy recovery from combustible waste means that the waste is incinerated in special combustion plants where the energy is converted into district heating.

## Proportion of waste recycled



**78%**  
waste recycled  
2022



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# Social sustainability

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For us, social sustainability is about taking care of our and our subcontractors' employees, while contributing to a sustainable society.

Here you can read about how we are working at DB Schenker to improve our work environment, and to ensure equal treatment and gender equality, and much more.



## Working at DB Schenker

**A company is its employees. We want our employees to enjoy their work, feel safe and secure, and have the opportunity to take on exciting challenges. DB Schenker is a world-leading global transport and logistics company offering great opportunities for personal development. We want to provide optimum conditions for our staff!**

In 2022, we welcomed 638 new employees, so our workforce now numbers 3,603.

**This year's employee survey – how did we do?**  
In autumn 2022, we conducted our global employee survey. It is completed every two years and is made up of 60 or so questions in a variety of categories.

For the third successive year, our results for employee satisfaction in the Swedish organisation showed an improvement. The category 'Employee satisfaction index' measures three different areas linked to employee satisfaction. We look at points such as whether employees feel proud to work for DB Schenker, whether they are happy in their work, and the level of commitment in the specific working group.

The latest survey also shows an improvement in terms of employee perception of work/life balance, as well as ability for planning their work. This result is probably due to changes to our working methods during the pandemic, working more from home using digital tools. Focus on

customers and working conditions are areas in which our employees rate us highly.

One area identified as needing improvement is communication and information. We perhaps don't meet up face-to-face as often now, and so we need to strengthen other types of communication to ensure employees feel well informed.

### What do we mean by our global goal 'Employer of Choice'?

We want to be an attractive employer, an 'Employer of Choice', and to ensure that we need to create an environment in which our employees are happy, feel safe and secure and have scope for their passion for logistics.

We operate in a highly competitive labour market and it is essential for us to have a positive reputation as an employer. We are working to strengthen our employer brand. Our goal is to attract top talent that wants to grow with us, and to build a workplace that fosters diversity, with a workforce that is keen to commit and develop collectively.

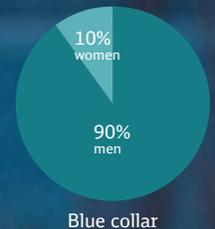
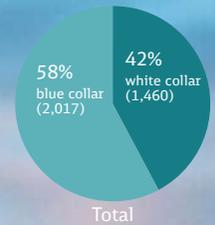
### Union cooperation

All employees are covered by a collective agreement with Unionen, the Swedish Transport Workers' Union or Ledarna. At DB Schenker, we think it is important to have good relationships with our employees' unions, and we have several forums for ensuring this. Good collaboration contributes to improved implementation of decisions and a positive work climate.

Number of employees:

# 3,600

### Personnel composition





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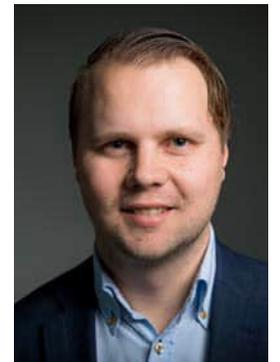
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4 GOD UTBILDNING  
FÖR ALLA



“Inspiring leadership enables our employees to achieve their full potential by means of inner motivation. With leaders who foster a culture that focuses on solidarity (One Team with One Goal), daring to challenge yourself and each other (Push Limits), and where we employ openness and trust towards each other (Be Honest) to contribute to a learning organisation, so we can lay the foundation for workplaces where we can grow as individuals, and collectively pave the way for continued success for DB Schenker.”

Michael Ängbacken, Chief People Officer, DB Schenker in Sweden





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4 QUALITY EDUCATION



## Skills & leadership development

**Ensuring our employees have the right skills and the right training is fundamental for us to be a sustainable company.**

In 2022, we conducted 1,536 days of training and trained a total of 877 participants – 65% men and 35% women. Our internal range of courses is provided by managers and specialists from our own operations, among others.

### The right kind of training

In recent years, we have developed our area of expertise relating to training and the platforms that work best in differing contexts. In 2022, we focused strongly on digital training via Teams, digital seminars and e-learning, which has enabled larger groups of participants. We have also conducted internal and external classroom-based training where face-to-face interaction was needed for optimum results.

One example of successful digital training is our manager training covering work environments, which is now implemented via Teams over two half-days. The training is varied and includes different forms of information, various exercises and e-learning within Organisational & social work environment (OSA). Despite the fact that face-to-face interaction is always appreciated, this training has been valued, in particular since it does not require long journeys for our employees across the country.

### Work environment training for all employees

In autumn 2022, a new basic work environment training course was introduced for all employees in our business. We want to make a real effort to ensure that all staff have received the same information and the same basic training.

Our work environments vary throughout the country, as our operations and requirements differ slightly. However, our basic policies, procedures and guidelines are identical everywhere and are based on identified relevant risk areas.

### Shoe Swap

Shoe Swap is a programme started in autumn 2022, which aims to break down silos, promote business knowledge, gain new perspectives, and facilitate employee mobility and attractiveness. The programme allows employees to use an online tool to create a profile in order to look for an opportunity to do what's known as a 'Shoe Swap'. This allows them to try out someone else's role to gain insights about different units, teams and roles within DB Schenker. The programme allows employees to step into another person's shoes and experience a new perspective, gain new insights, learn and have fun.

The programme enables you to offer a colleague a Shoe Swap or to look for a Shoe Swap yourself. In other words, the opportunity to broaden your expertise and your network is just a click away.

# How do we strengthen gender equality?

## Gender equality at senior management level

If we look at statistics for the Swedish labour market today, we can see a general increase in the number of female managers in recent years, particularly within female-dominated professional roles, where the percentage of female managers is highest. We can also see that the transport industry, still male-dominated, is one of the sectors with the lowest percentage of women in managerial positions, only around 27%.

DB Schenker's global sustainability strategy includes a number of goals within the field of gender equality. One of our global goals is to have at least 25% of senior management roles filled by women by 2025. In Sweden and within our land transport operations we have already achieved that goal. We now have seven female Branch managers in our 23 branches in the country, and our land transport management team includes two women. Land transport operations is our largest business area in Sweden and it feels positive to know that as an organisation within the industry we are boosting the national statistics and making progress with this issue. In total, 30% of employees at DB Schenker Sweden are female.

## How do we increase the percentage of women within Contract Logistics?

Our industry has traditionally been male-dominated and we need to find more ways to attract women to our business. With this in mind, we implemented an initiative during the year within the Contracts Logistics business area together with our partner Tranpenad Bemanning. We have worked together to attract more female staff through enhanced external communication. We want to dispel the myth that warehouse work is only for men and demonstrate this fact to potential employees. For example, in Landvetter we have an AutoStore



Annika Jönsson, Barbara Voleman, Ann-Sofie Sandberg, Petra Gripse, Anna Eriksson, Anna Hagberg, Charlotte Miss, Annica Arneving and Maria Söderqvist.

robot solution that stores and picks for the operator, whose work will involve planning and structure. Another good example is our stations with vacuum lifters, making heavy lifting suddenly easy. In addition, we want to highlight the advantages of working at a big company with plenty of excellent career opportunities.

## How do gender-neutral changing rooms help with gender equality work?

For several years now, we have been using gender-neutral changing rooms at our district in Jönköping, and this has proved successful. We are now extending this positive example to our districts in Södertälje, Östersund, Linköping and Umeå. In place of classic changing rooms for men and women, we have now introduced unisex changing rooms, where you get changed in cubicles instead and then lock your

belongings in a locker. The new changing rooms are working very well. Initially there was some scepticism, but after some time the employees were positive about the change.

## DB Schenker supports elite female referees

In 2022, we took a historic step when we were first to sponsor football referees in the OBOS Damallsvenskan and Elitettan women's leagues. The role of referees has historically been strongly male-dominated and we want to help to promote role models among women who referee at the top level, so that more young girls will go in for the refereeing profession. The partnership with DB Schenker facilitates, among other things, greater investment in the leagues' referees. The sponsorship goes hand in hand with DB Schenker's gender equality work, promoting identical terms and conditions for everyone.



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GENDER EQUALITY



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REDUCED INEQUALITIES



# How do we promote equal treatment?

**We want our managers and employees to have good knowledge of equal treatment and for constant efforts to make improvements in this field to feel natural.**

### The LIKA game

In 2013, we therefore developed the LIKA game as part of DB Schenker Sweden’s focus on equal treatment. The purpose of the game is to give employees the opportunity to openly discuss a variety of issues.

The LIKA game has not just made a difference within DB Schenker. Knowledge of the game has spread beyond our walls, and we have now helped other companies and organisations to be more inclusive by sharing the game.

### Support for managers

Work to promote equal treatment is under continuous development and our steering group for equal treatment focuses strongly on supporting the business. For example, we support and train our managers in non-biased recruitment, since it is extremely important that we ensure the same conditions and opportunities for all candidates. We provide guidance to our managers in the form of a question template, thus ensuring that all candidates are given the same questions, and we make the managers aware of any prejudices they may have and pitfalls to be avoided.

### Internal communication

If you become an employee here, you will soon come across posters explaining DB Schenker’s procedure for dealing with harassment. The posters can be found everywhere and explain our standpoint on this matter. All employees should be aware that we have zero tolerance for harassment and should know how to act if they experience such behaviour.

Internal training is another way to spread information. In addition to the LIKA game, all managers receive training in the form of a number of different courses. For instance, all employees attend our internal work environment course, which includes a specific section on equal treatment. We believe that training is a good way to make all employees aware of our standpoint – that we stand up for the equal worth of all individuals.

“It’s difficult to measure, but my perception is that we now have a more inclusive culture with less exclusionary language. And I definitely believe that our LIKA game is a contributing factor.”

Michael Ängbacken, Chief People Officer, DB Schenker in Sweden

# How we promote health and wellbeing

**We care about the health of our employees. When we feel healthy, we perform better, and that benefits both the individual and the company. We have continuously increased our focus on health over recent years. We previously increased our wellness allowance, and in 2022, we implemented a number of health-promoting initiatives.**

## Trainers and exercise clothing

For a number of years, employees have been able to order a variety of exercise clothing free of charge every year, e.g. t-shirts, shorts and leggings. In autumn 2022, a fitness bag was available to order, including a hat and water bottle.

Employees globally could also order a pair of trainers via our Teamfit app. In autumn, our employees across the world received specially designed footwear from Adidas. We can now view images of these in action from around the world.



## Blodomloppet

Our partnership with Blodomloppet meant that any employee could take part in a Blodomloppet race event of their choice in Sweden free of charge. A race against the clock, a pleasant steady jog, a stroll and chat with colleagues, on location or digitally. All employees could take part however it suited them. The most important thing was not the how, but the taking part.

DB Schenker took care of the entry fees and had its own marquee spot in the event area, where all our employees could hang out and socialise both before and after the event. A total of 300 employees took part in 18 Blodomloppet race events.

## Teamfit – ‘Leading the Way’

That was the message communicated in early 2022 with the global challenge ‘Leading the Way’ in the Teamfit app. DB Schenker employees throughout the world have been able to use the app to register kilometres completed, which were then converted into money that was donated during the year to a variety of charities.

When we kicked off the challenge at the start of the year, probably no one could have predicted how successful our collective efforts would be. At the end of the first quarter, we gained proof of how #OneTeamOneGoal can look in reality, as we had collectively accumulated over 30 million kilometres. Our EUR 300,744 donation to the charity WeForest means that the organisation can restore forest in Brazil and Ethiopia covering an area equivalent to 217 football pitches.

Following a strong start at the beginning of the year, the level of commitment remained steady over the second quarter, and we managed to jointly accumulate 26,113,770 kilometres. This equated to a total of EUR 261,138 donated to Ocean Conservancy, which works to promote clean and healthy oceans.

For activities registered during the period July to September, the kilometres were converted into a donation to benefit Atmosfair, which actively works to reduce CO<sub>2</sub> emissions in the atmosphere by developing and funding renewable energy projects in over 15 countries across the world.

The focus for the final quarter was people, and the donation from our accumulated kilometres was sent to support Plan International’s work in Laos, Malawi and Guatemala, helping to provide a safe, secure, healthy and happy childhood for children there.

## Absence due to illness

Schenker Åkeri AB	8.5%
Schenker Logistics AB	5.8%
Schenker Property Sweden AB	5.2%
Schenker AB	5.6%
<b>Total</b>	<b>6.5%</b>
White collar staff	3.7%
Blue collar staff	9%

# Work environment

**In order to be the best, we need to focus strongly on our most important asset – our employees. Consequently, the work environment is by far one of our most essential social sustainability issues.**

## Focus on incident reporting

In 2022, we focused strongly on improving incident management, particular within our terminal activities. Knowledge of the work environment risks present within our operations is crucial in order for us to minimise the risk of any occurrences. Therefore, this year we worked on ensuring incidents are reported to a greater extent, and this provides knowledge of our risk areas. We can see from the statistics for 2022 that the number of incident reports has risen by almost 100%.

During the year, we have concentrated specifically on our terminal activities. Incident report statistics and establishing a safety culture have been a high priority, and our terminal managers have collectively followed up on all incidents on a weekly basis, discussing causes and how best to improve safety.

At our new terminal in Södertälje, terminal manager Therese Hellgren has been working hard to quickly establish an appropriate safety culture. The focus has been clear, simple procedures and continuous follow-up on incident reporting. By analysing reported incidents and accidents together with her team, Therese has created commitment and understanding of why the input of every employee is important and the improvements it can bring.



## Improved ergonomics with vacuum lifters

Every day, hundreds of parcels pass through our facilities at Contract Logistics, bringing a risk of repetitive strain injuries for staff. Parcels are sorted onto different pallets according to size, which has involved a lot of heavy lifting over the years, which could only be handled by a limited group of employees.

In order to improve ergonomics, we began looking for a lifting device that would improve the work environment. The chief requirement was that the solution should be user-friendly and easy to learn. The product ultimately chosen was a lifting device from TAWI. The new lifting device improves ergonomics for our employees by means of a vacuum function and makes it possible for more individuals to handle heavy goods. The staff are very happy with it and we have increased productivity at our facility.

## Testing AGV trucks

One of the biggest risk areas in our operations is fork-lift truck driving, which can lead to collisions and crush injuries. With this in mind, we decided this year to test self-driving trucks (AGV) at the terminal in Borås.

Initially, the AGV trucks operated in a defined area of the terminal, where they did not disturb other traffic. Their function was to transfer full and empty parcel cages between a buffer area and production, and this solution worked extremely well. We are now taking the next step and allowing the trucks to operate within larger areas. When we implement this, it will be essential for employees to be involved because they need to be especially careful to follow procedures and regulations. Since the trucks are self-driving, they will not act like a human in a similar situation. We will implement this change at a gradual pace and evaluate the new risk areas on an ongoing basis.

We take a positive view of the switch to autonomous trucks, as it is both efficient from a production perspective and contributes to a safer work environment.

Incidents and accidents (number)	Incidents	Accidents
Schenker Åkeri AB	79	117
Schenker Logistics AB	289	28
Schenker Consulting AB	0	0
Schenker Property Sweden AB	0	0
Schenker AB	1,715	371
<b>Total</b>	<b>2,083</b>	<b>516</b>

# How do we tackle safety and risks?

**For us at DB Schenker, it is extremely important to be systematic about safety and risk management work. We conduct many different types of risk analyses every year, focusing on different areas.**

Our safety and security organisation carries out a number of different risk analyses every year. We complete a central analysis of overall safety and security risks, such as threats and violence in society. In addition, we conduct a local analysis per district, to identify any new risks and map investment requirements. Every year an internal audit is also carried out based on our MSS (minimum security standard). Our central safety and security department supports the whole organisation and ensures that requirements and needs are satisfactorily fulfilled. In 2022, we worked on implementation of a new MSS, increasing the security level even further.

With regard to IT risks, our IT organisation implements a variety of risk assessment processes. This includes an overall analysis looking at the entire IT area, as well as specific analyses for areas such as disruptions to operations, lack of resources, external attacks, and more.

## **AEO authorisation**

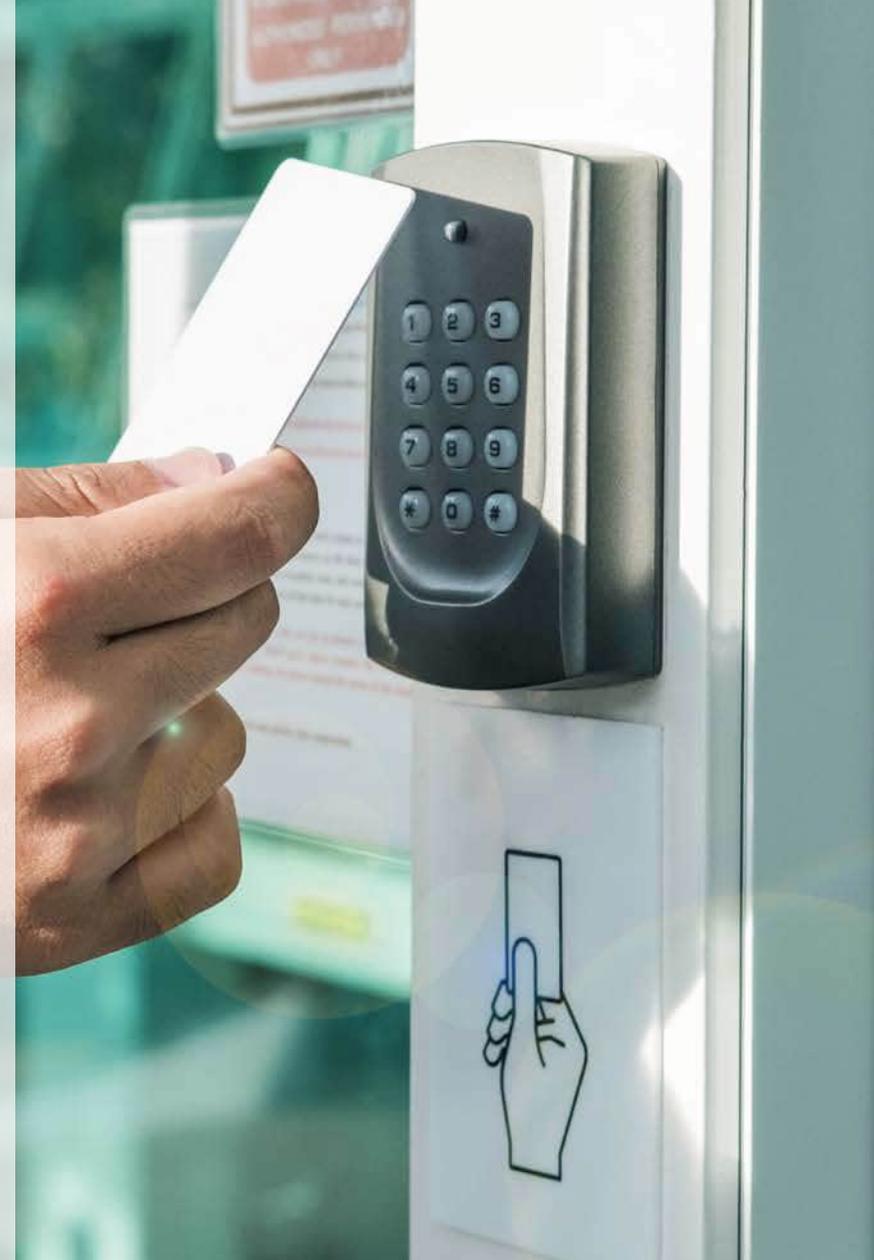
DB Schenker Sweden holds AEO authorisation, which aims to safeguard security when handling our customers' goods. AEO authorisation includes customs simplifications (AEOC), and security and safety (AEOS). The requirement for AEOS is that anyone entering our areas where goods are handled must be checked.

## **How do we minimise environmental risks?**

Environment-related risks are defined in our environmental review, which is updated annually. The review is extensive and covers all our operations in Sweden and Denmark. It details our total environmental impact, risks and how these are managed in order to minimise the risk of an accident, resulting in negative environmental impact. Environmental risks that are particularly relevant to us are linked to fire, refrigerants and dangerous goods.

## **How do we minimise risks linked to dangerous goods?**

Here at DB Schenker, we have extensive experience of transporting dangerous goods and ensuring compliance with the many, sometimes complex, laws and regulations in place. Since everyone in a transport chain has an important role to play when transporting dangerous goods, we value our close collaboration with customers, hauliers and other stakeholders. During the year, we decided to introduce restrictions regarding what dangerous goods we transport in order to further reduce the risks. In order to improve safety when transporting dangerous goods, we constantly review our handling processes, by means of both internal audits and in-house checks, and also via external parties and authorities. We work actively on issues regarding dangerous goods at all levels within the group, and all employees involved in transport of dangerous goods naturally receive training.



# How do we tackle road safety issues?

Since we are one of Sweden's largest carriers, more than 3,500 of our vehicles are out on the country's roads every day. Naturally we want to avoid all types of accidents. As a result we are constantly working on improving road safety. The basic requirements are for all our vehicles to be well equipped, and for servicing and vehicle checks to have been performed as they should. But also for all drivers to wear seatbelts, to observe signposted speed limits, to comply with applicable driving and rest times, and to keep their eyes firmly on the road. We take a number of different approaches to safeguard this.

## Audits and spot checks

Every year we conduct countless different spot checks and audits among our hauliers, checking compliance with our policies, that servicing is being carried out as per specified intervals, and that our hauliers' working methods are as agreed.

## Compliance with speed limits

We want all drivers to comply with signposted speed limits every day, 365 days a year, and we employ a number of different approaches to achieve this. We work with speed limiters and hold regular meetings in our districts to discuss what we can do collectively to ensure our drivers do not feel stressed and impelled to drive too fast. Since 2010, we have also carried out speed checks twice a year with the aid of



Säker Trafik i Jönköping (NTF), in order to check on progress.

These efforts make us better, but we want all vehicles to comply with signposted speed limits, and to achieve that we need technical assistance. So we are currently evaluating various digital solutions, such as Geofencing, where you regulate a vehicle's speed in selected areas, and ISA software that allows you to monitor a vehicle's speed in real time. Digital tools can make us better, but it is really important for us to take things slowly and show great respect for personal privacy and GDPR legislation.

## Alcolocks

More alcolocks are gradually being installed in our trucks, and on key safes. Our own haulier, Schenker Åkeri, installs alcolocks in all newly purchased vehicles, and all vehicles now have alcolocks. 51% of our vehicles throughout our network now have alcolock equipment installed.

## How do we know when an accident has occurred?

To respond rapidly when accidents do happen, we have a system, known as Infolarm, that effectively ensures the concerned parties receive the necessary information about the incident. This system enables us to act quickly around the clock and allows us to analyse and follow up on cases in detail. In 2022, 42 road accidents were reported.

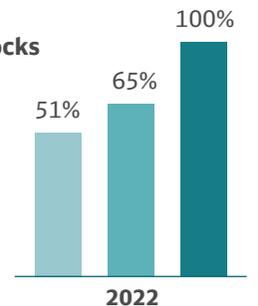
## Proportion of vehicles with alcolocks

### DB Schenker's total domestic fleet

- Proportion of vehicles with alcolocks
- Proportion of vehicles with alcolocks or alcolock safes

### Schenker Åkeri

- Proportion of vehicles with alcolocks



## What does the code of conduct mean to us?

It is important to us at DB Schenker that everyone working for us conducts themselves with integrity and complies with applicable laws when dealing with customers, competitors, public authorities, employees and others we encounter in a professional capacity. We have a clear set of rules to guide us, and our employees regularly attend training courses to ensure that everyone is familiar with all that applies.

### Code of conduct

The Code of Conduct, based on the ten principles of the UN Global Compact, contains binding principles and the expectations we have of our daily conduct to maintain an ethical approach in the company. The principles are binding on all employees worldwide. Managers have a particular responsibility to act as role models and to ensure communication and implementation of these guidelines. You can read more about the requirements we set for our partners on » page 44. Guidelines in the event of conflicts of interest are that employees are required to make work-related decisions based on the company's interest rather than self-interest.

### What is our approach to competition legislation and dealings with competitors?

Dealings with competitors are complex, and there is therefore a special, more comprehensive guide for this that advises employees of what is and is not permitted within areas such as pricing, market allocation and customer protectionism, exchange of information, contact with competitors, and other restrictions.



### How can we prevent corruption?

Sweden has a score of 85 in [Transparency International's Corruption Perception Index](#), which generally represents a low risk of corruption. No reports of corruption have been received via our whistleblowing system during the year. However, DB Schenker has a policy of adhering to the highest possible level of professional standards, such as honesty and integrity, when carrying out its business. Benefits such as gifts and invitations are gestures of politeness and must never be given with the aim of influencing business decisions.

### How do we deal with Trade Compliance?

In times of war and unrest in the wider world, it is particularly important to ensure that our processes relating to trade compliance are functioning. In 2022, we worked intensively to increase awareness about this topic by ensuring that we, our

customers and business partners are aware of and comply with applicable trade legislation. This could include, for example, an awareness of sanctions, embargoes and similar trade restrictions, which are a prerequisite for sound and problem-free business. We have conducted training and reviewed various agreements, among other measures.

### How do we handle personal data?

We only collect, process and use personal data as permitted under relevant laws (e.g. GDPR) and company directives. Documents containing personal data about employees and other persons are processed confidentially, stored carefully and only disclosed to authorised persons. We have an organisation and processes in place to ensure a high level of privacy and legal compliance when handling personal data.



## How do we support whistleblowers?

**Here at DB Schenker we aim to always act in an ethically correct manner and in accordance with applicable laws, but just like all organisations we know that situations can nevertheless arise where our guidelines are not being followed. If any of our employees discovers something that is not right therefore, we want to make it easy for them to report their concerns.**

DB Schenker provides a number of ways for our employees to report irregularities. In addition to the option of talking to a manager or someone from the Compliance department, there is also our whistleblowing system (BKMS). The system is accessible to all employees via DB Schenker's external website and enables anonymous reporting if something is not right. The system can be used to report anomalies linked to corruption, fraud, misappropriation, money laundering, blackmail,

violations of competition legislation, and other types of criminal acts.

Reports in the whistleblowing system are handled by DB Compliance in Germany and are covered by DB Schenker's internal regulations to protect whistleblowers from all forms of negative consequences.

### New Swedish Whistleblowing Act

In connection with the new Swedish Whistleblowing Act coming into force on 17 December 2021, new requirements for reporting options for whistleblowers have been added. This means that any company with more than 250 employees must now provide internal reporting channels for its employees. Consequently, in 2022, we set up new reporting channels within the Swedish Schenker companies with more than 250 employees, i.e. Schenker AB, Schenker Åkeri.

According to the Swedish Whistleblowing Act, anyone reporting anomalies in the public interest in a work-related context is protected against reprisals.

This protection also covers the reporting person's colleagues, family members, etc.

Regardless of whether a whistleblower submits their report anonymously or not, all whistleblowing cases are processed strictly confidentially. Submitted reports are received and handled by one of the report-receiving units designated by the company, which consist of representatives from Compliance and People & Organization (formerly named HR). All report recipients are bound by confidentiality and must not disclose the reporting person's identity to any third party.

### The number of reported whistleblowing cases in 2020–2022 within DB Schenker Sweden:

- 2022: one case concerning Schenker Åkeri
- 2021: one case concerning Schenker AB and one case concerning Schenker Åkeri
- 2020: no reported cases



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# GRI Index

<b>'Statement of use'</b>	DB Schenker has reported with reference to the GRI Standards for the period 01/01/22–31/12/22
<b>GRI 1 has been used</b>	GRI 1: Foundation 2021
<b>Applicable GRI Sector standard</b>	No sector standard has been used

GRI Standard	Disclosure	Page	Audit requirements omitted	Reason and explanation	SDG	UN Global Compact
<b>GRI 2: General disclosures</b>						
The organization and its reporting practices	2-1 Organizational details	»7, »9				
	2-2 Entities included in the organization's sustainability reporting	»7, »9		The report includes Schenker AB, Schenker Logistics AB, Schenker Property Sweden AB, Schenker Consulting AB. The report does not include the Swedish companies Schenker Dedicated Services AB and Schenker Equipment AB.		
	2-3 Reporting period, frequency and contact point	»7		Hanna Melander, Head of Sustainability, DB Schenker Nordics, hanna.melander@dbschenker.com		
	2-4 Restatements of information	»23		DB Schenker's global emissions reports follow the Greenhouse Gas Protocol (GHG) and follow ISO 14064 and EN 16258. The existing standards regulate how to measure and report emissions of greenhouse gases, but the standard does not regulate segregation of data. We are awaiting a new ISO standard, ISO 14083, and new EU legislation that will clarify the regulations for data segregation and improve the ability to produce comparable emissions reports. DB Schenker's emissions calculations use aggregated data for different regions. For example, in Sweden we report the proportion of biofuel in the Swedish network. We are working intensively to improve the quality of data in the emissions calculations and implement a number of updates every year. This affects the results and the comparability of data between years.		
	2-5 External assurance	»70		The sustainability report is audited by Öhrlings PricewaterhouseCoopers AB		



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GRI Standard	Disclosure	Page	Audit requirements omitted	Reason and explanation	SDG	UN Global Compact
Activities and workers	2-6 Activities, value chain and other business relationships	»7, »8, »19-20				
	2-7 Employees	»55				
	2-8 Workers who are not employees of DB Schenker	»55				
Governance	2-9 Governance structure and composition	»9				
	2-10 Nomination and selection of the highest governance body	»9				
	2-11 Chair of the highest governance body	»9				
	2-12 Role of the highest governance body in overseeing the management of impacts	»47, »64				
	2-13 Delegation of responsibility for managing impacts	»10				
	2-14 Role of the highest governance body in sustainability reporting	»10, »18				
	2-15 Conflicts of interest	»18				
	2-16 Communication of critical concerns	»17, »18				
	2-17 Collective knowledge of the highest governance body	»15				
	2-18 Evaluation of the performance of the highest governance body	»15				
	2-19 Remuneration policies				Reported in each company's annual report	
2-20 Process to determine remuneration				Reported in each company's annual report		
	2-21 Annual total compensation ratio					

GRI Standard	Disclosure	Page	Audit requirements omitted	Reason and explanation	SDG	UN Global Compact
Strategy, policies and practices	2-22 Statement on sustainable development strategy	»10				
	2-23 Policy commitments	»44, »64				
	2-24 Embedding policy commitments	»44, »64				
	2-25 Processes to remediate negative impacts	»44, »64				
	2-26 Mechanisms for seeking advice and raising concerns	»65				
	2-27 Compliance with laws and regulations	»47				
	2-28 Membership associations	»19-20				
Stakeholder engagement	2-29 Approach to stakeholder engagement	»17				
	2-30 Collective bargaining agreements	»55				
<b>GRI 3: Material topics</b>						
Materiality analysis	3-1 Process to determine material topics	»18				
	3-1 List of material topics	»18				
	3-3 Management of material topics	»18, »15-16				
<b>🏢 Economic standards</b>						
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	»7				
	201-2 Financial implications and other risks and opportunities due to climate change	»18				
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	»25-41				
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	»64				
	205-2 Communication and training about anti-corruption policies and procedures	»64				

GRI Standard	Disclosure	Page	Audit requirements omitted	Reason and explanation	SDG	UN Global Compact
<b>🌿 Environmental standards</b>						
GRI 301: Materials 2016	301-1 Materials used by weight or volume	»52			 	
	301-2 Materials used by weight or volume	»52			 	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	»31-32, »49-51			 	7, 8, 9
	302-2 Energy consumption outside of the organization	»31-32, »42-43			 	7, 8, 9
	302-4 Reduction of energy consumption	»31-32, »41, »49-51			 	7, 8, 9
	302-5 Reductions in energy requirements of products and services	»31-32, »41, »49-51			 	7, 8, 9
GRI 303: Water and Effluents 2018	303-5 Water consumption	»53			 	7, 8, 9
GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products and services on biodiversity	»49-50			 	7, 8, 9
	304-3 Habitats protected or restored	»49-50			 	7, 8, 9

GRI Standard	Disclosure	Page	Audit requirements omitted	Reason and explanation	SDG	UN Global Compact
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	»23-53				7, 8, 9
	305-2 Energy indirect (Scope 2) GHG emissions	»23-54				7, 8, 9
	305-3 Other indirect (Scope 3) GHG emissions	»23-55				7, 8, 9
	305-4 GHG emissions intensity	»23-56				7, 8, 9
	305-5 Reduction of GHG emissions	»23-57				7, 8, 9
	305-6 Emissions of ozone-depleting substances (ODS)	»23-58				7, 8, 9
	305-7 Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	»23-59				7, 8, 9
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts (governance disclosure)	»52-53				7, 8, 9
	306-2 Management of significant waste-related impacts (governance disclosure)	»52-54				7, 8, 9
	306-3 Waste generated	»52-55				7, 8, 9
	306-4 Waste diverted from disposal	»52-56				7, 8, 9
	306-5 Waste directed to disposal	»52-57				7, 8, 9
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	»42-44				1, 2, 3, 4, 5, 6, 7, 8, 9, 10
	308-2 Negative environmental impacts in the supply chain and actions taken	»42-44				1, 2, 3, 4, 5, 6, 7, 8, 9, 10

GRI Standard	Disclosure	Page	Audit requirements omitted	Reason and explanation	SDG	UN Global Compact
<b>👤 Social standards</b>						
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	»55-56			 	
	401-3 Parental leave	»58			 	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system (governance disclosure)	»60-61				
	403-2 Hazard identification, risk assessment, and incident investigation (governance disclosure)	»60-61				
	403-3 Occupational health services (governance disclosure)	»60-61				
	403-4 Worker participation, consultation, and communication on occupational health and safety (governance disclosure)	»60-61				
	403-5 Worker training on occupational health and safety (governance disclosure)	»60-61				
	403-6 Promotion of worker health (governance disclosure)	»60-61				
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships (governance disclosure)	»60-63				
	403-9 Work-related injuries	»60-63				
	403-10 Work-related ill health	»60-61				

GRI Standard	Disclosure	Page	Audit requirements omitted	Reason and explanation	SDG	UN Global Compact
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	»57				
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	»59			 	
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	»44			 	1, 2, 5
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	»44			 	1, 2, 4
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	»44			 	1, 2, 3, 4, 5, 6, 10
GRI 414: Supplier Social Assessment 2016	414-2 Negative social impacts in the supply chain and actions taken	»44			 	
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	»63			 	



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## Auditor's statement regarding the statutory sustainability report

To the General Meeting of Schenker AB, org. no. 556250-3630

### Assignment and division of responsibility

The Board of Directors bears responsibility for the sustainability report for 2022 and for ensuring that it has been prepared in accordance with the Swedish Annual Accounts Act.

### Focus and scope of the audit

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

### Statement

A sustainability report has been prepared.

Gothenburg, date shown in our electronic signature

Öhrlings PricewaterhouseCoopers AB  
Johan Malmqvist  
Authorised Public Accountant