

Annual Report | Sustainability Report **2024**



AHOLA

WAY AHEAD



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>>> GROUP CEO'S REVIEW

Technological innovations advance the green transition of logistics

Like its predecessor, 2024 was a year characterized by global tensions and economic challenges. Nevertheless, we continued to develop our strategy and kept sustainability at the core of our operations. Our market area in the CEE countries and Estonia grew, and we made great technological advancements. Our first fully electric truck and trailer combination started cross-border transports, piloting AI-based applications continued, and satisfaction among our employees remained stable. We will strive to adapt to future changes proactively and with determination also in the future.

LOOKING back on 2024, the overwhelming feeling is one of gratitude. Due to the current geopolitical situation and inflation, the year began in an atmosphere of uncertainty, but the reality proved to be better than expected.

In terms of the operating environment, the year 2024 was two-fold. Our operations in Estonia and the CEE countries grew but, for example, economic fluctuations in Germany affected the Nordic markets. In spite of this, our business developed steadily. We also achieved some major successes within special transports. At the end of the year, Ahola Special carried out two large transport projects – a 400-ton transport to Boden, in northern Sweden, and a 500-ton transport to Kemi, in Finnish Lapland.

In line with our strategy, we continued our development work to ensure our operations in the future as well. Our ongoing development activities and projects help us improve our operations to benefit us, our employees and the environment.

Another significant event in 2024 was the 70th birthday of Ahola Group's Chairman of the Board, **Hans Ahola**. A charity seminar at Kokkola City Hall with 250 guests was organized to celebrate the occasion. At the event, Hans and invited experts delivered inspiring speeches about leadership.

The current and future role of AI

We have been actively developing digital tools for more than twenty years now. We constantly strive to improve our transport management system Attracs Online to ensure that it will serve us both now and in the future.

Additionally, we have included the responsible implementation of AI as part of our strategy. With proper use, AI provides tools for analyzing data and assists in decision making. For example, Ahola Digital is currently developing an AI-based camera app to support transports, with the aim of improving safety and efficiency.

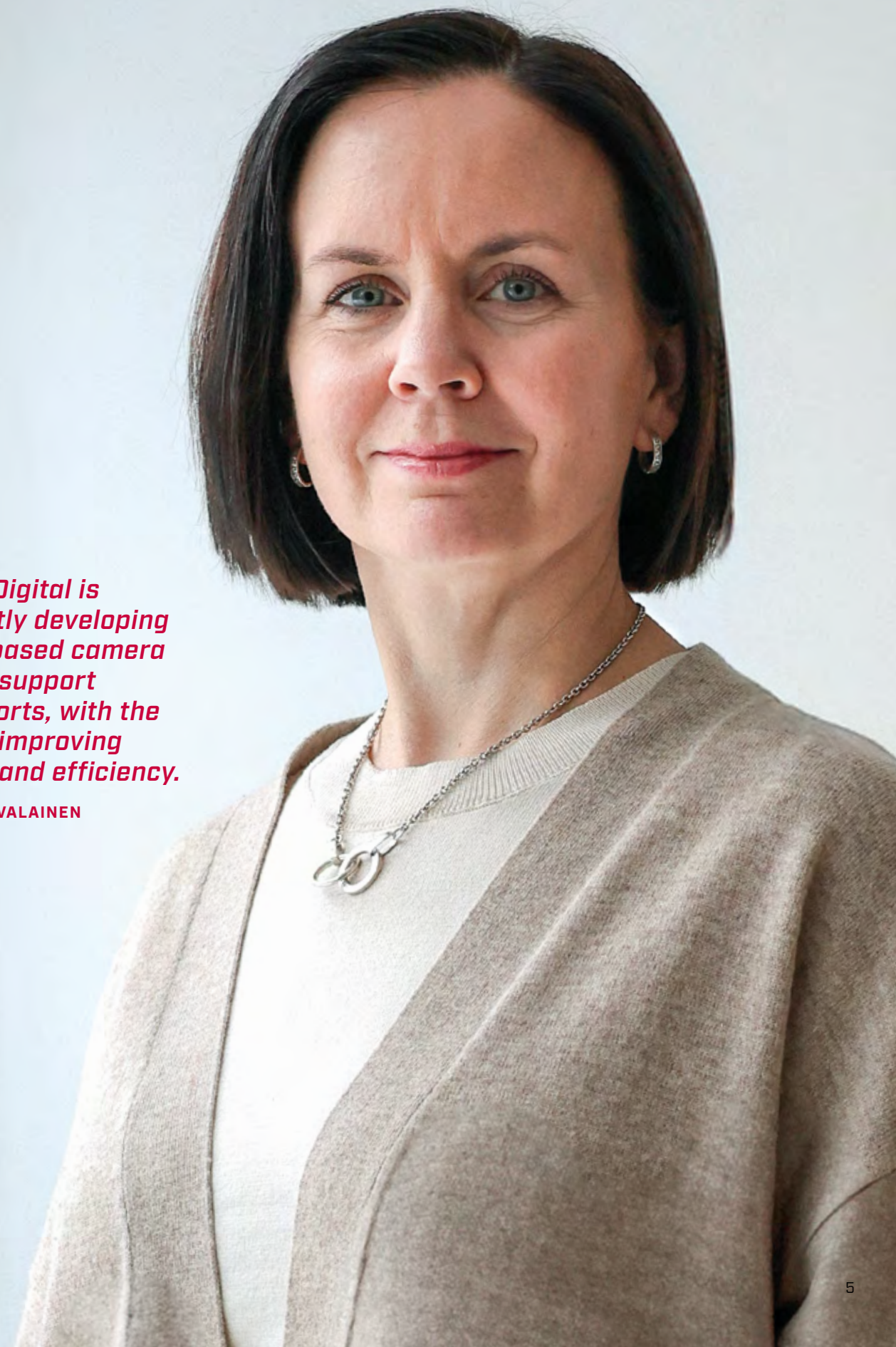
Interest in green services

The first fully electric truck in our fleet has been in traffic for a couple of years now and has provided us valuable experience in optimizing transports and planning routes. In 2024, we took a major step in sustainability when our first fully electric truck started regular cross-border transports.

The full truck and trailer combination was first introduced in Naantali during Midsummer week, after which it started operating between Finland and Sweden. We were pleased

» *Ahola Digital is currently developing an AI-based camera app to support transports, with the aim of improving safety and efficiency.*

– IDA SAAVALAINEN



that it garnered widespread interest. In addition to electric vehicles, Ahola continues to pilot gas-powered vehicles.

In autumn, we inaugurated a high-power charging station in Naantali to serve the needs of both heavy vehicles and passenger cars. Its location near the harbor helps both transport and passenger traffic between Finland and Sweden flow smoother.

Ahola Special's Engineering service has clearly been in demand and has been well received. With the service, we are developing route scanning and planning and optimizing transports to be more eco-friendly.

Ahola is built by people

There were some changes in our Group management, as we gained a new CFO, who brought with him wide-ranging experience in project business and new perspectives on strategic decision making.

The changes in management are not only structural updates in the organization, they also shape our group dynamics. We believe that combining different strengths enriches decision making and speeds up the growth of the whole Group.

We measured employee satisfaction for the first time with the Employer Net Promoter Score (eNPS). On a scale of -100 to +100, we received a respectable 43 points. We have been measuring employee satisfaction for a long time, and our previous surveys have already shown that our employees are happy to work at Ahola.

Employee satisfaction at Ahola is influenced by, among other things, values characteristic to a family company and a warm community where everyone can be themselves. Additionally, our employees are able to influence their own work. I believe that the freedom and responsibilities they are given make their work meaningful and support the greater good. This is also supported by the high Net Promoter Score (NPS) received from our customers.

It is important for us to take into account future talents as well. We organized an event for young Kokkola residents with the theme of following your own path. The aim of the event was to encourage young people to boldly pursue their dreams, which is also the aim of Ahola Academy. The objective of our own driver training program is to improve the employability of drivers. The program got off to a flying start, and our first student is about to graduate.

Shared practices promote safety and efficiency

Maintaining and developing the safety of our employees is essential to us. The Ahola Way training courses are aimed

» *The past few years have proved that changes can occur in the blink of an eye. We, however, are well equipped to face the future.*

at all our employees, and their objective is to ensure that everyone knows our shared practices. We train our employees continuously and, in these times, the importance of cyber security has taken centre stage in the training courses, as digital solutions have become increasingly important in the logistics sector.

We also conducted a broad competence survey to ensure that we have employed the right talents to both implement our strategy and serve our customers. For us, developing competence is an important way to ensure that we can meet the demands of a changing operating environment and provide our customers with better solutions.

We also want to do our part to improve traffic safety. At regular intervals, we organize a Traffic Safety Day for pre-schools and primary schools where the pupils learn to travel safely together in traffic.

Changes in logistics chains

The past few years have proved that changes can occur in the blink of an eye. We, however, are well equipped to face the future.

As a result of the geopolitical situation, for example, production in Europe is growing, which also increases the number of transports in the area. We have taken this change into account in our operations to ensure the reliability of our services and smooth deliveries to our customers.

The shift in the transport industry also entails new opportunities, especially in terms of energy solutions. We actively follow the development of the energy markets and are piloting new solutions to find the optimal energy sources for Ahola.

We warmly thank our customers, co-operation partners and employees for their commitment and valuable contribution to the development of sustainable and smart logistics. We are moving forward together – continuous development and our Way Ahead attitude will keep us one step ahead and give us the ability to build an even stronger and more sustainable logistics sector.

Read our sustainability report starting on page 34.

Ida Saavalainen
Group CEO

Ahola Group – Key figures 2024

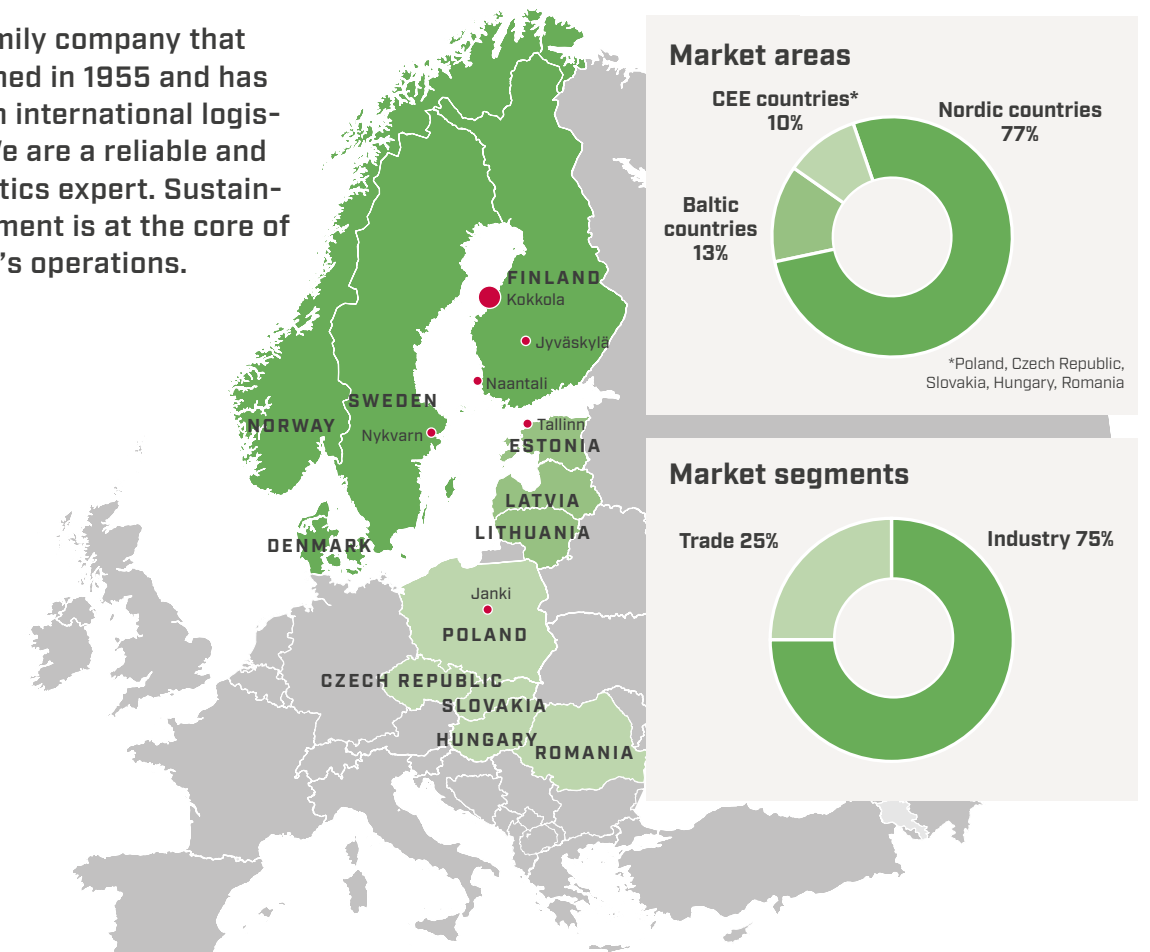
TURNOVER
128.4 M€
[2023: 122.5 M€]

OPERATING PROFIT
4.5 M€
[2023: 5.3 M€]

NET PROFIT
3.2 M€
[2023: 4.0 M€]

An experienced and innovative logistics partner

Ahola is a family company that was established in 1955 and has grown into an international logistics Group. We are a reliable and modern logistics expert. Sustainable development is at the core of our company's operations.





» *Our pilot projects have shown that the transition to electricity is an operationally sustainable solution.*

- HANS AHOLA

>>> CHAIRMAN OF THE BOARD'S REVIEW

Strategic development and innovations as drivers of sustainable growth

2024 was significant for Ahola Group in many ways. We developed our business according to the principles of knowledge-based management and strongly invested in the green transition and digital solutions.

AHOLA HAS LONG BEEN a pioneer in logistics optimization, utilizing technology extensively. Our Future Lab builds on this development work. Future Lab focuses especially on developing digital solutions, the green transition and new business models. Our team has five experts who bring different perspectives and expertise to our development projects.

Last year, key projects included promoting the green transition through the introduction of high-power charging infrastructure and the adoption of the Electronic Freight Transport Information (eFTI) standard. The entire transport industry in Europe will be affected by the eFTI standard.

In addition, Ahola Digital continued the development of AI-based tools. For example, a load securing monitoring system helps to ensure the safety of transports. You can read more about Ahola Digital's projects on pages 28–32.

The goal of these projects is to ensure that Ahola is a pioneer in the development of the transport industry.

Electrification of vehicles – opportunities and challenges

We strongly believe that electricity will be the future energy source in the transport sector. Transitioning to green energy sources is strongly linked to our company's strategy. We have implemented various pilot projects to test different sources of energy. These projects have shown that the tran-

sition to electricity is an operationally sustainable solution.

Right now, the high costs of acquiring vehicles, and the availability and cost of using high-power charging infrastructure are slowing down the adoption of electric vehicles. For example, electric trucks cost nearly three times more than traditional diesel-powered vehicles. The costs of charging at public charging points are also high.

Charity seminar to celebrate 70th birthday

The charity seminar organized in honor of my 70th birthday was an important moment to reflect on our company's journey and its future. The theme of the seminar was, "What I have learned about leadership", and we wanted it to serve as a wellspring of experiences that have shaped both our company and its leadership.

We heard many interesting speeches, addressing leadership from different perspectives. The keynote speakers were former Finnish Prime Minister **Juha Sipilä**, Vuori-neuvos (a Finnish honorary title) **Matti Sundberg**, Head of SSAB Europe **Olavi Huhtala**, and CEO of Scania Poland **Wojciech Rowiński**.

As part of the event, we also organized a charity fundraiser and donated the proceeds to two important causes, which were presented by Bishop **Johan Candelin**. The donations were used to help families in Pakistan and low-income people in Finland.



» **Tiina's attention to detail, analytical approach and commitment to the company have been invaluable.**

It is wonderful to see how Ahola's values are also reflected in actions like these – responsibility, openness and respect for the individual lay the foundation for everything we do.

Ahola's administration is the result of long-term development

The development of Ahola's administration has been a journey that has gone hand in hand with our company's growth. The credit for this development goes largely to my wife **Tiina Ahola**, who retired last year after a career spanning several decades.

Tiina was the first person to work in the company's administration. She built the administrative system enabling knowledge-based management, which is still a key part of our operations. Tiina was also the one who brought Ahola into the digital age already in the 1980s, acquiring the first computer in 1984. Our company has been utilizing technology to enhance its administration ever since.

Tiina's attention to detail, analytical approach and commitment to the company have been invaluable. Although she is now retired, the impact of her work still shows strongly in our day-to-day work.

Collaboration with the Finnish-Swedish Chamber of Commerce

Ahola has been a member of the Finnish-Swedish Chamber of Commerce for over 30 years, but in recent years our co-operation has deepened even further. I have been involved in the Chamber of Commerce's activities since the '90s and joined its Board in 2024. The purpose of the Chamber of Commerce is to promote business markets and opportunities between Finland and Sweden. This is especially important for us now, as unprecedented green transition investments are being made in Northern Sweden.

We actively participate in the events, market research and networking opportunities organized by the Chamber of Commerce. These allow us to offer our customers better service and grow our international business. We also believe that in the future the Chamber of Commerce's activities could be expanded to the other Nordic countries as the markets become increasingly interconnected.

Sights set firmly on the future

Looking ahead to the year 2025, our key priorities continue to be promoting the green transition, developing digital solutions, and making use of knowledge-based management across all business areas. Ahola has always been a company that looks to the future, and we believe that strategic development and an innovative approach will carry us forward.

Last year was full of changes and challenges in our operating environment, but we made major achievements. We continue to grow, develop and, above all, commit to responsible business practices. Together we are building a stronger and more sustainable future.

Hans Ahola
Chairman of the Board

>>> DEVELOPMENT OF AHOLA'S ADMINISTRATION

Knowledge-based management lays the foundation for Ahola's administration

The administration of Ahola Group has developed tremendously from the 1980s to the present day. The company has transitioned from manual processes to modern data-driven information management, which plays a key role in strategic decision-making.

A KNOWLEDGE-BASED management philosophy has laid the foundation for Ahola Group's business. It also established the framework for the company's governance structures, the systematic development of which began in the 1980s. Since the company's unique way of operating significantly differed from the conventional operating model of that time, all administrative and other processes had to be tailored to meet the company's needs.

For example, instead of using terminals, the company integrated the pick-up, main freight and distribution of goods into a single process.

Initially, administrative tasks involved basic accounting, monitoring business operations and supporting operational functions. As the business expanded into the Nordic countries, the administrative requirements also increased. The key areas that emerged were management of transport documents and close cost monitoring.

Digitalization streamlined processes

Ahola Group adopted its first computer, as well as an invoicing program, at the turn of 1984–85. This marked the company's first step towards a digital operating environment, which has completely transformed the company's administrative operating models over the decades.

Digitalization significantly advanced and accelerated the Group's administrative processes in the 1990s. Telex technology, similar to fax, en-

abled more efficient communication in international traffic, and the launch of websites opened up a new way to reach customers and partners.

At the same time, Ahola's own digital transport management system, Attracs Online, was introduced. It improved the operational efficiency of transports and accelerated the flow of information.

New systems support knowledge-based management

In the 2000s, the development of Ahola Group's administration has focused on the integration and automation of IT systems. ERP systems, HR and payroll software, and the utilization of cloud services have improved work efficiency and enabled better analysis of business data. New regulations such as the GDPR have also underscored the importance of information security.

Technological development has not stopped. Ahola Group has continuously invested in new solutions and automated processes, which increase the

availability of data to support decision making. Continuous development creates the framework for enabling more environmentally friendly transports.

» **Continuous development creates the framework for enabling more environmentally friendly transports.**

Administrative development supports future growth

Ahola Group's administration plays a key role in the company's business. Knowledge-based management, digitalization and continuous development of systems create a solid foundation for responsible and efficient operational activities.

What started with paper bookkeeping and manual calculations has evolved into data-driven management that enables better business analysis, development and customer service.

Ahola Group continues to develop its administration and ensure that its

processes and systems will support the company's targets also in the future. Continuous innovation and leveraging technology are crucial in the changing operating environment of the logistics industry. ●

A work of art celebrating life

Tiina Ahola's retirement was celebrated with cake and coffee at the head office in Kokkola on her last working day on 1 October 2024. The celebration included speeches and surprises.

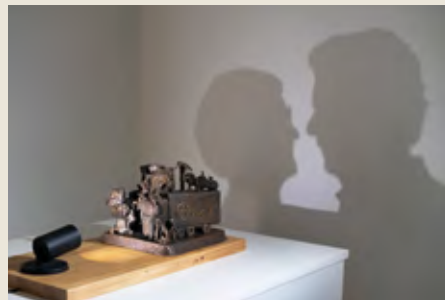
THROUGHOUT HER LONG CAREER, Tiina held multiple roles and titles. She mentions having tried out nearly all possible roles – except for driving a forklift or a truck. This “issue” was rectified in the autumn in Naantali, when Tiina passed her driving test and received the Ahola Certified Driver license.

During the celebration in October, a surprise that had been prepared in secret for several months to commemorate both Hans's 70th birthday and Tiina's retirement was also revealed.

The surprise was a bronze shadow sculpture created by the artist **Anni Laukka** in honor of Hans's and Tiina's life's work. Laukka, who was present at the celebra-

tion, explained the creative process behind her artwork and its different stages. The sculpture weighs 15 kilos and features a number of details, including a depiction of both Hans and Tiina, as well as their children and grandchildren.

Kokkola-based Anni Laukka is known for her impressive shadow sculptures, in which she utilizes sometimes unconventional materials and shadows to create depth and new perspectives in her artwork. Her creations play with light and shadow, exploring what is visible at first glance and what remains hidden in the shadows.



Sculptor Anni Laukka uses light and shadow in a unique way in her artwork. The bronze sculpture comes to life as a sharp and detailed silhouette when light is directed at the piece at just the right angle.



>>> **PROFILE: TIINA AHOLA**

»We have always done everything ourselves, in our own way, and we still do.

TIINA AHOLA HAS BEEN instrumental in initiating and developing Ahola's administrative functions for decades. After a distinguished career, she retired in 2024, leaving behind a strong legacy and a significant contribution to the Group's operational development. During Tiina's time at Ahola, a small family business from central Ostrobothnia grew into an international logistics Group that has not forgotten its roots.

Starting at Ahola in the 1980s, Tiina was one of the company's first office workers and was involved in developing the administration almost completely from scratch. She initially took care of bookkeeping, accounting and fuel tax refunds, but her role quickly expanded to payroll accounting, invoicing, HR tasks and managing transport documents. With the advent of digitalization, Tiina took on a key role in the implementation of new systems.

In 2015–2016, Tiina worked as an operational director at Attracs Oy before moving over to Ahola Group, where she was responsible for the development of financial administration and HR systems. She held a key role in managing GDPR issues and implementing new information security regulations. In addition, she actively participated in the strategic development of digitalization, for instance, integrating the Microsoft 365 environment and other cloud-based solutions.

Tiina Ahola's contribution to developing Ahola Group's administration has left a lasting mark on the company's operating models and culture.

Tiina's achievements are not limited to the corporate world. In 2023, she received a unique honor: Tiina was invited to be the godmother of Finnlines' new passenger-cargo ship. This appointment highlighted the decades of cooperation between the two family enterprises. As the ship's godmother, Tiina also had the honor of naming the vessel, which was christened Finnsirius. ●



» Based on our experiences, driving an electric vehicle hardly differs technically from driving a diesel-powered vehicle, but the importance of anticipatory driving is all the more highlighted.



Åke Nyblom
Managing Director
Ahola Transport

>>> AHOLA TRANSPORT

New market areas, energy sources and digital tools

For Ahola Transport, 2024 was a year of growth and development. We expanded our operations in the CEE countries, were the first in the Nordic countries to begin cross-border transports with a fully electric truck and trailer combination and developed digital solutions that optimize our operations and improve safety at work.

THE NORDIC COUNTRIES have always been our biggest market area, but because of the geopolitical situation production has increasingly moved back to Europe, which has strengthened our operations in other regions as well.

We have been actively developing our business operations in the CEE countries for several years now. Working together with our long-term partners, we reached almost 100% growth in the region last year. Our operations grew especially in Poland and Romania, where we can also see significant future potential.

Use of electric power increases

In accordance with our Way Ahead vision, we strive to be pioneers in our industry and learn more about new energy sources so that we can offer our customers increasingly cleaner transport solutions.

Piloting and introducing new energy sources is at the core of our sustainability strategy. Based on our trials and calculations, electricity is currently the most viable option based on life-cycle emissions.

In the summer, we made great progress in the development of electric heavy traffic, being the first in the Nordic countries to start cross-border transports with a fully electric 64-ton truck and trailer combination. This is already our second fully electric vehicle – the first one has been in use in Sweden's internal traffic for two years now.

Based on our experiences, driving an electric vehicle hardly differs technically from driving a diesel-powered vehicle, but the importance of anticipatory driving is all the more highlighted. Read more about the topics on pages 52–55.

High-power charging station in Naantali

The inauguration of an electric fleet also has an impact on transport planning, as the availability of energy, vehicle charging times and new cost structures must be taken into account.

As part of our development work, we inaugurated a high-power charging station in Naantali, which was designed particularly for heavy vehicles but which also serves the charging needs of passenger cars. The four charging points at the station enable the charging of four passenger cars or two heavy vehicles simultaneously. The maximum power output of the charging points is 720 kW, which makes it possible to fully charge a battery in as little as 20–30 minutes depending on the vehicle's limitations.

Environmental concerns have also been taken into account in the energy sources of the charging station. Electricity generation is supported by our own solar panels, and energy storage will be gradually increased in the future.

AI-based application development

In co-operation with Ahola Digital, we are continuously developing digital solutions that support our operations by optimizing processes and improving safety.

The new Gatekeeper system at the Cargo Center in Nykvarn automates the access and traffic control of the gates. This improves the flow of traffic and the safety of the area. The system makes the drivers' work easier, as the instructions are updated in real time on the screen at the gate. Read more on page 30.

Ahola Transport in 2024

FREIGHT TONS
1,633,338

NUMBER OF DISPATCHES
208,869

VEHICLES ON THE ROAD
500

NUMBER OF SHIP DEPARTURES
45,000

KILOMETRES DRIVEN
ca. 39 million km

NET PROMOTER SCORE (NPS)
50

Another innovation is the mobile app for checking that the cargo is correctly secured. The app, which is currently in the pilot phase, scans the secured cargo and assesses whether it is secured according to safety requirements. This enhances driver safety and ensures that the cargo is properly secured.

A new practical training route to becoming a driver

In 2024, we launched Ahola Academy, our own training program for people who want to either be drivers or start their own transport business. The objective is to make the path to this sector easier and to offer a more practical alternative for the traditional educational paths.

The training program provides each student with a personalized training path, and each student is assigned a mentor who knows both the industry and the customers. The mentoring program lasts through the entire training program and even beyond graduation.

At its fastest, finishing the program and becoming a qualified driver takes two months. The first student will graduate in 2025, and we are continuously developing the program to meet the needs of the sector. More information on Ahola Academy is on page 16.

Development of sustainable transport solutions continues

The logistics sector is developing rapidly, and new opportunities are constantly emerging. Ahola Transport continues its steadfast growth in new markets, invests in low-emission energy solutions and uses AI to develop its operations.

In 2025, our goal is to further strengthen our position, expand our training program and develop new solutions for our customers. ●

» Each student is assigned a mentor driver who supports them on the road as well as on the ships sailing between Finland and Sweden.

Ahola Academy: a faster and more targeted route into the transport sector

Our Ahola Academy training program prepares drivers for the practical work in Ahola's operating environment. At its fastest, the training program can be finished in 2–3 months.

THREE YEARS AGO, Ahola conducted a comprehensive survey* to find out how 16–18-year-olds living in Finland view the transport industry. The objective was to survey young people's knowledge about the logistics sector and their opinions about job opportunities in the sector.

The results revealed challenges in the sector's appeal. One of the main problems was the length of the training: acquiring a vocational degree in logistics takes 1.5–3 years, and the focus is on theoretical studies. The student gets no practical experience until they enter the workforce.

The work of a driver is demanding, both mentally and physically. Spending long stretches of time on the road can be challenging for new graduates and calls for dedication to the task. It could be said that it is not just a job but a way of life.

Developing the training program

With these ideas in mind, in collaboration with Traficom, we began de-

veloping a shorter and more practical training route into the transport sector. It is now possible to become a qualified driver by attending approximately 200 lessons covering both theory and practical driving lessons and by passing the CE driving test.

On certain conditions, Ahola's experienced employees can teach the students, but a qualified instructor is responsible for the practical driving lessons. Driving instructor **Caj Björk-skog**, who has the qualifications to instruct, is primarily responsible for the training at Ahola Academy.

The program is supported by an application integrated with Traficom's system that provides a varied online learning environment for deepening one's skills.

Piloting and the future of the training program

The training program started with the first student in September 2024. The objective was to upgrade a B driving license first to a C license and finally to a CE license as well as become

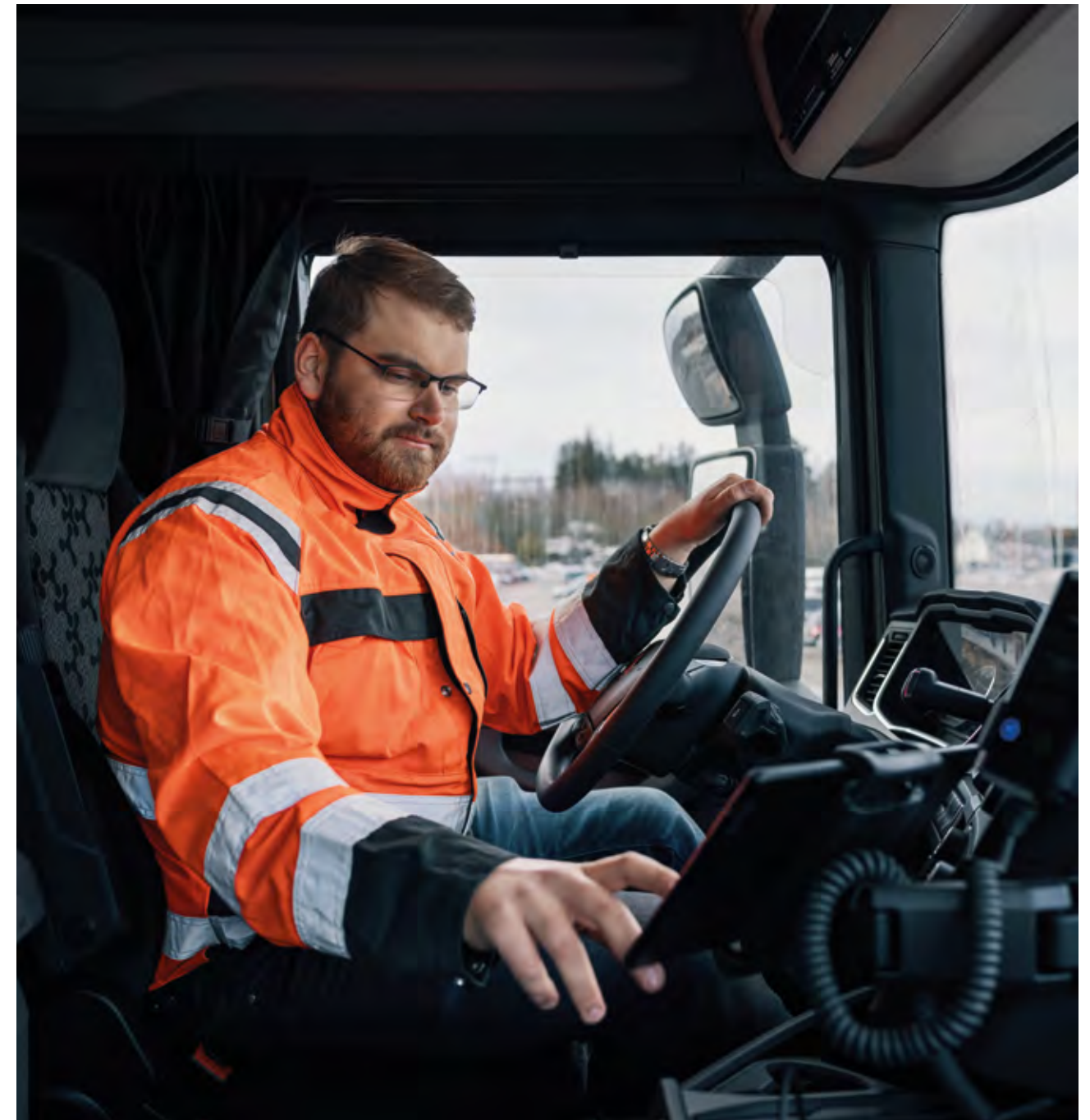
a qualified driver. The pilot program demonstrated that the training can be carried out efficiently in 2–3 months.

Ahola Academy is not designed for mass training but to instruct individual drivers when needed. Each student is assigned a mentor driver who supports them on the road as well as on the ships sailing between Finland and Sweden. This gives the students a comprehensive understanding of the practicalities of the job and access to the driver community right from the beginning.

In 2025, the objective is to train three new drivers. Those who complete the program can get a job as a driver at Ahola either as an employee or as a contractual partner. We also provide our students support in starting their own company.

Ahola Academy is a step towards more effective and more practical transport sector training and provides future drivers a fast track to the trade. ●

*Ahola's survey on perceptions of the job of HGV driver among the younger population 2022 and Ahola's driver survey 2022



Ahola Academy's studies encompass hands-on work as well as mostly independent theoretical studies. The training paths are individually tailored to the student.



>>> AHOLA IN ESTONIA AND POLAND

Ahola strengthens its position in the CEE markets

Ahola has consistently invested in the Central and Eastern European markets, and in 2024 this work paid off significantly. Growth has been especially strong in Poland and Romania, where the demand for logistics services is constantly increasing.

AHOLA HAS TWO OFFICES to support growth in the region: one in Estonia and another in Poland. The Estonian office houses the Cargo Center premises, and the unit employs 36 people. The size of the Poland office is only about a third of the Estonian operations, and it employs 11 people. Our skilled and motivated personnel are a key asset that enables high-quality operations and continuous growth.

Transport planning for the CEE countries operates in Poland, and transport planning for the Baltic countries in Tallinn. Additionally, both offices have a resource department that is in charge of the contract carriers, as well as a management department. The consistent quality of our operations is vital to us, which is why we have a quality unit in Estonia that is responsible for checking the permits and licenses of the fleet and the drivers in CEE countries twice a year.

We want to make sure that collaborating with us is as smooth as possible and that the drivers can concentrate on their main task, i.e. transports.

Poland and Romania driving growth

The geopolitical situation has prompted several companies to move their production to Europe, which has boosted the logistics industry in the region. Growth has been especially rapid in Poland and Romania. Historically, Romania is a new Western country, but its economy is developing rapidly. Joining the Schengen area has also in a geographical sense opened up new opportunities for the traffic network, and the new electronic transport system has made the import and export processes run smoother.

Poland, on the other hand, has become a textbook example of economic growth. The unemployment rate is below 2%, and the region attracts major companies from around the world. These factors create enormous potential for the development of logistics services.

Sustainability evident also in Eastern Europe

Sustainability is an important part of Ahola's operations also in the Baltic and East European countries, where the importance of sustainable development and responsible business practices has increased. Ahola has been committed to promoting sustainable development in its sustainability work for several decades now, in accordance with its motto, Way Ahead.

In particular, energy-efficient solutions, optimized transport chains and utilization of renewable energy sources are highlighted in our operations in this region.

Future prospects

Ahola Transport's strong growth in the CEE countries is the result of consistent development work and an established market position. In future, we will focus on reinforcing our position as the most reliable logistics partner in the region and on developing our co-operation with local and international operators. At the same time, we will continue our systematic sustainability work by investing in low-emission transport solutions and digital innovations that support sustainable growth.

Our customers appreciate our commitment to the green transition and trust our ability to provide innovative and sustainable transport solutions. Our modern fleet and digital tools support both local and international environmental targets, which makes them an integral part of Ahola's strategy to build a sustainable future. ●



Thomas Ahola:

"In 2018, I moved with my family to Estonia to develop Ahola's operations in the Baltic countries. I have been the Business Unit Manager for the Baltic and CEE countries for seven years now. During this time, we have focused on branding, which has considerably raised our profile and strengthened our position in the region. The CEE market currently accounts for approximately a third of Ahola's turnover, and demand in the region is consistently increasing."

>>> AHOLA TRANSPORT / CASE SCANIA

Long-term collaboration in developing the transport industry

Ahola Transport and Scania have been collaborating for decades. Ahola Transport is responsible for transporting Scania truck chassis. Over the years, co-operation has been developed through digitalization, special equipment and responsible transport solutions, and today the partnership is stronger than ever.

THE PARTNERSHIP between Ahola Transport and Scania dates back to the 1950s, when Scania's trucks became an essential part of Ahola's fleet – and they still are. For decades, Ahola Transport has been transporting Scania's trucks, truck chassis and spare parts, as well as other materials used in Scania products, both in Sweden and outside of its borders.

The transportation of truck chassis started in 1997, when Ahola drove the chassis from Sweden directly to customers in Finland. A year later, Ahola Transport introduced its first articulated vehicle designed for heavy trucks.

The operations have grown steadily, and in 2022 our co-operation deepened further when Ahola Transport expanded the operations of Nykvarn Cargo Center to meet Scania's needs. This investment strengthened the logistics chain of both parties and increased flexibility in transport management.

Digitalization accelerates chassis transport management

Chassis delivery management has transformed significantly since the early days. Whereas transportation orders used to be received via fax and processed manually, the process is now completely digitalized.

Ahola's chassis transportation is handled by a specialized segment, where all steps, from transport orders to reporting, are processed electronically. This enables more precise monitoring and more efficient logistics management.

– Customized transport of truck chassis for Scania is a good example of how we can develop new solutions in collaboration with our customers, says **Åke Nyblom**, CEO of Ahola Transport, who has been involved in developing chassis transport from the early stages.

Customized equipment guarantees efficiency

In 1998, Ahola Transport introduced the first vehicles custom-designed for transporting chassis from Sweden to Finland. Today, Ahola already has several customized truck and trailer combinations operating in a wide market area.

The development of the fleet has been necessary, as the size and number of Scania chassis have grown significantly over the years. The latest transport units have been designed to meet these changes, enabling the transport of even larger loads efficiently and safely.

To ensure smooth transport, Ahola Transport has a specialized team dedicated solely to chassis transport.

– Our contact person who has worked with Scania the longest and our driver who has been transporting the chassis have overseen these transports requiring special expertise for over a decade, Nyblom adds.

Communication and flexibility play a crucial role

The most important factors in terms of collaboration are smooth communication and the ability to find solutions in unexpected situations.

– One of the most significant characteristics of our collaboration is the way we find solutions and communicate in exceptional circumstances. For example, when ships are not operating normally between countries, we have been able to reprioritize shipments and avoid major problems through open communication, says **Ari Hakala**, Product Manager at Scania Finland.

Challenges put the quality of a partnership to the test, and Ahola Transport and Scania have succeeded in building a flexible and efficient operating model.

Sustainable transport solutions for the future

Ahola Transport's chassis transports use 100% HVO fuel, which is made from renewable raw materials. This is an important step towards more sustainable transports. In the future, the goal is to expand the use of alternative forms of energy and further electrify transport routes.

– We have already significantly reduced emissions, but the development work continues. We want to find new ways to make our transport chain even more sustainable, Nyblom says.

The partnership between Ahola Transport and Scania is

based on innovation, flexibility and continuous development.

– Chassis transports have become a significant part of our operations, and we see a lot of opportunities to develop them further. Based on our long-standing collaboration, we can continue developing and expanding the service in the future, Nyblom states.

Ahola Transport and Scania continue to jointly develop transport solutions that combine efficiency, digitalization and sustainability. In the future, we can expect more environmentally friendly and innovative solutions – built on long-term partnership. ●



In the late 1990s, Ahola Transport introduced the first vehicles custom-designed for transporting trucks.



The fleet is constantly developed to meet demanding needs – our newest trucks enable the transport of even larger loads efficiently and safely.

>>> AHOLA SPECIAL

Green transition investments are keeping the special transport sector busy



Jonas Ahola
Managing Director
Ahola Special

Industry's green transition investments and the rapid growth of wind power have increased the need for special transports in the Nordic countries. At Ahola Special, we have responded to this development by expanding our operations and investing in a new fleet. We increased our market share, especially in wind power transports in Sweden and have become a significant operator in the country. We have also strengthened our position in the most demanding special transports.

LAST YEAR, we transported close to 1,000 wind power components. The increase in demand has led us to expand our fleet to meet the growing need to transport increasingly heavy and large components.

2024 was a time of strong growth, especially in Sweden, where we have strategically developed our operations and prepared for future wind power projects. With this growth we have also streamlined our logistics solutions and expanded our infrastructure to ensure efficient and safe transport operations. Read more about wind turbine transports on pages 24–28.

Green transition investments bring growth in Sweden

Significant investments in the green transition are currently under way in Sweden's industry, increasing the need for special transports. For example, construction projects for factories producing fossil-free steel are already under way, and these projects will significantly reduce carbon dioxide emissions.

In 2024, the Swedish market proved to be crucial for Ahola Special, leading to significant growth in the region. We established our own company in Sweden, Ahola Special AB, and registered new vehicles in the country. The fleet registered in Sweden will help us meet the growing demand for special transports within the country.

Increase in exceptionally large transports as part of our operations

Large and demanding projects are a growing segment for us. We carried out our largest transport so far, a single delivery weighing 400 tons, to Boden, Northern Sweden. A transport of this scale required precise planning and seamless co-operation with various stakeholders.

At the end of the year, we completed a project in Kemi

that involved transporting pieces weighing altogether over 500 tons. Our responsibilities in the project included port handling, intermediate storage and, later, delivery to the end customer.

We have delivered steel products to other parts of Sweden, with transports including several separate shipments. These projects have required significant planning and resource optimization to ensure smooth and safe transports for our customers.

Preparing for the future

The coming years will bring even larger wind power projects to the Nordic countries. We have prepared for upcoming projects by investing in new technology and route planning.

The construction of four wind farms will begin in Central Sweden in 2025, and we have anticipated transport needs with comprehensive engineering work. Our Engineering service team conducted an extensive route scan in which nearly 100 kilometers of construction sites were laser scanned and mapped with drones. With the help of technology, we can ensure the condition of transport routes and the road network, and optimize the routing of heavy vehicles, which increases the safety and efficiency of our transports and reduces environmental impacts.

In 2025, we will register more new vehicles in Sweden to support wind power transports. Our goal is to strengthen our position in the Nordic countries, and investments in vehicles and technology are a key part of this strategy.

Our long experience in the field, versatile special transport fleet and the seamless cooperation between Ahola's various segments provide us with excellent conditions to offer high-quality, customized total solutions for even the most demanding needs of our customers. All stages of project management – from preliminary planning to transport – are carried out under the same roof, which has been the foundation of our operations from the beginning. ●

>>> Large and demanding projects are a growing segment for us.





>>> AHOLA SPECIAL / CASE NORDEX

Moving wind turbine components safely to their destination

Ahola Special has been transporting wind turbine components manufactured by Nordex since 2020. The co-operation has grown into a strong partnership of experts.

Business Unit Manager Tom Slotte received the award for successful and close cooperation from Nordex Global Sourcing Manager Thomas Strasser on behalf of Ahola Special in Kokkola.



» Comprehensive route surveys using drones are conducted in order to create 3D models of the driving routes.

THE RISE OF WIND POWER in the Nordic countries has increased the need for transports of large and heavy components. Nordex is one of the world's leading wind turbine manufacturers, and its projects require logistics solutions that meet stringent safety and scheduling requirements.

Ahola Special provides comprehensive special transport solutions that combine technical expertise, flexibility and proactive planning. We transport Nordex components especially in Sweden, but our operations also cover other market areas.

Thorough planning guarantees successful transports

Transporting wind power components requires careful planning and co-operation with several actors. Comprehensive route surveys using drones are conducted in order to create 3D models of the driving routes. The models are used to ensure the condition of the roads and to optimize the

routing of heavy trucks so that transports can be carried out safely and environmentally efficiently.

Wind power components can be over 80 meters long and weigh over 100 tons. Ahola Special uses a wide range of special equipment, such as wind blade trailers and wind tower adapters.

Last year, we had 12 vehicles in continuous use for Nordex deliveries. Our efforts were rewarded, as we received an award from Nordex in recognition of our excellent performance.

Partnership based on trust and development

Our co-operation is based on open dialogue and long-term development. Ahola Special is not only Nordex's logistics partner, but also a strategic advisor who brings new solutions to logistics challenges and ensures safe and on-time deliveries.

– Ahola Special's strength lies in its ability to provide comprehensive solutions and technical expertise, says

Nordex's Global Sourcing Manager, **Thomas Strasser**.

Future prospects

The co-operation between Ahola Special and Nordex is expected to expand in the coming years as Nordex's projects grow and the needs of the wind power industry change. Ahola Special's goal is to remain at the forefront of the development and offer increasingly comprehensive services to its customers.

– Future development requires both efficient transport solutions and pioneering technology. Ahola Special is committed to evolving along with its customers and offering solutions that make even the most demanding projects possible, Strasser sums up.

The partnership between Ahola Special and Nordex proves that special transports can involve much more than simply moving something from one place to another – they are an essential part of the wind power sector's development and future energy solutions. ●



>>> AHOLA DIGITAL

Renewing Ahola Group's digital infrastructure



Tommi Hollström
Managing Director
Ahola Digital

Ahola Digital has an important role in Ahola Group's development projects, combining innovative thinking with the utilization of new technologies. Additionally, Ahola Digital took major steps towards applying AI more extensively.

» *The new systems enable harnessing AI more widely throughout the organization.*

THE KEY DEVELOPMENT of 2024 in Ahola Digital's Road sector was the start of the ATOS project. The project, which will last several years, involves creating an ERP system with next generation technologies that will serve the core businesses. The new ATOS system will include new added-value services for stakeholders and use AI to automate internal processes. The project is being implemented in close cooperation with all Ahola Group business segments and will culminate in the implementation of the first modules in late 2025.

Next generation product family

Renewing the ERP system will make the user experience smoother for our customers and co-operation partners. The current system is mainly used by Ahola's employees, but in the future we will also bring added value services to the stakeholders to support their business.

Ahola Digital's Road segment is divided into two teams. One team is responsible for maintaining the current operative system, while the other team focuses on product development. This ensures that both the current and future digital solutions are managed efficiently.

Significant growth in urban logistics

Demand for the Ahola Digital City segment has grown steadily, and by using digital services we can strengthen the development of urban logistics and make it more efficient. Co-operation with Palvelukeskus Helsinki and Taksi Helsinki was among the biggest projects of the year, result-

ing in more than 100% growth in Ahola Digital City segment's business operations. The management of transports in the operative system for providing passenger transport services was improved.

AI improves efficiency and security

Ahola Digital's development activities are on a sound footing. The new systems enable harnessing AI more widely throughout the organization. Digital focuses especially on developing AI, cyber security and the continuity of operations, which supports Ahola Group's long-term strategy and strengthens our position as a developer of digital solutions for logistics and transport.

In autumn 2024, in co-operation with Ahola Transport, Digital started testing out an AI-based application designed to ensure that cargo is correctly secured. The secured cargo is scanned with the camera app and, using object recognition, the app assesses whether the cargo has been secured correctly. Checking that the cargo is secure makes transports safer especially for heavy loads.

Our innovations help us to ensure that Ahola stays at the forefront of development and offers its customers logistics services that are more effective, safer and more sustainable than before. ●

>>> AHOLA DIGITAL / CASE NYKVARN

Automated gate system enhances operational efficiency and safety

In a joint project, Ahola Transport and Ahola Digital developed an automation system for the gates of the Nykvarn Cargo Center. The project is the first step towards a broader hub control system to improve logistics efficiency and safety using innovative technologies.

THE NYKVARN GATE automation project combined software development with the use of existing infrastructure and new equipment. The project's main goal was to enhance the area's operations by enabling the gates to be opened and closed automatically. The resulting Gatekeeper system helps manage access to the area more efficiently, reducing the risk of accidents and improving overall safety in the area.

New intelligent system streamlines gate traffic

Development of the Gatekeeper system was an entirely new project that involved combining digital software development with existing infrastructure. The system integrates electromechanical switches and camera technology, combining information from different sources.

Automation prevents overuse of the area and increases operational control. The benefits of the project are already evident in smoother logistics and increased safety.

Automated gates speed up and secure logistics

The Gatekeeper system has been integrated into the Attracs Online ERP system, allowing loading and unloading bookings to be automatically transferred to the Gatekeeper system based on the registration number. The camera recognizes the arriving vehicle's license plate and opens the Cargo Center's gates. This improves traffic flow and ensures that only authorized vehicles can access the area.

External calendar booking enables smooth co-ordination for maintenance, contract carriers and first & last mile deliveries.

The infrastructure at Nykvarn Cargo Center was improved by acquiring two digital info boards for the gates. The boards provide the drivers with safety and parking instructions as well as a clear area map as soon as they arrive at the site.

The gates have also been equipped with control switches and ground sensors, which ensure smooth and safe traffic control in all situations.

>>> The camera recognizes the arriving vehicle's license plate and opens the Cargo Center's gates.

Future opportunities

The Nykvarn Gatekeeper project significantly strengthened the collaboration between Ahola Digital, Ahola Transport and Ahola's IT department. It increased the company's knowledge of automation and is proof of the organization's agility and ability to innovate entirely new systems.

The system is a step towards smoother and safer logistics, and the lessons learned from it will be utilized more widely to develop Ahola Group's operations. ●



Why choose Ahola?

We guarantee that your transport will arrive at its destination exceptionally quickly and flexibly and with respect for the environment. If we do not find an optimal solution, we will develop one ourselves.

AHOLA POINTS the way forward in logistics. We have been using digitalization since the 1990s to optimize transports and reduce emissions. Our digital solutions benefit our customers from the transport planning phase to the delivery's final destination.

Our values guide our operations

People, innovations and the environment are at the heart of everything we do. As a company and as a family, we want to leave subsequent generations a better world than the one we were born in. We assume total responsibility for your transports and we do what we have agreed on. Communicating with us is open and direct. We respect everyone's contribution to a successful delivery.

Our solution for your transport needs

Ahola Transport will ensure that your road transport reaches its destination reliably and cost-effectively. Our way of working is based on our digital Ahola Online concept, which allows us to provide exceptional flexibility and speed in our transports.

Ahola Special is your safe and expert partner for special transports. Our core competence is heavy and oversized transports, project logistics

and wind power logistics. We transport, consult, obtain transport permits and plan routes and worksites in advance using 3D laser scanning and CAD assisted planning. We see the big picture and identify in advance the critical details of your projects.

Ahola Digital's unique cloud services offer solutions for controlling logistics flows – of both passengers and goods. They make managing and monitoring your transports simple, efficient, environmentally friendly and cost-effective.

We take care of you

Our starting point is to make your work easier. Our processes are controlled, and goods handling is minimized, which means your transports arrive at their destination cost-effectively and safely. You will be assigned a dedicated contact person who will co-ordinate your transport with you. A dedicated team that speaks your language plans the transportation and ensures that it reaches its destination.

You will also have access to a customer portal that contains complete data and statistics about your transport, such as emissions figures, delivery-specific emissions reports and the possibility of live delivery tracking. You can also share the live tracking link with your customers. ●

Ahola's values



RESPONSIBILITY

We agree on what is to be done and do as we have agreed.



OPENNESS

We talk with people, not about them. If we can't keep our promises, we immediately inform all parties concerned.



RESPECT FOR THE INDIVIDUAL

We believe in equality among all people. We all have different jobs, but the overall effort is the result of each and everyone's contribution. Everyone should have the opportunity to succeed in their work.

Our customers recommend Ahola

WE MEASURE customer satisfaction regularly, and the results reflect our customers' trust. The Net Promoter Score (NPS) describes how likely our customers are to recommend our service to others. **Ahola Transport's NPS is 50 and Ahola Special's is 68 – well above the logistics industry average (43).** An NPS of over 30 is considered excellent.

We believe that a good customer experience and high customer satisfaction are the result of our commitment to quality, reliability, and innovative solutions.





AHOLA

Sustainability report 2024

WAY AHEAD

Background for the sustainability report

Our goal is to develop sustainability work in our Group systematically and for the long term. To that end, we established a Sustainable Development Forum in 2022 and published our first sustainability report in the same year.

About the sustainability report framework

WE WILL CONTINUE and deepen reporting on sustainability topics also in 2024 in line with the Global Reporting Initiative (GRI) framework. The objective of the framework is to provide an adequate and balanced picture of the material corporate responsibility topics and their impacts and development.

Reporting aligned with the GRI

standard is based on materiality, which means that we have identified the material issues that affect our own operations, stakeholders and value chains. This work is supported by the topic-specific GRI standards listed in the GRI content index on pages 68–69.

In the sustainability report structure, we have used an ESG reporting model that offers a clear framework

for the company’s environmental, climate, people and governance impacts, risks, opportunities and goals.

The model is based on three main areas: environment (E), social responsibility (S) and good governance (G). The reporting includes sustainability metrics and transparent disclosures.

We commit to the UN Sustainable Development Goals

THE UN MEMBER STATES agreed on an action plan and goals for sustainable development in 2015. The Agenda 2030 action plan aims for sustainable development in terms of the economy, people’s well-being and the environment alike. Primary responsibility for the implementation of the Agenda 2030 lies with the states. However, reaching the goals also requires broad participation of local governments, companies and citizens.

The UN Sustainable Development Goals (SDGs) served as an important framework for us in our third sustainability report. Our report covers nine of the 17 SDGs. Their symbols are shown in the report in the relevant section.



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»» **Through our actions we strive to promote the green transition of the transport industry and serve as a model to the industry**

– IDA SAAVALAINEN, GROUP CEO

>>> GROUP MANAGEMENT REVIEW

Digitalization promotes sustainability

Our sustainability strategy is guided by the Way Ahead attitude, at the heart of which is a strong will to invest in new solutions and promote sustainable operations for the personnel, the company and the environment.

REDUCING EMISSIONS and piloting alternative energy sources are part of our purposeful actions to help the environment. We continued to develop sustainable logistics solutions. We became the first company in the Nordic countries to introduce an electric full truck-and-trailer combination for regular cross-border transports.

In autumn, we inaugurated a new electric charging station for heavy vehicles in Naantali. As the charging station is located near the harbor, it serves the needs of both transport and passenger traffic and improves the possibility to use more environmentally friendly vehicles.

Making use of modern technology and digital solutions is an essential part of optimizing our transport processes. Ahola Special's Engineering service makes transport route planning technically, economically and environmentally more efficient already in the pre-planning phase. Our years of experience in project management combined with

next-generation digital solutions give us an excellent opportunity to be pioneers in special transports.

To strengthen quality control throughout the entire supply chain we drew up a Supplier Code of Conduct. The code standardizes and harmonizes our operations and our suppliers' work.

In line with our strategy, we are implementing AI into our organization's operations in a controlled and responsible manner. AI will be used both in making day-to-day processes more efficient and in the product development of different segments.

People are the cornerstone of our company and enable our operations. We want to provide a safe working environment where everyone feels comfortable and has opportunities for professional development. Our regular Ahola Way of Operating training courses support our personnel in their work. Our Ahola Academy training program offers a targeted fast-track training route into the industry. In 2025, our first student will graduate from the training program and become a qualified driver.

Through our actions we strive to promote the green transition of the transport industry and serve as a model to the industry.

We have been reporting on our sustainability activities for three years now, and have been making preparations to align our reporting with the EU Corporate Sustainability Reporting Directive (CSRD) during 2025. ●

Ahola in a nutshell

Ahola is a family business established in 1955, which has grown into an international logistics Group. We are a reliable, modern logistics expert who supports its customers' sustainable development.



Ahola Group – Key figures



TURNOVER
128.4 M€
[2023: 122.5 M€]



VEHICLES
560



PEOPLE
700



VALUES

Total responsibility • Openness
• Respect for the individual

THE AHOLA GROUP consists of the parent company Ahola Group and its subsidiaries: Ahola Transport, a road transportation specialist, Ahola Special, operating in heavy and oversized transports, and Ahola Digital, a supplier of digital logistics solutions.

We serve our clients in the Nordics, Baltics, Poland, and elsewhere in Central and Eastern Europe. In addition, our extensive partner network covers the whole of Europe.



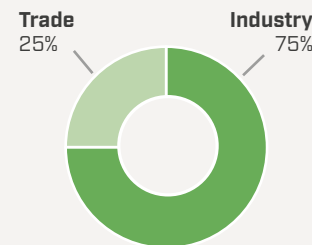
MISSION

Logistics flows under our responsibility.

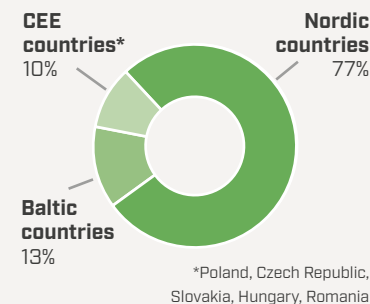
CERTIFICATES



MARKET SEGMENTS



MARKET AREAS



Our years of transport experience in trade and industry, combined with our dynamic logistics concept, form an unbeatable combination which has helped us become one of the leading transport companies in the Nordic countries and a growth-oriented operator in the Central and Eastern European markets.



>>> ABOUT AHOLA

A family business leading the digitalization of logistics

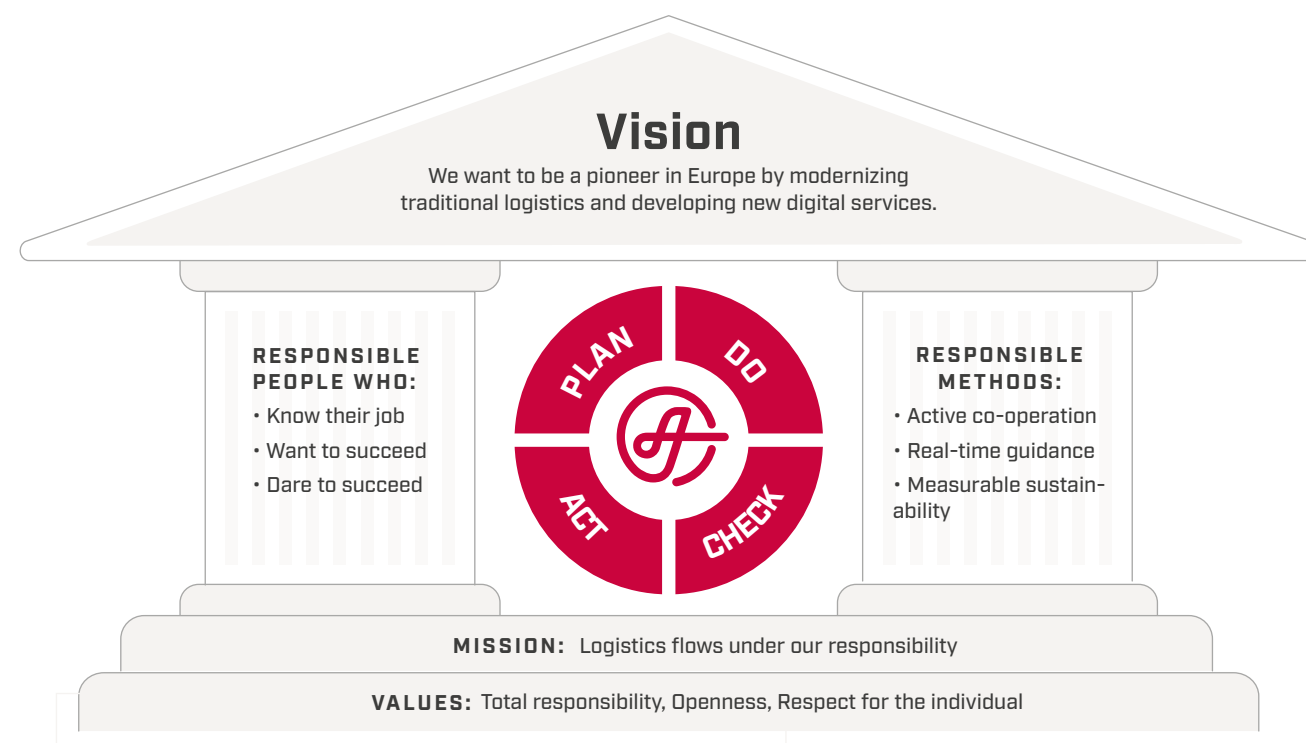
Our experience, combined with our dynamic logistics concept, puts us in an excellent position to succeed, helping us become one of the leading transport companies in the Nordic countries and a growth-oriented operator also in the Central and Eastern European markets. Ahola Group's main market areas are Finland, Sweden and the Baltic countries.

THE GROUP CONSISTS of Ahola Transport, a provider of road transportation, Ahola Special, operating in heavy and oversized transports, and Ahola Digital, a supplier of digital logistics solutions. Ahola's fleet includes approximately 560 modern vehicles that are well suited to the conditions of our market area. Our equipment perfectly matches the needs of various

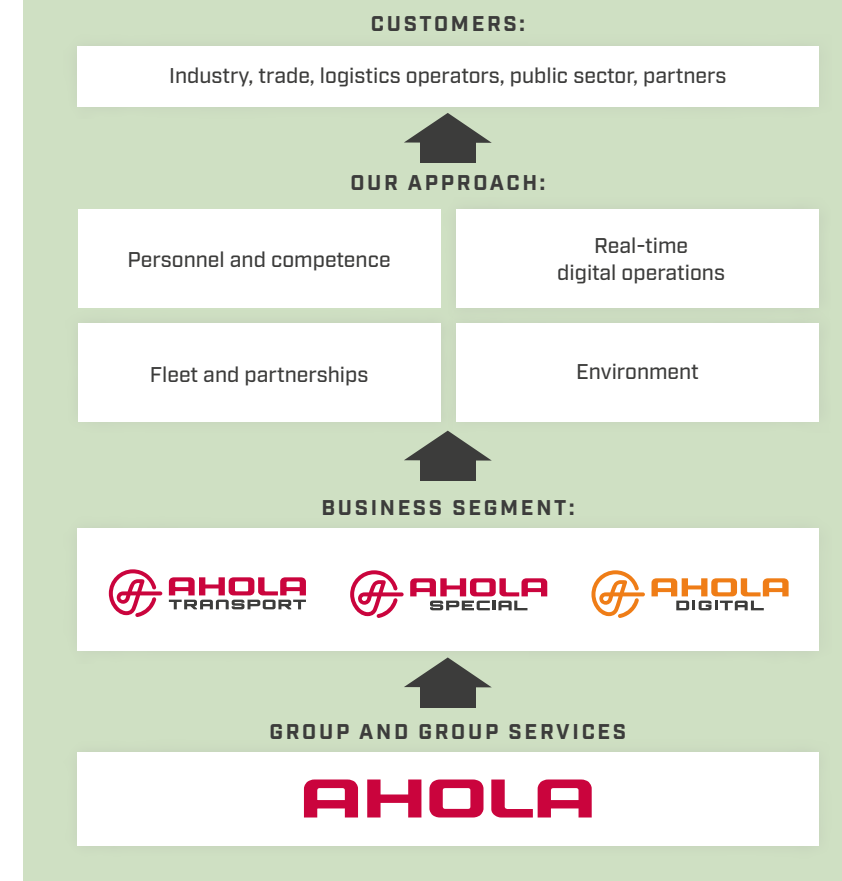
industries, thereby ensuring fast deliveries for all types of goods. A modern fleet, and the adoption and piloting of alternative energy sources play a role in reaching overall environmental efficiency.

AHOLA TRANSPORT is a road transport professional that provides both trade and industry with transports

that are tailored and optimized based on customer needs. Ahola Transport has created a dynamic model where the pickup, main freight and distribution of goods are integrated into a single process. Instead of using terminals, the model is based on a truck-to-truck principle, which minimizes cargo handling and enables direct deliveries from the sender to the recipient. Customers



Our approach – the Ahola Way



using 3D laser scanning and CAD assisted planning. This makes it possible for the special transport team to be involved already in the pre-planning phase of projects and worksites, which ultimately means, for example, less need for soil preparation or fewer trees to be felled. In 2024, we established a company in Sweden, Ahola Special AB, and registered new vehicles in the country. The fleet registered in Sweden will help us meet the growing demand for special transports within the country.

AHOLA DIGITAL'S solutions and services take transport and logistics companies towards the future. Ahola Digital's offering includes many kinds of tailored software solutions for, among other things, boosting and optimizing transports. The solutions help optimize vehicle occupancy and usage rates, but the possibilities are almost infinite. We make the customer's transport operations more eco-friendly together with the customer. With Ahola Digital's solutions, the customer always stays one step ahead, today and tomorrow.

The Group's vision is to reach a leading position in the Northern European logistics markets by modernizing traditional logistics and developing new digital services. This vision will be achieved through the teamwork of our responsible employees and sustainable practices.

» *With Ahola Digital's solutions, the customer always stays one step ahead, today and tomorrow.*

customers and drivers always have a dedicated contact person and a planning team which coordinates the transport orders and speaks the same language as the customer and the driver.

AHOLA SPECIAL transports heavy and oversized cargo using a combination of different transport modes. Ahola Special has a modern multi-purpose

fleet and its service offering includes planning based on the customer's needs, project management and necessary additional services, such as cargo handling in ports, and jacking and skidding.

Ahola Special also provides the Ahola Engineering service, which focuses on the comprehensive planning of routes, worksites and other sites

Employees, contract carriers and the Board of Directors

Ahola Group employed 253 people at the end of the review period. In addition to its own personnel, Ahola relies on long-term partnerships and employs over 450 contract drivers in road transports. The Group CEO is **Ida Saavalainen**. The Group paid a total of EUR 15.4 million in salaries and bonuses during the review period.

On 6 April 2024, Ahola Group's General Meeting elected the following ordinary members to the Board of Directors: **Hans Ahola** (Chair), **Nils Ahola** and, as members independent of the organization **Toni Lahti** and **Jukka Karhula**. Toni Lahti resigned from the Board on 6 September 2024. The company's ordinary auditor is the auditing firm Ernst & Young Ab and the Chief Auditor is **Anders Mattsson**, Authorized Public Accountant. ●

>>> AHOLA AND SUSTAINABLE DEVELOPMENT

On the road to sustainable development

Sustainability management

At Ahola Group, responsibility permeates all aspects of our operations. It is an intrinsic part of our daily choices, guiding our development work and how we take care of both the environment and our people. We want to ensure that sustainability is a focus in everything we do by regularly including these issues in the executive management team's and Board of Directors' agendas. In 2022, the Group's executive management team established a separate sustainability forum that includes employees from all business segments. The objective is to ensure that work related to sustainability remains a focus in all Group companies. The forum discusses material sustainability topics and how the impacts of these issues are managed in the business segments. Each company's sustainability performance is also reported to the Group management at the forum's meetings.

Business management's understanding of the importance of sustainable development for business is ensured through training provided by an independent party to increase the Board of Directors' collective knowledge. Ahola's owners and Board of Directors set the direction within the sustainability area and decide on the policy, strategy, and objectives together with Group management. Strategic decisions are executed in the organization's different segments, which have their own more detailed strategies derived from the Group strategy. Progress is monitored, and internal and external collection of data is planned and executed together with other relevant Group functions.

Sustainability strategy

In its sustainability strategy, Ahola Group is committed to the UN Sustainable Development Goals, and the policies guiding the Group's operations follow the ten principles of the UN Global Compact initiative. We have a strong and natural desire to act responsibly towards employees, customers, owners and society at large. Respect for the individual

is also one of our family business's values. It is our way of showing that we believe all people are equal. We all have our own duties, but each and every one of us contributes to the outcome. We have to create the right conditions for everyone to succeed in their work.

We operate openly and commit to co-operation – as required by Ahola's values. Long-term customer relationships are important to us, and we want our customers to know who handles their logistics flows. Sustainability work at Ahola focuses on specific goals divided into three areas: environment, society and governance. Ahola's management is committed to actively participate in developing and executing our sustainability strategy to ensure that our targets and goals are met.

Our sustainability strategy is based on the analysis of the operating environment, including the assessment of risks, and on a dialogue with our key stakeholders in order to better understand the risks and opportunities inherent in our business operations.

Policies governing our daily work

Our policies create a common framework for the work of all our partners and set ethical requirements for all employees. They also provide us with concrete support in assessing the performance of our stakeholders. The Ahola Way is a key document guiding our management and work. The Ahola Way includes our Code of Conduct, which is binding on our entire personnel, from management to employees, and which also commits our contract carriers to follow appropriate procedures. The Ahola Way also includes ethical principles, covering policies against bribery, corruption and anti-competitive behavior, requirements for every employee and co-operation partner to complying with laws and regulations, and guidance concerning gifts, sponsorship and information management.

OWNERSHIP STRATEGY

GROUP STRATEGY

BUSINESS STRATEGY

Ahola Transport, Ahola Special, Ahola Digital



The Code of Conduct is based on the prohibitions of child labor, forced labor, harassment and discrimination laid down in the International Labour Organization's (ILO) declaration and the UN Universal Declaration on Human Rights.

There are also separate policies concerning employees' legal right to equal treatment, right to bargain collectively and to organize, as well as working hours and salaries. These policies protect employees' rights and ensure a safe work environment for all.

The work environment policy also includes guidance on remote work and traffic safety. Information security and data protection are particularly important topics for us, and we have policies for both protecting personal data and information management. All our policies and our Code of Conduct are reviewed and approved regularly by our Group management and Board of Directors. Ahola Green is our environmental program that aims to promote environmental sustainability based on research and development.

Our stakeholders

We value our stakeholders' opinions on our operations and our sustainable development goals. We engage in continuous dialogue with our key internal and external stakeholders to ensure that our service is not only profitable but also responsible, taking into consideration the environment and people.

Our employees, management and owners as internal stakeholders have a clear overall picture of how sustainability is implemented within our company, as our external stakeholders, such as subcontractors, society, government, creditors and customers, each have their own expectations

for sustainability. As a company, we work to promote the sustainability topics raised by both internal and external stakeholders.

Materiality assessment

Ahola Group operates in the transport industry and in digital logistics solutions, and we use that as a basis for assessing the material impacts of our operations on the environment, people, and governance. Analyzing the operating environment is part of the Group's strategy work and continuous improvement of operations. We assess the materiality of sustainability topics based on how large the risks and their impacts are and how negative impacts can be mitigated and positive impacts strengthened.

The impacts of our operations on the environment, society and governance are reviewed in connection with the Group's overall strategy review every year. Sustainability-related risks and opportunities are assessed regularly as part of every business segment's risk and opportunity assessment. These assessments are an integral part of the Group's risk management and strategy process. The risk assessments are related to our strategic goal to reduce the negative impacts of our operations and find positive solutions to grow our business in a sustainable and profitable manner.

Emissions are among the key indicators of sustainability in the transport industry. Our focal areas in sustainability include reducing emissions with the help of digital solutions, driver training, modern equipment and adopting and piloting alternative energy sources.

Our employees' health and safety has been one of the priorities of our sustainability program and will continue

to be so in the coming years. We actively develop our work environments to offer everyone the best possible workplace. Ahola Group has involved employees and carriers in its sustainability work, offering them communications and training related to our environmental and human rights policies, both within the Group and in the entire supply chain.

In 2021, a separate Compliance team was established for the Group to ensure that our business segments comply with both legislation and other requirements. Work related to regulatory and legislative compliance is being developed further. One concrete example is the whistleblowing channel introduced in 2021, through which our stakeholders

can anonymously report any suspected unethical behavior, misconduct or illegal activity.

In line with its values, it is a natural choice for Ahola Group to participate in the development of local communities, while at the same time continuously developing new ways to support the communities. We are also committed to comply with the UN Sustainable Development Goals, and we recognize that reaching the Agenda 2030 goals requires the participation of not only governments but also local governments, companies and citizens. In our operations, we focus on making determined efforts to promote the goals that the Group has the best opportunity to impact. ●

Ahola's sustainability program



ENVIRONMENT

- Ahola Green
- Carbon dioxide emissions and renewable energy
- Waste management and recycling
- Product and service innovation



SOCIAL RESPONSIBILITY

- Employee engagement
- Diversity and equality
- Community engagement
- Health and safety
- Human rights
- Labor rights



GOOD GOVERNANCE

- Ethical business
- Subcontractor engagement
- Information security
- Taxes

>>> SUSTAINABILITY PROGRAM: ENVIRONMENT

Environment



Ahola Group is committed to environmentally friendly operations and to continuously reduce emissions, which shows in its long-term efforts to promote sustainable development in the logistics industry. The Ahola Green program provides guidance towards zero emission transports and carbon neutrality.

Continuous environmental work

Ahola Group's environmental work has a long history, and active consideration of environmental issues has been part of the Group's strategy since the mid-1990s. For years, Ahola Transport's mission has been to offer more efficient, reliable and environmentally friendly transport and logistics services.

In 2024, we continued the piloting and adoption of renewable and alternative energy sources. The use of an HCT-eTrailer combination has continued, as has the regular cross-border operation of the fully electric combination vehicle. These are used to collect information on emissions and other environmental impacts so that we can improve the environmental friendliness of our logistics chains and reduce our carbon footprint.

Our goal is to offer zero-emission transports in the near future. Our goal-oriented environmental work is based on the environmental targets set by the Group management and the Ahola Green environmental program, which focuses on systematically reducing the environmental impact in relation to our produced ton-kilometers.

Ahola Group strives to constantly improve its environmental profile and reduce emissions. In 2021, we stated that we had succeeded in reaching the emission reduction

targets set by the EU for 2030 more than ten years ahead of the target date. Ahola Transport's emissions have been reduced by 66% compared to 2005, which is the baseline for emission reduction targets in the EU and Finland. We are committed to halving the emissions from road transports by 2030 compared to the 2015 emissions level.

In 2024, the proportion of bio-based fuels of all fuels used by us in all market areas was 22.4%. Of our vehicles, 93% belong to the EURO 6 class.

Ahola Green

The Group strategy for 2022 included the implementation of our own overall environmental program Ahola Green. Its purpose is to promote and monitor eco-friendliness in our Group. The program includes continuous work to develop environmentally friendly working methods and research and development projects aimed at discovering new innovations.

The goal is to improve eco-friendliness within the Group, as well as in the logistics and transportation industry in general, develop more sustainable working methods, and promote general awareness of the environmental impacts of our operations. For example, our facilities in Finland are fully powered by electricity produced using wind power.

Four focus areas of the Ahola Green environmental program

Our main development areas in becoming more environmentally friendly in road transports are:

1. **Eco-driving**
2. **Operational efficiency and minimizing waste**
3. **Lower fuel consumption and higher payload**
4. **Lower CO₂ emissions**

We set an ambitious emission target for 2024: **27.00 grams of CO₂e/tkm in road transports**. We did not quite reach the target due to a change in the distribution obligation. The outcome for 2024 was 27.16 grams CO₂e/tkm, but it was still an **improvement of 0.11 grams compared to 2023**. We will continue our determined work to reduce emissions also in 2025, and we set 26.89 grams of CO₂e/tkm as our target.

It is difficult to obtain reliable, comparable figures from the industry, but we have chosen, from publicly available sources, 43.4 g CO₂e/tkm as our benchmark.

Our research and development function Future Lab focuses not only on supporting the business segments' operations in a constantly evolving business environment, but also on systematically seeking and exploring new technologies, concepts and energy options in an effort to improve our energy efficiency.

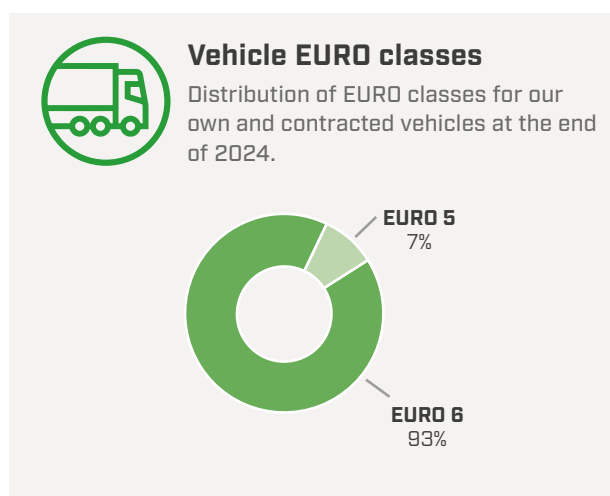
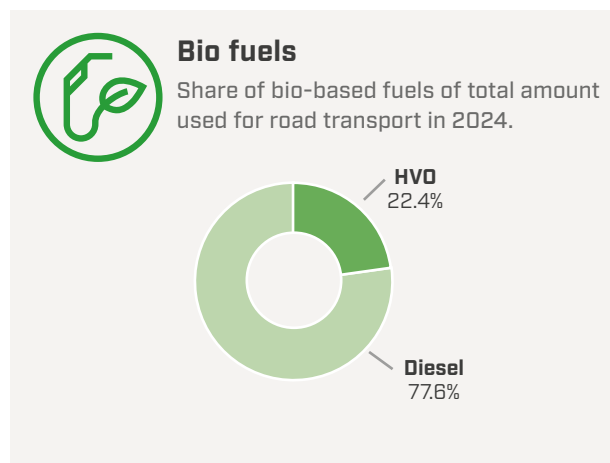
We utilize renewable energy at our facilities, and the 304 solar panels in use at our facilities since 2023 – 178 in Kokkola and 126 in Naantali – generate electricity for our daily consumption. The panel system also includes four inverters and 152 power optimizers to boost energy production. The maximum output of the panels in Kokkola is 73 kWp and in Naantali 46 kWp, which cover the daily energy requirement of our operations.

Digitalizing transport services

The development of sustainable transport services largely relies on digital solutions that help optimize and track transports in real time. Ahola Digital offers digital services that make it possible to provide more eco-friendly transport services by helping, among other things, optimize vehicle fill rates and minimize empty kilometers. With these digital solutions, it is possible not only to monitor the overall emissions of transports, but also to obtain emission reports on the parcel level.

Data networks are becoming increasingly important and form part of the digitalization efforts aimed at developing and broadening co-operation within the logistics sector. This development also saves society's resources and reduces the environmental impact of transports. The development project is expected to produce long-term results gradually over the next few years as the degree of digitalization increases.

A high level of digitalization requires hardware. In the procurement of computers and other hardware, we strive



» **We utilize renewable energy at our facilities, and we have had 304 solar panels in use since 2023.**

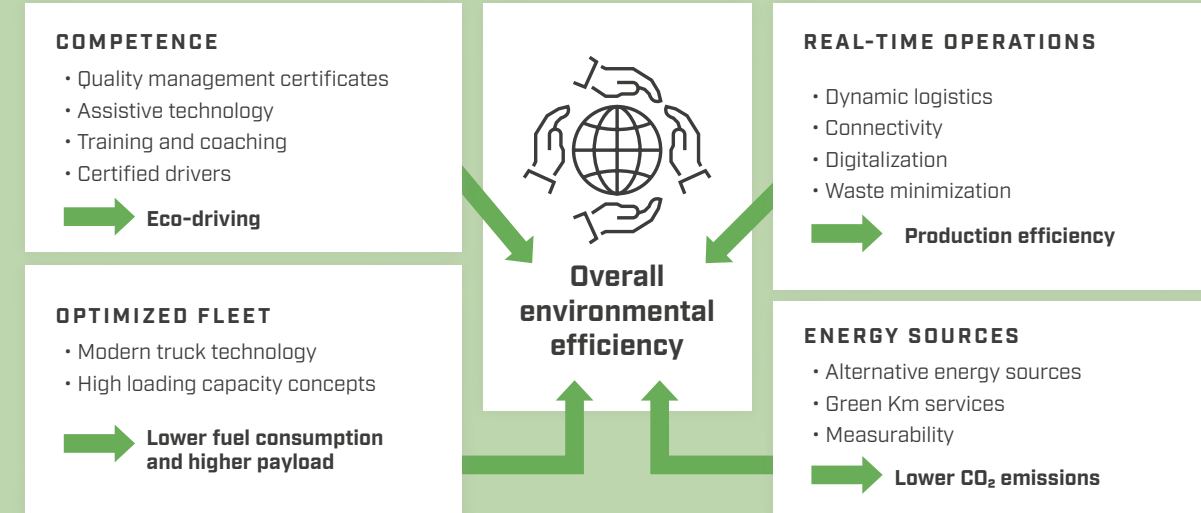
for reuse and recycling. Digitalization also enables reducing excess business travel. When possible, meetings are held virtually. Most office employees also have the opportunity to work part of the week remotely.

Development work for measuring Ahola Special's emissions has been continued, and the validation of the measurement method and emission reporting was launched during 2024.

Environmentally Friendly Truck Wash Station

In 2021, we invested in an environmentally friendly washing station for heavy vehicles. Equipped with a closed-loop water recycling system, the station minimizes the amount of water used in washing vehicles. While truck washes usually use 2,000 liters of clean water, thanks to the recirculation system, water consumption is reduced to 200 liters per wash.

Our efforts in sustainability



Naantali's new high-power charging station supports the green transition

Ahola's efforts towards a more eco-friendly transport industry are not limited to reducing emissions. We make sustainable choices in a number of areas, ranging from driving style and transport planning to major investments.

In September 2024, we opened a new charging station in Naantali in collaboration with Plugit. The public charging

station located near the port is part of Ahola's larger mission to reduce emissions and support the adoption of electric vehicles for the transport of heavy equipment. There are four charging points at the station, enabling the charging of four passenger cars or two heavy vehicles simultaneously. The new charging station is also part of the EU's ACE project. ●



Naantali's mayor Laura Leppänen inaugurated the new charging station, which we opened in collaboration with Plugit in Naantali in September 2024.

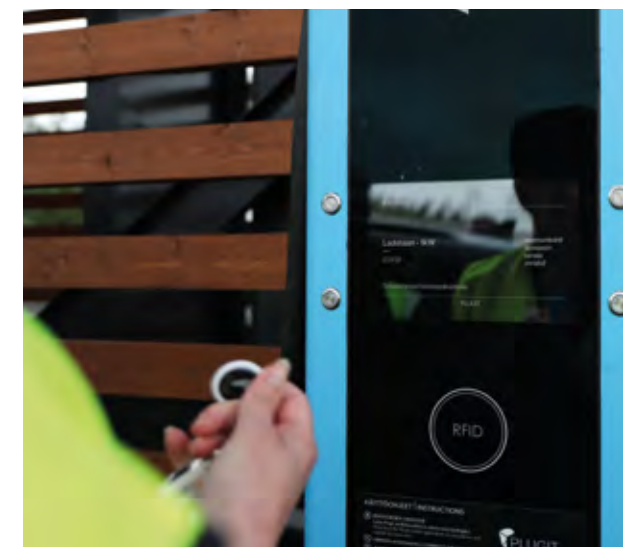
Strategically towards overall environmental efficiency

Piloting energy sources supports future transports

Ahola Group's business is based on overall environmental efficiency. This means that every aspect of our transport operations is optimized by combining economy, efficiency and environmental friendliness. Piloting alternative energy sources is a key part of this strategy – through practical experimentation, Ahola gathers valuable data and makes knowledge-based decisions on solutions that support both sustainability goals and operational efficiency.



» *Ahola's sustainability strategy is not limited to fuel choices; it also entails optimizing the entire transport process.*



Electric heavy traffic must be backed by efficient charging infrastructure. At its fastest, the Naantali charging station can charge a heavy vehicle's battery from zero to one hundred percent in just over an hour.

AHOLA TRANSPORT IS COMMITTED to halving the emissions from road transports by 2030 compared to the 2015 emissions level. The baseline set in 2015 was 36.7 g CO₂/tkm, and the target is to reach 18.3 g CO₂/tkm by 2030. The actual emissions reduction is even greater when considering the company's growth targets. Reaching the emission targets requires optimizing the entire logistics chain: using the latest vehicle technology and digital tools, optimizing the fleet, routes and fill rate, as well as adopting a proactive driving style.

Piloting energy sources to find the right solutions

In accordance with the Way Ahead attitude, Ahola wants to be a pioneer in responsible transport. Ahola's goal is to find solutions that best suit its specific operating model and which support both its efficiency and sustainability targets. As part of this goal, we have piloted different energy sources with equal loads to obtain comparable results on total costs and emissions. Electric, gas and biogas vehicles have been used.

Through practical experiments, we can ensure that the solutions used support both operational reliability and emission-reduction targets. So far, of the energy sources piloted, electricity has shown the most potential in the long term, especially due to the good availability of green electricity in the Nordic countries.

The electricity transition could also open up new business opportunities for Ahola, for example, through the optimization of self-sufficient energy production and charging infrastructure.

Overall, we believe that the utilization rate of synthetic fuels and HVO diesel will increase in the future, as they

enable the current fleet to be utilized without significant investments in new technology. Hydrogen technology is being closely monitored, but its widespread adoption requires major improvements in infrastructure and a significant reduction in manufacturing costs. The future role of gas is still uncertain, and its profitability is influenced by factors such as availability, pricing and market development.

Efficiency arises from the whole

Ahola's sustainability strategy is not limited to fuel choices; it also entails optimizing the entire transport process. When it comes to fleet planning, the emphasis is on lightweight structures, large payloads and minimizing empty kilometers. Digital tools enable real-time optimization of transports, ensuring a high fill rate and low energy consumption.

Policy guidelines significantly influence the types of energy sources supported in the market. Ahola actively monitors legislation and market developments to ensure that its investments support long-term sustainable development goals.

Towards more responsible logistics

For Ahola, piloting alternative sources of energy is about more than just testing individual technologies – it is part of an overall strategy that combines environmental responsibility, operational efficiency and profitability.

Thanks to overall environmental efficiency, Ahola can be a pioneer in the green transition and ensure that every vehicle, kilometer driven and strategic decision leads the company towards more responsible logistics.

We already offer our customers transport solutions using alternative sources of energy, and our aim is to further expand their use. ●

A steady pace and anticipatory approach at the heart of eco-driving

In the transport industry, environmental impacts can be reduced in several ways. Using alternative energy sources is one way. However, driving style plays an equal, if not more important, role.



Paul Storhannus



Erkki Santanen

DRIVER Paul Storhannus has a long career at Ahola and has driven international transports nearly all his life. Storhannus and our long-standing contract carrier **Erkki Santanen** share with us what eco-driving means in practice.

Ahola Transport has focused on reducing traffic emissions since as far back as 1998. Two major steps forward in these efforts have been the adoption of a proactive driving style throughout the network and the introduction of the Green Wheels index in all trucks.

There is a tablet in every Ahola truck or in the contract carrier's truck that shows the driver in real time how their

driving style has developed based on the Green Wheels index. At the end of each day, the system generates a report with which the driver can monitor their strengths and areas in need of improvement.

The Green Wheels index measures, for example, not exceeding the speed limit, idling, coasting to a junction i.e. minimizing braking, as well as maintaining a steady speed without accelerating unnecessarily.

The system helps the drivers understand how different situations affect their total score. Every instance of sudden braking can indicate either an unexpected situation or that

the situation could have been better anticipated 30 seconds earlier.

Anticipation is the key to eco-driving

Driving style has a direct impact on emissions. Coasting, i.e. utilizing kinetic energy, is a key factor in optimizing fuel consumption.

Especially in inner city driving, the importance of an anticipatory approach is highlighted. Stops are more frequent when vehicles in traffic and pedestrians are moving in several directions. One of the most challenging factors is traffic lights, which are hard to predict. By driving at an appropriate speed, however, it is possible to avoid unnecessary braking and stopping.

– Anticipatory driving is especially important in winter. The Green Wheels index decreases if the wheels spin or the vehicle starts careering. Eco-driving calls for good judgement and improves traffic safety at the same time, Storhannus says.

– In city traffic, there may be steep hills, where braking is necessary. In these situations, steady and controlled deceleration is safer and more eco-friendly than braking suddenly, he adds.

Competitions motivate drivers to develop their driving style

Ahola Transport actively trains and encourages its drivers and contract carriers to adopt an anticipatory and eco-friendly driving style. The Green Wheels index compiles the driver's driving data and rates their driving style on a scale of 0–100.

The company organizes annual internal competitions where the most eco-friendly drivers are rewarded. Some

» Driving style has a direct impact on emissions.

of Ahola Transport's drivers have even achieved a perfect 100-point score. The competitions provide a motivating way to improve one's driving style and maintain a good driving culture.

Contract carrier Erkki Santanen has been very successful in these competitions, and his drivers have won many prizes. He emphasizes the importance of the driver's attitude in anticipatory driving: "Our success in these competitions is due to our excellent drivers."

Ahola Transport successful also internationally

Ahola Transport has participated in the international Eco Driving Challenge competition for several years now. The competition is based on AddSecure's Eco-Driving index, and it assesses three different categories: largest CO₂-savings in absolute terms, best eco-driving average and best improvement of eco-driving index.

Ahola has fared extremely well in the competition, winning in the best eco-driving average category several times.

Although the transport industry is increasingly paying attention to environmental issues, there is still work to be done. Ahola Transport will continue to improve the sustainability of its operations in accordance with its Way Ahead attitude and, at the same time, lead the way for the entire industry. ●

>>> SUSTAINABILITY PROGRAM: SOCIAL RESPONSIBILITY

People



For Ahola, 2024 was above all a year of focusing on employees, as well as conditions and resources. Social responsibility themes took centre stage alongside environmental responsibility.



A **PEOPLE-ORIENTED** attitude and entrepreneurial spirit have always been at the core of our operations, and these values will guide us in what we do in the future as well. In the future, we will make use of our strong digitalization expertise and industry knowledge to achieve overall environmental efficiency. In practice, this means, for example, providing further training for our already skilled personnel, and monitoring and measuring actual emissions, and reporting them to our customers. We want to be an industry pioneer guided by strong values in the future too. Ahola's focus has always been and will always be on the drivers, because they are the ones who keep the goods moving and the wheels turning. We will continue the development of our business and strive to be the obvious choice for customers, partners, and potential employees in the future as well.

We recognize that the shortage of drivers in the transport industry is a growing problem, and we work actively to improve the logistics sector's image. According to our survey conducted in 2022, 15–24-year-olds see a driver's work as strenuous, dangerous and lonely, because sometimes it is necessary to spend long periods of time away from home. Modern driver work, however, is far from these outdated perceptions, as it includes more customer service and social interaction and also requires physical fitness and digital skills. However, the transport industry is much more than just transports. In addition to the traditional support functions, it includes the digital side of the entire operating system, which requires dedicated developers. The survey we conducted has given us more insight into how to market the logistics industry and make our company an appealing workplace. We also hope that the launch of our own training program, Ahola Academy, will lower the threshold for training to become a driver.

In the fall of 2024, Ahola's brand ambassador and Finland's strongest man **Mika Törrö** visited the Kokkola head campus of the Federation of Education in Central Ostrobothnia. 600 first-year students participated in the event, which addressed important themes, from substance abuse problems to bullying, inspired by Mika's own story. Despite his tough life, he is now a top athlete who works closely with educational institutions to end bullying in schools. Mika's story is an inspiring example of how any of us can change the direction of our lives through our own efforts.

An employee satisfaction survey is conducted twice a year within the Group to measure the commitment of our employees to their work and their employer. The results have shown a positive trend for years, and the latest overall score was 8.2 on a scale of one to ten. The most recent survey, conducted in October 2024, had a response rate of 68% and showed that nice colleagues, job security, suitable working hours and a corporate culture with good values are what our employees value most.

We also measured employee satisfaction for the first time with the Employer Net Promoter Score (eNPS). On a scale of -100 to +100, we received a respectable 43 points, which is a very good result and indicates a positive employee experience.

Competence and Quality

In 2024, we continued to deepen the skills of our employees. In 2022, Ahola Digital started regular monthly information security training sessions, which are still being held. The Group's IT services provided training for the entire personnel by publishing regular news articles on data protection and information security on our intranet throughout the year. In 2024, shared induction and training sessions were organized on topics such as AI and information security, in addition to which employees developed their competence in accordance with their personal training plan.

We continued our Ahola Driver Certificate program, which helps us develop our drivers' skills in economical driving and customer service. Real-time feedback and support for drivers to improve their driving habits have a direct effect on fuel consumption and thus also emission levels.

Our Code of Conduct, the Ahola Way, also supports the training of employees on our values, policies and ways of working. The Ahola Way is part of the induction and continuous training for our employees to maintain knowledge about business ethics and human rights.

To make it easier for new drivers to enter the industry, we have developed the Ahola Academy training program. The necessary regulatory permits for launching the activity were obtained in 2023, and the goal is for the first drivers to complete our in-house training program during 2025.

The concept allows us to offer a targeted fast-track training route into the industry. The participants complete the training program in accordance with their personal competence development plan, and they are assigned a driver mentor who supports them also during the first steps of their careers.

Occupational health and safety

We aim to ensure our employees' safety, health and work ability, drawing on an ISO 45001 occupational health and safety management system for support. According to our work environment policy, Ahola Group must be a good and safe workplace where injuries, occupational illnesses and infectious diseases are prevented. Occupational health and safety work is carried out in accordance with current work environment and occupational safety legislation and requirements. Systematic risk management also encompasses infectious diseases. We also have occupational health services to help our employees maintain their health and good work ergonomics. Our occupational health and safety system covers our entire personnel.

The company's management and supervisors are responsible for occupational health and safety. They expect employees to follow the applicable rules and instructions in accordance with established processes and work practices. Each employee must also take personal responsibility for their daily work environment and health, actively participate in the identification, reporting and elimination of risks, and work to continuously improve their work environment. Instructions regarding work safety must always be followed

at all the company's locations. When visiting customers, the customer's rules and instructions must always be followed. We have an infection risk management method, MyCare, in place to help fight infection risks in all our operations.

Employee engagement

Ahola Group provides its employees with statutory health and safety services, in addition to which employees have the possibility to influence health and safety management by reporting incidents and making improvement suggestions, and by participating in the activities of occupational health and safety forums and committees.

Ahola also encourages employees to lead a physically active lifestyle. One way to do this is through fitness campaigns, such as enabling participation in the bicycle competition Kilometrikisa, where the participants registered the kilometers they cycled during the summer. We also offer our permanent employees in Finland a bicycle benefit, which means they are able to buy a bicycle tax-free. Epassi is one of our most valued employee benefits. Epassi gives employees the opportunity to foster their well-being during their leisure time according to their own preferences, using, for example, sports, culture and well-being services.

Supporting our drivers' well-being is an obvious choice for us. The drivers are the backbone of our operations, and responsible logistics would not be possible without them. That is precisely why we want to make multiple efforts to

improve their well-being, professional skills and competence. We also want to engage drivers in decision-making concerning them and their working conditions.

We continued to focus on supporting the well-being of drivers in 2024. We built highly exceptional staff facilities for drivers in Naantali during 2023. The Trucker's Village area now encompasses, in addition to the outdoor gym opened in 2022, the Trucker's Spa and Service, which offers drivers modern and tidy shower facilities, a campfire site, laundry facilities and a system that allows drivers to receive parcels through a Post Pick Up point. In 2024, we built a new barbecue area for the staff. Additionally, drivers can now book an appointment and get a haircut at the barbershop at the Trucker's Village.

Drivers are also offered the opportunity to have personal and confidential discussions with a dedicated conversation partner. The conversation partner is available for face-to-face discussions in Naantali about once a month, but the drivers can contact them by email or phone at any time. Feedback on this activity has been positive, and the activity will continue in 2025.

Ahola Transport's personnel also strive to schedule in regular meetings with drivers to ensure straightforward and smooth co-operation. The Trucker's Evening organized every autumn at the Naantali location offers a shared opportunity to discuss current topics and meet people in a relaxed atmosphere, enjoying good food, music and activities. The Trucker's Evening will be organized in 2025 for the eleventh time.

The well-being of our employees remained a focus for Ahola also in 2024. The occupational well-being forum established in 2022 was active and improved employees' opportunities to participate in activities promoting good health. The occupational well-being events are another example of activities aimed at promoting health at the workplace.

Risk management

We carry out risk assessments in order to manage risks arising from the work environment and prevent work-related accidents and occupational illnesses. In our standard risk assessment procedure, we identify the possible causes of injury, examine whether the hazard can be eliminated, and if not, what preventive or protective measures are available in order to mitigate such hazards. The health and safety risk assessment is carried out every two years and is organized by the occupational health and safety director. All segments and locations have their own occupational health and safety committees, which are responsible for assessing the working environment, identifying disturbances and proposing improvements.

Initiatives concerning the working environment and safety aim to actively prevent accidents and develop new solutions. The assessments also cover the equality of employees and fitness possibilities. The committees meet four times a year.

Human rights

Ahola strives to make a positive difference in society by supporting human rights, combatting all kinds of discrimination and actively participating in social debate. Our Code of Conduct is based on the UN Declaration on Human Rights,



and the ILO Declaration on Fundamental Principles and Rights at Work. Our policies prohibit forced labor and the use of child labor and promote the freedom of association and the right to collective bargaining. All employees are treated equally, regardless of gender, age, origin, religion, belief, opinions, state of health, and disability. Every form of harassment, discrimination and menacing behavior at the workplace is forbidden, and each individual's human dignity, integrity, and rights shall be respected. Ahola has policies in place to protect the human rights of employees and other stakeholders.

The working hours and remuneration of our employees follow national legislation. In a modern society like Finland, where human rights are also protected by national legislation, the risk of human rights violations is low. The management of human rights issues at Ahola is based on national laws and the ethics laid down in the declarations of the United Nations and the International Labour Organization. Ahola Group has a whistleblowing system in line with the EU directive, and we draw up an equality and non-discrimination plan based on the Act on Equality Between Women and Men and the Non-Discrimination Act every two years. The plan was last updated in 2024.

Finland is considered one of the most equal countries in the world, but work is still being done in all sectors to offer everyone equal opportunities in working life regardless of the background of the applicant. Anonymous whistleblowing lowers the threshold for reporting serious breaches of employee rights and human rights.

Our policies are intended to prevent human rights violations, and our annual risk assessments are part of that prevention system. No cases of harassment or discrimination were reported last year.

Our subcontractors' ethics and respect for human rights are assessed before signing a delivery contract and subsequently in annual discussions. The ethics of our subcontractors must match ours in order for our business relationship to begin or continue.

Community

We are aware that our activities have direct impacts on the surrounding society. As a Group, we are able to offer job opportunities in all our operating areas and with hundreds of subcontractors in the Nordic, Baltic and central European countries. We offer financial aid to those in need and to local associations and junior sports. Our sponsorship forum addresses all sponsorship requests to ensure that decisions are recorded appropriately and that decision-making is transparent. The war that began in Ukraine in 2022 still affects many people. Ahola has offered humanitarian aid to the area in the form of transports by, for example, delivering food products, clothes and other commodities collected by charities to Ukraine.

Ahola Group has a natural interest in promoting traffic safety and bears responsibility for traffic safety education. As the autumn nights began to grow darker, we donated reflectors to primary and secondary schools in Naantali and Kokkola. The Ahola Traffic Safety Days concept dating back many years will be continued in the coming years. We provide traffic education to children of different ages in Kokkola, Naantali and Nykvarn. The events gave preschoolers and first-graders the opportunity to experience for themselves how the truck driver sees pedestrians and other road users from behind the wheel. The children were also taught how to behave and move near heavy vehicles.

Ahola's sustainability work aims not only to help Ahola become more sustainable but also to find ways to make the surrounding community more sustainable. In October 2023, we invited representatives from major industrial and other local companies to discuss sustainable logistics solutions in Kokkola. We believe that joint development work will help us find modern solutions to future challenges together.

For example, Ahola Special's transports allow the installation of more wind power plants in Finland. The software solutions and emissions reporting created by Ahola Digital help not only Ahola's own business segments but also other companies report actual transport emissions. Our research and development function Future Lab conducts research, develops and innovates modern solutions that drive the entire industry forward.

Customers

We believe in co-operation. Openness in our customer relationships is an essential part of our customer experience. We want to make our customers feel safe when working with us. We also strive to minimize any adverse factors by means of ongoing communication, continuous improvements, and appropriate information security.

During the reporting period, our Group received three substantiated complaints related to data protection or loss of customer data. We take our customers' data protection seriously and have taken effective measures in response to the incidents. We want to offer our customers the best information security in logistics systems. Information security is one of the most important development targets in digital logistics.

In 2024, Ahola Digital's focus was on data leaks, and on preventing and controlling them. ●





>>> SUSTAINABILITY PROGRAMME: GOOD GOVERNANCE

Responsible business



Ahola Group is committed to responsible business, covering economic, environmental and social responsibility. In 2024, we focused on steady financial growth, ethical business and sustainable supply chain management, and committed to sustainability at all operational levels.

Good governance

Ahola Group bears financial, environmental, and social responsibility for its operations by defining values, policies and a Code of Conduct that all employees and partners must follow. We expect the companies working with us to have ethical business practices and measurable progress in financial, environmental and social responsibility, as well as to train their subcontractors and monitor their practices. We call our responsible, ethical ways of working the Ahola Way. Our values – total responsibility, openness, and respect for the individual – form the basis for all our work and business ethics. The policies that guide us in our work are based on the ten principles of the UN Global Compact and the ILO Declaration on Fundamental Principles and Rights at Work. We follow national and international legislation and requirements that govern our operations. Ahola has zero tolerance for all types of corruption, bribery and extortion. We value openness in what we do and believe in objective decision-making based on the company's actual interests and avoidance of conflicts of interest. Every business segment in our Group carries out annual materiality assessments to identify the most relevant risks and opportunities related to the environment and the economic and social operating environment. Our focus areas for responsible business in 2024 were stable financial growth and ethical business that complies with laws and requirements, the promotion of information security, and sustainable supply chain management.

Ethical business

Responsible business means taking into account all the legal and ethical aspects of the operations. In 2021, we established a separate compliance team to monitor compliance with laws and requirements and to ensure that our operations meet the highest ethical standards. We manage our performance through internal audits. We also have a whistleblowing system that gives everyone in our stakeholder groups the possibility to anonymously report possible breaches related to our business ethics or operations or any other critical concerns that they would like us to address to remedy any shortcomings. Reports made through the whistleblowing system are addressed within the organization by our compliance team, which convenes the relevant executive-level people. The whistleblowing system has been in use for two years, and we are pleased to note that no critical concerns have been reported through the system. We take concerns over human rights issues, corruption, and inappropriate anti-competitive behavior seriously. Our policies regarding human rights and ethical business practices are presented in our Code of Conduct (the Ahola Way). Ahola Way training is arranged for all new employees and subcontractors as part of their induction to provide information about our policies, values, and ways of working.

Financial performance

2024 was marked by various global crises, high inflation and other changes in the operating environment. The economic situation has also made its mark on Ahola Group's business.

In spite of the challenging year, Ahola Transport suc-

ceeded in growing its turnover and maintaining solid profitability. Despite fierce price competition in the transport industry, Ahola Transport managed to retain customers thanks to long-term customer relationships and strong confidence. Customer acquisition has also been active and effective.

Ahola Special had a challenging start to the year, but the autumn and end of the year were strong. The company succeeded in increasing its turnover and improving its profitability. The company invested heavily in the Swedish market during the year.

During the year, Ahola Digital focused on developing the Group's IT solutions.

Financial risks

Global crises, especially the situation in the Middle East and the war in Ukraine, pose risks to the Group's business, although the Group has no direct link to the Russian or Ukrainian markets. Ahola is indirectly affected by the conflicts through its customers and partners. The conflicts upset economic cycles, thus causing risks to the business. Ahola Group protects itself against financial risks by streamlining its own operations and by flexibly adapting to the prevailing circumstances.

The market situation and its risks can change quickly due to the increasing instability of world politics and the global economy, which may suddenly affect demand for the Group's services.

Other risks consist of unpredictable accidents and vehicle damage in connection with road transports. These risks are prevented by training personnel and maintaining a modern fleet and comprehensive insurance, and by following relevant safety regulations. The vehicles have been fitted with equipment that improves traffic safety and facilitates the drivers' work. The Group's financial risks regarding loans have been hedged through an interest-rate swap agreement. The Board of Directors supervises the company's risk management and participates in its development.

Future prospects

Ahola Group's Board of Directors expects demand for traditional road transports to increase in 2025 compared to the previous year. The special transport business also has good prospects in 2025, and volumes are expected to grow. The Group's profitability is expected to stay at a good level.

Investments in research and development

Demand for ecologically and socially sustainable transport solutions is constantly increasing among both customers and authorities. This creates demand for constantly modernizing logistics and for finding new digital solutions to make operations more efficient. Ahola actively works to find new environmentally friendly working methods and technical solutions to make logistics more efficient. In 2021–2024, we made significant investments in Ahola Transport's and Ahola Digital's RDI projects, for which we also received funding from the EU and Business Finland in 2024.



Taxes

Ahola Group has operations in several countries in addition to Finland, for example, in Sweden, Estonia, and Poland. We create value for local communities by paying taxes to these countries. Taxes are paid to the country where the operations take place and where the income is generated. We follow the legislation and taxation practices of the countries in question, for example, in value-added taxation. Ahola Group follows national tax legislation, and we keep accurate tax records. Our accounting is audited by an independent third party to ensure correct information and legal compliance. We will comply with national laws and regulations in tax matters also in the future.

Data privacy

At Ahola, we process a wide range of data concerning employees, subcontractors, customers and other individuals. We monitor the realization of data privacy in all our activities through internal audits and by informing and training the employees and engaging subcontractors to follow data protection practices. The annual data protection audit report is prepared by a third-party auditor, who grants Ahola GDPR certification according to the requirements of the General Data Protection Regulation (GDPR). During the

reporting period, our Group received three substantiated complaints related to data protection or loss of customer data. We take our customers' data protection seriously and have taken effective measures in response to the incidents. Our data privacy work continues with regular internal auditing of GDPR issues in our operations.

Responsible supply chains

Responsible business applies to the entire supply chain. As our operations largely rely on subcontractors, it is essential to communicate our ways and values to them as efficiently as to our own employees. Our ways of working and our values are part of the training and contracts of new subcontractors to ensure they can effectively adopt the right ways of working and our policies regarding human rights and business ethics. We provide all drivers with training on, for example, economical driving. In digital services, we require our service providers to operate sustainably.

Our target for 2024 is to maintain a high level of sustainability in our supply chains. We have also incorporated audits of our current subcontractors' human rights and ethics policies in annual development discussions, and we will continue this practice in the future. ●



Reporting approach

Reporting period and contacts

This sustainability report has been drawn up for the financial year 1 January–31 December 2024. This is Ahola Group's third sustainability report. The Group's executive management team reviewed and approved the content prior to its publication at its meeting on 31 March 2025, followed by approval from the Board on 31 March 2025.

Any questions regarding this report or sustainability in our company can be sent to: info@aholagroup.com.

Global Reporting Initiative (GRI)

GRI (Global Reporting Initiative) is an independent, international organization that helps businesses and other organizations take responsibility for their impacts by providing them with a common global language to communicate those impacts. The GRI Standards enable an organization to publicly disclose its most significant impacts on the economy, environment, and people, including impacts on human rights and how the organization manages these impacts. The GRI content index contains the disclosures reported with reference to the GRI Standards and shows where users can find the relevant information. The GRI content index in this report can be found on pages 68–69.

Environmental figures

The environmental impact values are based on Ahola Transport’s environmental report for 2024. The report presents the greenhouse gas emissions of the transport services supplied by Ahola Transport. The GHG emissions in the report are calculated in accordance with the EN 16258 standard until 2023. As of 2024, the emissions are calculated in accordance with the new SFS EN 14083 standard.

The environmental report can be found in its entirety in Ahola’s material bank at:
www.aholatransport.com/material-bank/

Emissions / Ahola Transport

Carbon dioxide emissions of Ahola Transport’s road transport services in all market areas.

YEAR	2015	2018	2019	2020	2021	2022	2023	2024*
Tank to wheel emissions Grams CO ₂ e per tkm	36.69	33.89	31.15	28.84	27.95	27.69	27.27	27.16
Life cycle Grams CO ₂ e per tkm	46.16	44.12	41.39	39.19	38.21	38.18	38.89	34.88

* Emissions for 2015–2023 are calculated in accordance with the EN 16258 standard. Emissions for 2024 are calculated in accordance with the EN 14083 standard.

Emissions / Ahola Special

Carbon dioxide emissions of Ahola Special’s road transport services in all market areas.

YEAR	2024
Tank to wheel emissions Grams CO ₂ e per tkm	57.27
Life cycle Grams CO ₂ e per tkm	68.73

Share of renewable energy in road transports

Share of bio-based fuels of total fuel consumption of road transports in all market areas [%].

YEAR*	2015	2018	2019	2020	2021	2022	2023	2024
HVO	—	—	—	16.8	17.6	18.7	22.8	22.4
Diesel	—	—	—	83.2	82.4	81.3	77.2	77.6

* Data not available for years before 2020.

GHG protocol

CLIMATE IMPACT MANAGEMENT is an essential part of our sustainability strategy. We assess and report on our climate impacts using the international GHG protocol, which divides emissions into three categories: Scope 1, 2 and 3.

The classification of emissions helps companies identify the most significant sources of emissions and make their operations more environmentally friendly. In emission measurement, it is an established practice to report the climate impacts of greenhouse gases converted into carbon dioxide equivalent (CO₂e), which makes it easier to compare emissions and assess overall impacts.

SCOPE 1 covers direct emissions, such as the company’s own energy production and fuel consumption. The emission sources in this category are typically the easiest for companies to control.

SCOPE 2 includes indirect emissions caused by the production of purchased energy. This encompasses the emissions from the generation of purchased electricity, heat, steam or cooling.

SCOPE 3 covers other indirect emissions, such as emissions from purchases and transports.

The Group’s GHG emissions divided in accordance with the GHG Protocol

Total tCO₂e

BASE YEAR 2022	SCOPE 1	SCOPE 2	SCOPE 3*	TOTAL
Ahola Group	5.65	1.76	23,11	30,52
Ahola Transport	1,327.12	40.16	32 429,26	33 796,54
Ahola Special	520.18	6.46	361,36	888,00
Ahola Digital	0.00	0.52	0,21	0,73
Total tCO₂e	1,852.96	48.90	32 813,94	34 715,79

2023	SCOPE 1	SCOPE 2	SCOPE 3*	TOTAL
Ahola Group	4.87	1.58	9.93	16.38
Ahola Transport	1,463.43	36.26	29,260.74	30,760.43
Ahola Special	667.26	11.06	459.33	1,137.65
Ahola Digital	0.00	0.09	0.03	0.12
Total tCO₂e	2,135.56	48.99	29,730.03	31,914.58

2024	SCOPE 1	SCOPE 2	SCOPE 3*	TOTAL
Ahola Group**	5.63	26.36	9,40	41.39
Ahola Transport	1,225.70	106.71	31,634.20	32,966.61
Ahola Special	690.41	17.33	578.86	1,286.60
Ahola Digital	0.00	0.15	0.02	0.17
Total tCO₂e	1,921.74	150.55	32,222.48	34,294.77

* Scope 3 emissions currently only cover the fuel consumption of our contract carriers.

** Oy Ahola Group Ab acquired AT-Fastighets Ab during the reporting period. As a result, the emission calculations for the reference year 2022 have been updated in accordance with the GHG Protocol to ensure consistency and comparability.



Social figures

Accounting principles for non-financial data – social figures.

THE SOCIAL FIGURES cover all employees of the organization and subsidiaries but not subcontractors. The number of employees is the headcount at the end of the reporting period 31 Dec. 2024.

The greater employee turnover of under 30-year-olds can be explained by seasonal fluctuations during holiday seasons when work is usually performed by students. Non-guaranteed hours contracts and other part-time contracts are based on the wishes and needs of the employee (e.g. because

of studies) as the company has no actual part-time positions.

The occupational health and safety data has been calculated with the number of employees converted into full-time equivalents (FTE). The number of fatalities as a result of work-related injury, the number of recordable work-related injuries and the number of high-consequence work-related injuries are reported in the total number of incidents among the Group companies' employees during the reporting period.

EMPLOYMENT	GROUP TOTAL	AGE GROUP		
		UNDER 30	30-50	OVER 50
Total number of employees	253	48	147	58
New hires	36	19	13	4
Ended employment contracts	33	15	12	6
Employee turnover [%]	13			

TYPE OF EMPLOYMENT	GROUP TOTAL	GENDER		AREA	
		FEMALE	MALE	FINLAND	OTHER COUNTRIES (SWEDEN, ESTONIA, POLAND) TOTAL
Permanent	236	53	183	179	57
Temporary	9	6	3	9	0
Non-guaranteed hours	8	1	7	8	0
Full-time	231	51	180	175	56
Part-time	22	9	13	22	0
Total number of employees	253				

DIVERSITY OF GOVERNANCE BODIES [%]	GENDER		AGE GROUP		
	FE-MALE	MALE	UNDER 30	30-50	OVER 50
Group Board of Directors	0	100	0	1	2
Group Management	20	80	0	3	2

OCCUPATIONAL HEALTH AND SAFETY	2022	2023	2024
Number of fatalities as a result of work-related injury	0	0	0
Number of recordable work-related injuries	16	14	6
Number of high consequence work-related injuries	0	0	0
Absence due to illness (days/FTE)	0.38	0.37	0.27
Number of hours worked	466,272	467,592	487,106



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WAY AHEAD

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