



Nordicon AB

Sustainability Report

2024

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CEO, Linus Ahlm has the floor

The last few years have highlighted the need to respond to business disruptions in a sustainable and resilient manner. The logistics industry is now overcoming the slowdown and disruptions that it faced in the recent years due Coronavirus pandemic, and this presents a massive opportunity for the industry to rebuild better. As a prime global logistics player, we look to mine this opportunity by establishing a robust sustainability strategy in line with the best global standards and practices.

With this, we are delighted to present our ESG report illustrating our ESG journey and covering our environmental, social and governance performance. The Nordicon ESG report intends to unveil our sustainability initiatives over the past year and showcase our salient ESG strategic goals and targets that we look to achieve in the coming years. The financial year witnessed a gradual normalization of global container shipping, air freight and road transportation. The demand for freight logistics has increased over the years, as it plays a major role in supply chains of many industries, boosting our growth further.

While this has brought exhilarating business opportunities, we cannot overlook the impact this may have on the environment. According to the World Economic Forum, eight major supply chains contribute to more than 50% of global emissions. As a central player in the supplychains, Nordicon recognizes its responsibility to transform its operations and actively contribute to reduce greenhouse gas (GHG) emissions. Supply chain sustainability is swiftly gaining prominence as a global priority and is posed to reshape the future of business.



What happened 2024

In 2024, the world continued to face major global challenges. The war in Ukraine, entering its third year, continued to impact global energy markets and supply chains. At the same time, the conflict in Gaza intensified, leading to an increased focus on humanitarian efforts and diplomatic initiatives.

The economic situation remained strained, with high interest rates and inflation affecting both households and businesses. Despite this, investments in green transition and renewable energysources increased, creating opportunities for long-term growth and innovation.

Technological advancements continued to play a crucial role throughout the year. Artificial intelligence and automation became increasingly integrated into business processes and logistics, enhancing efficiency and helping companies navigate a complex and ever-changing world.

For Nordicon AB, 2024 was a year of adaptation and development. By strengthening our efforts in sustainability and digitalization, we were able to meet global challenges and continue delivering value to our customers. The year underscored the importance of driving change—not only to achieve our own goals but also to contribute to more sustainable development.



No 1

in the **Nordic Region**

Our Story

In 2002 Nordicon AB started its journey in the world of consolidation. With a vision of simplifying supply chains and reducing costs for businesses, operations begun.

Over the years, Nordicon honed its expertise, offering comprehensive logistics solutions that brought efficiency and savings to our clients. Through partnerships and innovation, we expanded our services to cover the whole world with consolidation services, becoming a global player in the industry.

Nordicon is the leading neutral consolidation company in the Nordic region with offices in Sweden, Norway, Finland, and Denmark. From our own warehouse in Gothenburg, Sweden, as well as local terminals in each country, the company organizes the consolidation of freight to more than 500 export destinations and from more than 300 import locations around the world.

Besides our core business (LCL - Less than Container Load) on ocean and rail and focus on direct consolidation services, Nordicon also offers FCL (Full Container Load) and a range of other transport-related services such as warehousing, and trucking. With Nordicon's tailored solutions for forwarders, FCS, we create a logistic chain and monitor cargo flows to match our customers' specific needs and requirements.

Our highly experienced staff, quality operational systems, innovative IT solutions, and financial strength, give us the reliability required to meet the demands of today's market and future expectations.



Stronger together. Smarter together.

Global Partnership

Since 2017, Nordicon are partners with ECU Worldwide who is the global leader in LCL consolidation with a network operating in 180 countries, more than 2400 direct trade lanes for LCL, and door-to-door services offered in more than 50 global markets. This network consists of professional shipping companies operating in neutral consolidation.

For Nordicon, the partnership with ECU Worldwide means a strong and stable partner to develop with in the future. Both financially, and with a strong position on the global market with a vast number of offices and services, this partnership gives Nordicon the strength to develop our global services to and from Nordic Region.



Ocean freight

With more than 20 years of experience in the logistics industry, Nordicon has become a Nordic leader in neutral LCL consolidation. Through our centralized rate procurement system, we liaise directly with selected shipping lines and are always able to provide the best solutions for our customers. We can evaluate price, service and special requirements to fulfill our customer needs.

LCL service

Nordicon's core business is Consolidation of LCL cargo (Less Container Load), and we focus on building as many direct services as possible. Direct service is a very important part of LCL transport; less handling means faster transit, less damage to the cargo, better economy for all, and a better environmental solution. Nordicon LCL services are the strongest in the Nordics, with more than 70 import services and about 30 export services every week.

FCL service

Nordicon has competitive agreements with shipping lines to offer excellent FCL service. Our staff has years of experience to offer the best FCL solution to our clients.

FCS service

Nordicon offers a special service for our clients with volume enough to build their own consolidation containers. The FCS service (Forwarder Consolidation Service) is based on that LCL cargo is booked with Nordicon or our agent on a regular basis, and at an agreed breakpoint the LCL will be loaded as FCL.



Portfolio of Services



Rail Service

Rail service is an attractive alternative to ocean freight if shorter transit time is required, or instead of air freight if a lower cost-solution is needed. In addition, rail service is far more environmentally friendly than air transport. This service is paused during 2024 due to the Russian aggression to Ukraine.



Domestic Trucking

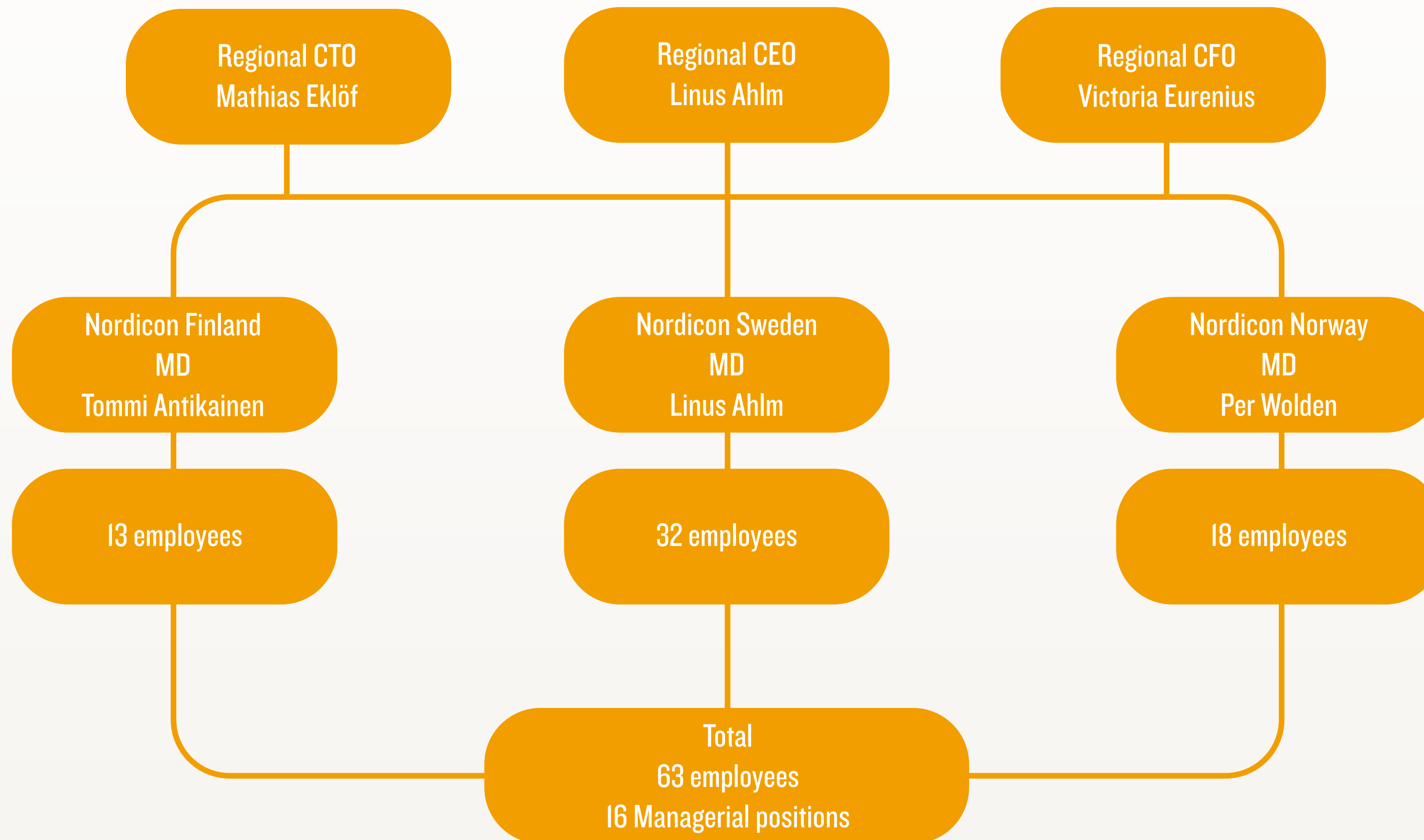
Nordicon partners with the leading trucking companies in the Nordic region to offer an extensive trucking service for LCL cargo. Furthermore, we offer domestic trucking around the world through our global network.



Warehousing

Loading and unloading of containers at Nordic ports is the core to consolidation, therefore the warehouse is the heart of Nordicon services. Nordicon operates with the best and most suitable warehouses at each location. Based on the warehouse structures, we can offer all kinds of warehouse services to our customers. This includes loading/unloading of FCL containers, pick & pack, storage and project loadings.

Organization



Vision, Mission & Strategy

In today's dynamic business environment, everything from business models and workplace structures to global supply chains and customer behavior patterns, has undergone a tremendous change. To emerge as an innovator and leader in this constantly evolving landscape, agility and flexibility are key. Not just in the way we conduct business, but also in the core values that define how we as a corporate interact and operate in the industry, society and world at large.

Vision

Nordicon shall be the most preferred and leading neutral consolidator in the Nordic region with a business practice based on the standards of ESG (Environmental, Social, Governance).

Mission

Our mission is to add value for our customer base when transporting their cargo across the globe. We strive to be an ethical and socially engaged corporate citizen through sustainable practices that balance financial growth and environmental and social needs for our stakeholders.

Values

Our values are to deliver safe, cost-efficient and sustainable transport solutions for our customers, offering an inspiring and dynamic work environment for our employees.



Five pillars

Our values define who we are and how we do business. Our values reflect how we see ourselves as a corporate citizen, relate to our stakeholders and how we contribute to all aspects of sustainability.

1. BIS (Best in service)
2. IT development and innovations
3. Team spirit (the staff focus)
4. Financial growth
5. Sustainability

Mapping with the UN's SDG:s



The EU has set a goal for the Union to achieve climate neutrality by 2050, in accordance with the climate law that came into force in 2021.

By 2030, net greenhouse gas emissions must be reduced by 55% compared to 1990 levels. Agenda 2030 consists of 17 global goals for sustainable development, aiming to eradicate poverty, combat climate change, and promote peaceful and secure societies.

This is the most ambitious plan for sustainable development ever adopted by the world's countries, and the global goals must be achieved by 2030.

UN's SDG:s

We focus on goal 3, 4, 5, and 13,
in connection with our sustainability work to contribute to achieving the global goals.



Nordicon offers wellness benefits, ergonomic workplaces and preventive health care to contribute to the health and well-being of employees.



We work to ensure equal opportunities and equal pay for equal work. Nordicon not only strives for this but also maintains a genuinely gender-equal workplace. Nordicon has an equality policy that supports this goal.



We educate our employees in environmental and sustainability issues as well as safety, including fire safety and first aid, supporting the goal of offering good training and skills development.



Initiative to reduce carbon dioxide emissions through more efficient transport and how we can reduce our footprint on the environment with biofuel.

Our commitment to Sustainability

At Nordicon, we recognize that environmental and social impacts are deeply interconnected, creating a ripple effect on both our stakeholders and the planet. That's why we take a proactive approach to addressing the key sustainability challenges related to our business operations.

Environmental sustainability is about safeguarding natural resources and preserving our shared environment for future generations. To achieve this, we continuously seek out innovative and sustainable practices while leveraging emerging opportunities to remain at the forefront of ESG advancements. Our goal is to drive meaningful change across our organization and beyond. A crucial part of this effort is ensuring that all our employees receive comprehensive environmental training, fostering a culture of awareness and responsibility.

Our commitment

As a company who primarily engages in unit loading (LCL) for import and export between the Nordic region and the rest of the world. We are well aware of the environmental footprint associated with transport, particularly in terms of greenhouse gas emissions.

Reducing this impact is a key priority for us.

To actively work towards a more sustainable logistics chain, Nordicon is committed to:

- Make sure our transport have as little negative environmental impact as possible.
- Reduce the environmental impact through our own systems such as the choice of transport method, logistics system for goods and filling degrees in load carrying units.
- Follow up on our contractors to reduce their carbon footprint and that they hold ISO 14001 certification or equivalent.
- To constantly improve our internal knowledge of environmental impact in general, within the industry and our own environmental ambitions.
- Meet customer requirements and applicable industry requirements.
- Comply with the laws and requirements that apply to our business.

We strive to take meaningful steps toward reducing our environmental footprint while contributing to a greener future for global trade.



Nordicons key sustainability areas

At Nordicon, we are committed to minimizing our environmental footprint by focusing on the most significant sustainability challenges within our operations. Through a thorough analysis, we have identified and assessed the areas where we have the greatest environmental impact—both directly within our business and indirectly through our partners and suppliers. This enables us to prioritize our efforts and drive meaningful environmental progress.

Assessing Our Sustainability Aspects

To ensure that we focus on the right areas, we regularly evaluate the sustainability aspects of our operations. This assessment considers both frequency and potential environmental impact, helping us determine where our efforts can make the biggest difference.

As part of this process, we have mapped and prioritized our emission categories based on their impact and scope. The largest share of our emissions is linked to transportation—our core business. To address this, we actively collaborate with stakeholders across the value chain to reduce our carbon footprint.

In 2024, we took a significant step forward by launching the "Nordicon greenwayZ" initiative, which allows our customers to opt for renewable biofuel for their ocean transports, offering a more sustainable alternative. More details about this initiative will be presented later in the report.



Environmental impacts & initiatives

Transport & Emissions

Transportation is a major contributor to environmental impact, primarily due to carbon dioxide emissions, as well as other pollutants, acidification, and land use.

To address this, we:

- Set strict sustainability criteria for all suppliers, ensuring they align with our environmental standards.
- Optimize the filling degree and logistics planning to reduce emissions.
- Offer our customers sustainable transport alternatives, including emission off-set options.
- Require suppliers to be ISO-certified, or equivalent, and actively engaged in sustainability initiatives.
- Continuously evaluate suppliers and provide environmental training for our employees to integrate sustainability into daily operations.

Recycling & Circular Sustainability

Waste management is a key part of our environmental responsibility. We actively reduce waste volumes and increase recycling through source separation and collaborations with specialized partners.

- In Sweden, we partner with PreZero Recycling AB, which ensures responsible waste management and reporting to the Swedish Environmental Protection Agency (Naturvårdsverket).
- In Norway and Finland, our landlords provide efficient waste management solutions through dedicated recycling centers.

Competence Development

Knowledge is essential for driving sustainable practices. That's why all Nordicon employees undergo basic environmental training, equipping them with the awareness and tools needed to make sustainable choices—both in their professional roles and beyond.

Business Travel

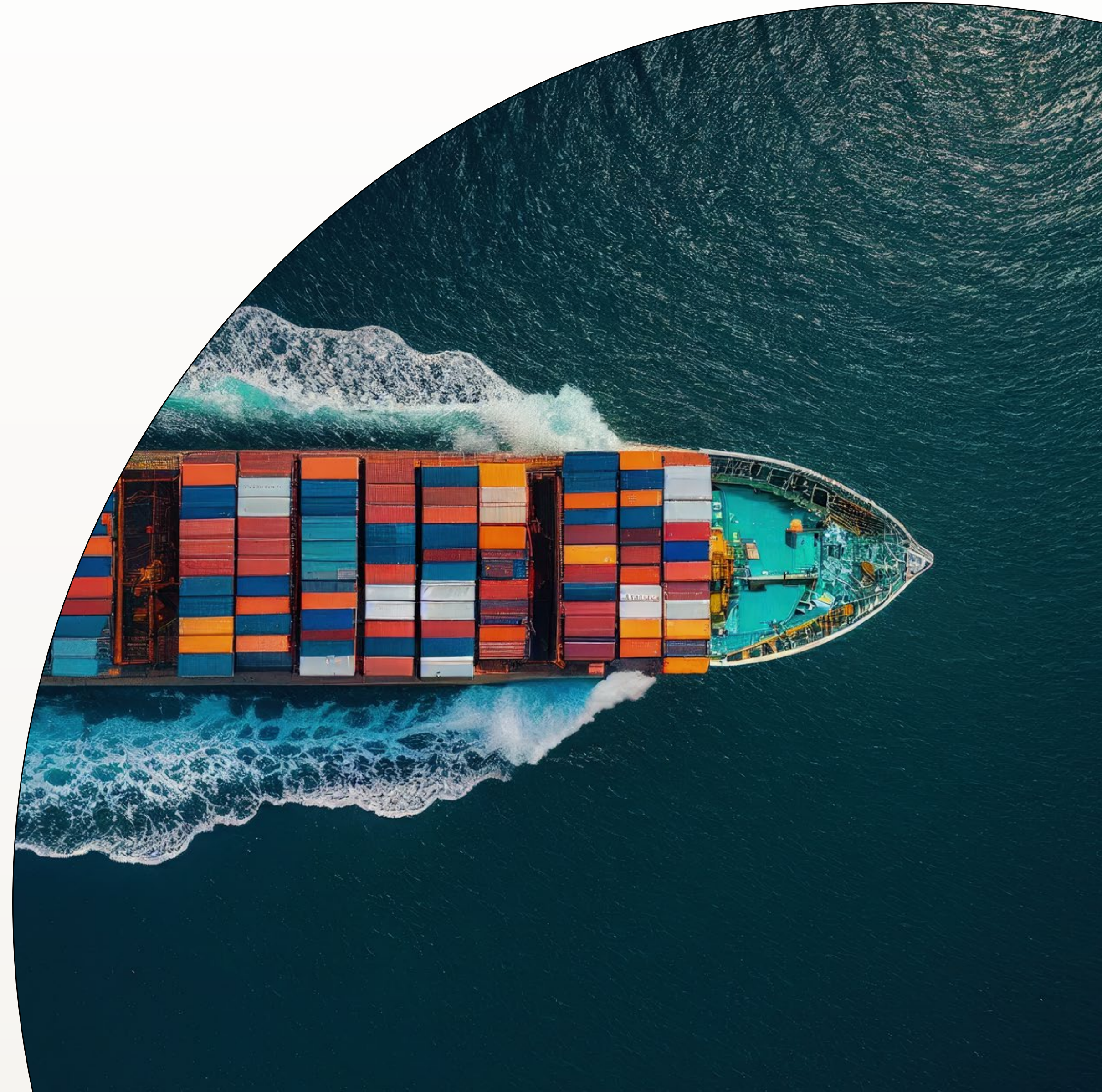
While business travel remains important for maintaining strong customer relationships, we prioritize sustainable travel options whenever feasible.

Our travel and meeting policy guides us in:

- Reducing emissions through digital meetings when possible.
- Choosing environmentally friendly transport solutions, including vehicle electrification.
- Aligning with government regulations for fossil-free company cars by 2030.

Sustainable Procurement

When making purchases, we strive to make environmentally adapted and ethical choices in line with Nordicon's procurement policy. We ensure that environmental requirements are set and followed up with our suppliers to minimize environmental impact and support sustainable development.



Goals & Commitments

As part of ECU Worldwide, we at Nordicon are committed to integrating their sustainability goals into our operations. ECU Worldwide has set ambitious goals for sustainability, and majority of these are now becoming a natural part of Nordicon's sustainability strategy.

Energy & Emissions

- Achieve Carbon neutrality by 2040
- 100% transition to renewable consumption at all owned facilities by 2040

Diversity, Inclusion and Equity

- 50 % gender diversity in junior and middle management by 2040
- 50% Gender diversity in the top management

Cyber security

- Zero cases of data and cybersecurity breaches through timely resolution of cyber incidents

Corporate governance

- Maintain zero instances of non-compliance with regulatory requirements year-on-year

Occupational health and safety

- Committed to making a safer workplace for all our employees and workers.

Community development

- Committed to multiple United Nations Sustainability Development Goals – SDG 3, 4, 5, and 13 to benefit community growth.

Labour practices & human rights

- Zero cases of data and cybersecurity breaches through timely resolution of cyber incidents
- Continue to ensure Zero instances of human rights violation



Sustainable Logistics

Consolidation – The Eco-Friendly Transport Solution

Ocean transport is generally a better environmental choice compared to air transport, especially when moving large volumes of goods over long distances. With continued innovation and a transition to more sustainable fuels, the shipping industry has the potential to play a crucial role in reducing the overall climate impact of the transport sector.

A key factor in optimizing the environmental benefits of ocean transport is ensuring that containers are loaded to their full capacity. A high filling degree reduces emissions per transport unit, contributing to more efficient and sustainable logistics. However, underutilized containers remain a common issue in ocean freight, leading to inefficient shipping solutions and increased environmental impact.

Consolidation, which is at the core of Nordicon's operations, provides a solution to this challenge. Consolidation involves combining shipments from multiple senders into the same container, maximizing space utilization. This enables more resource-efficient transport with a reduced environmental footprint. This method is particularly valuable for businesses with smaller cargo volumes (LCL), as it offers a sustainable and cost-effective alternative.

By optimizing container utilization, Nordicon contributes to a more sustainable supply chain, where both economic and environmental factors are taken into account.

Filling degree

At Nordicon, we work to optimize the filling degree of our containers to minimize environmental impact. By striving to ensure that each container is maximally filled for every transport, we can minimize the number total emissions.

Several factors can affect our ability to maximize the fill rate. Seasonal variations can sometimes result in lower cargo volumes, making it challenging to maintain a high fill rate.

Geographical factors also play a role, as different regions have specific regulations and requirements that influence how containers can be loaded. Additionally, the filling degree is affected by the cargo itself, including weight, material type, and substances being transported.

Despite these challenges, we have achieved strong results, and our goal moving forward is to continue increasing the filling degree of our containers at every opportunity.





Nordicons direct services

An important part of our work is maximizing transport efficiency by offering so-called "direct service" solutions. This means loading goods into containers and transporting them directly from one port to the final destination without transshipment.

Fewer transshipments result in less environmental impact, and Nordicon is the market leader in this area in the Nordic region.

In total, Nordicon operates approximately 70 import direct service routes and 30 export direct service routes. By reducing the number of transshipments, we also decrease energy consumption and emissions associated with each transport, leading to more sustainable logistics.

Innovative CO₂ Emissions Calculation for Sustainable

Emissions CO₂

In 2015, Nordicon developed an emissions calculator to estimate CO₂-equivalent emissions from transportation, based on weight and volume for all global destinations. This calculator was created to meet our customers' increasing demand for clear reports on the environmental impact of their shipments, aligning with Nordicon's goals in accordance with ISO 14001.

By 2024, the calculator has been continuously improved and further developed. Today, it is a key feature our customers use daily in our booking system within the My Nordicon customer portal. This tool provides valuable insights and actual emissions data for their shipments from a sustainability perspective. The calculation now also includes inland transportation within the Nordic region, which is a unique feature in the transport industry.

Nordicon's emissions calculator calculates the distance for all stages of the total transport, from the point of departure to the final destination. For customers who prefer, the results can be sent upon request as a separate report. Additionally, our emissions calculator ensures a transparent and comprehensive analysis of emissions, strengthening our customers' efforts toward sustainable transport solutions.

Nordicon strives to combine technical innovation with sustainability, making the emissions calculator a key tool in our ambition to reduce the environmental impact of the transport sector.





Nordicon GreenwayZ Biofuel Insetting Solution

Launch of Nordicon GreenwayZ

In 2024, we took a significant step toward reducing our environmental impact and promoting sustainable development within the shipping industry. Since ocean transport accounts for a large share of our carbon emissions, we have prioritized finding effective and direct solutions to reduce them. One of our most important initiatives during the year was the launch of Nordicon GreenwayZ Insetting Solution, a unique product that offers our customers a concrete opportunity to reduce emissions from ocean transport while contributing to the global energy transition.

Unlike traditional offsetting projects, this solution—known as insetting—involves direct financial contributions toward purchasing biofuel for vessels. This ensures that we develop sustainable solutions within our core business that are directly linked to our environmental impact.

Renewable Liquefied Biomethane (LBG)

Our solution is based on Renewable Liquefied Biomethane (LBG), an advanced biofuel responsibly produced from waste and residual materials, such as animal manure. This fuel is sustainably certified by the International Sustainability and Carbon Certification (ISCC), contains no palm oil, and offers one of the highest emission reductions available on the market—up to 100%. Our product is measured and reported in accordance with the Smart Freight Centre (SFC) Framework.

Fully Integrated into our customer portal, My Nordicon

Using our product and reducing carbon emissions should be simple. That's why we have made sure that this solution is fully integrated into our customer portal, My Nordicon. This allows our customers to easily select the biofuel insetting solution either at the time of booking or at any point during the transport process. The product is available globally, enabling our customers to reduce their CO₂ emissions regardless of the shipment's origin or destination—without disrupting logistics processes or causing operational delays.

Our Commitment to Ethical & Sustainable Business

The Foundation of Responsible Business

At Nordicon, our Code of Conduct is a fundamental pillar of our commitment to sustainability and responsible business practices. It serves as a tool to ensure that we uphold the high ethical and professional standards we set for ourselves and our business partners. The Code of Conduct applies to all our employees and guides our daily work, both internally and in our interactions with customers, suppliers, and other stakeholders.

Our Code of Conduct outlines several key principles that define how we operate:

Human Rights and Work Environment:

We respect and protect the human rights of our employees and partners while promoting a safe and healthy work environment.

Equality and Diversity:

We strive for a workplace where everyone is treated with respect and equality, regardless of gender, ethnicity, religion, or other attributes.

Business Ethics and Transparency:

We act with integrity in all business relationships, comply with laws and regulations, and actively work against corruption and conflicts of interest.

Sustainability:

We are committed to reducing our environmental impact and contributing positively to society and global sustainability goals.

Code of Conduct

By adhering to this Code of Conduct, we not only ensure that we uphold our core values, but also foster long-term, sustainable, and fair business relationships. It helps us maintain high standards in terms of quality, respect, collaboration, and responsibility—both towards our employees and the world around us.

We view the Code of Conduct as a living document and a constant reminder of the ethical choices we make every day. By being aware of and following its principles, we all contribute to building a stronger, more sustainable, and responsible company.

Building a Sustainable & Responsible Supply Chain

At Nordicon, we are fully committed to creating a sustainable and responsible supply chain. We work closely with our suppliers and ensures they comply with current environmental legislation and relevant standards such as ISO 14001. Through benchmarking and a culture of shared learning and understanding, we strive to reduce environmental impact and promote sustainable practices throughout our supply chain.

We also ensure that our suppliers are committed to achieving our internal sustainability goals and follow the ethical guidelines we have established. This includes actively opposing all forms of child labor and discrimination, while ensuring good working conditions. These commitments align with our supplier policy and our dedication to partnering only with suppliers who conduct business in an ethical and environmentally responsible manner.

To ensure long-term sustainability and minimize risks, we prioritize:

- Reducing business disruptions caused by environmental, social, and economic factors
- Optimizing resource utilization to reduce both costs and climate impact
- Protecting our brand through responsible governance and ethical business practices
- Creating processes for greater efficiency throughout the supply chain, leading to long-term growth and success

At Nordicon, we actively work to ensure that our suppliers not only meet our quality standards but are also committed to continuous development and improvement of their processes. This is achieved through close collaboration and shared learning, creating value for both us and our suppliers. We strive to maintain a delivery precision of 98% or higher and to always provide high-quality products and services. In the event of complaints, we ensure that the root cause is identified and addressed to prevent recurring issues.

Our ability to meet global sustainability goals and achieve long-term success—both for ourselves and our suppliers—is built on shared responsibility and a strong commitment to continuous improvement.



ISO 14001

Education

At Nordicon, we believe that a high level of knowledge about environmental issues, including basic understanding of ISO 14001, is essential for employees to act with environmental awareness. By increasing awareness of sustainability issues, we can also more effectively reduce indirect emissions (Scope 3) from our value chain.

All employees undergo fundamental training in environment and sustainability to ensure a shared commitment to responsible and sustainable business practices.

Stakeholders

At Nordicon, we understand that regular dialogue with our most important stakeholders is crucial to achieving our long-term goals.

To manage our communication with our stakeholders in the best way possible, we have identified them through an assessment of how they affect or are affected by our operations. The table shows our identified stakeholders and how we communicate with them.

Customers

- Marketing and advertising
- Meetings
- Requests
- Agreements
- Bookings
- Customer care

Suppliers & Contractors

- Regular interactions through online and offline meetings
- Agreements
- Contract writing

Government & Regulatory Authorities

- Meetings and formal dialogue
- Monitoring of laws

Employees

- Personal development conversations
- Employee meetings
- Daily communications

Board

- Ensures accurate, fair and complete external reporting
- Compliance with laws and accounting standards in financial reporting
- Board meetings
- Minutes
- Annual planning

Planet

- Through reporting and analyses

Risk Management Procedures

Risk Management

Our ability to achieve sustainable growth, protect company assets, secure shareholder investments, comply with laws and regulations, and mitigate unexpected risks is made possible through effective and appropriate risk management systems and structures.

As a logistics company offering integrated solutions for national and international trade, warehousing, transportation, and handling of various types of goods, Nordicon is exposed to different business risks. To identify, evaluate, monitor, control, manage, minimize, and counteract these risks, the Board of Directors has developed and implemented a company-wide risk management policy. This policy ensures that an effective risk management framework is established and applied across the company.

To gain a deep understanding of our risk environment and to better mitigate and prevent risks, we strive to make risk management an integrated part of our daily operations. Every employee is responsible for promoting good risk management within their respective areas of responsibility.

Identified risks

Emissions of greenhouse gases (carbon dioxide, methane, nitrogen oxides, sulfur dioxide) in air and water from truck transport.

Emissions of greenhouse gases (nitrogen oxides, sulfur oxides and carbon dioxide) into the air from maritime transport.

Greenhouse gas emissions from trucks unloading and loading from terminal handling.

Emissions of greenhouse gases during combustion from energy use.

Risk management

- Environmental requirements for carriers
- Green freight
- Fossil-free fuel
- Electric trucks
- Fuel-efficient vehicles
- Emission reduction obligations
- More energy-efficient vehicles

- Filling degree
- Environmental requirements for suppliers
- Green freight
- Insetting

- Environmental requirements for suppliers
- Electric trucks
- Filling degree
- Efficient loading and unloading

- Light sensors
- Renewable energy sources
- Routines for electricity use
- Modern technology

Working at Nordicon



Social Sustainability

Social sustainability means creating a work environment where our employees thrive, feel motivated, and have opportunities for both professional and personal growth. At Nordicon, we strive to foster a culture that values employee well-being and development, while also taking responsibility for the environment and society at large. Our ambition is to ensure that all employees feel seen, heard, and valued.

At Nordicon, we believe that success is built on engaged, motivated, and skilled employees. To retain and attract talent, we offer competitive working conditions, ensuring a healthy work-life balance, combined with inclusive and inspiring leadership.

We promote a workplace where everyone feels welcome, regardless of background, gender, age, or sexual orientation. We actively work to prevent all forms of discrimination, sexual harassment, and misconduct, ensuring respect for human rights, labor rights, and anti-corruption within our supply chain.

Commitment to Fair Working Conditions & Information Security

Nordicon follows the OECD guidelines (Organisation for Economic Co-operation and Development) for security in information systems and networks. This framework is an essential part of our commitment to acting responsibly across our entire business and value chain. We ensure that fair working conditions are upheld both within our company and among our suppliers.

Twice a year, employee performance reviews are conducted with all staff members. These discussions cover work satisfaction, workload, and overall well-being, serving as a key part of our assessment of the organizational and social environment at Nordicon.

Gender diversity

Employees

Men: 28
Women: 35
Total: 63

Managerial positions

Men: 9
Women: 8



Equity & inclusion

Equality and Inclusion at Nordicon

Nordicon strives to be a gender-equal and inclusive workplace. Our equality policy ensures that all employees, regardless of gender, have equal opportunities to perform their tasks within the company. We are committed to treating everyone equally in both internal and external recruitment processes. One of our key goals is to achieve the most balanced gender distribution possible across different roles and tasks.

Equality in Development and Salary

Equality also applies to career development and salary structures. All evaluations in these areas are conducted objectively and gender-neutrally, with competence, experience, and suitability as the sole determining factors. We are dedicated to ensuring that equal pay is given for equal and equivalent work, regardless of gender.

A Positive Work Environment

At Nordicon, we value a collaborative culture based on mutual respect, a positive outlook on people, and respect for individual integrity. This responsibility is shared by all employees, and we have zero tolerance for sexual harassment or any form of degrading treatment.

To ensure compliance with the equality policy, each manager is responsible for continuously reporting to the CEO on how the policy is implemented within their respective departments. This includes the responsibility to prevent sexual harassment and other unacceptable behavior. Every quarter, the management team reviews the progress of our equality efforts to ensure that we continue to meet our goals.

Nordicon's Equality Goals:

- The company actively encourages both women and men to apply for open positions.
- Employees who are also parents have strong support to balance work and parenthood.
- There is a healthy balance between work, remote work, and leisure
- Leadership positions within the organization should have a balanced gender distribution.
- Harassment must not occur in the workplace.
- Through skills development and conscious recruitment, both women and men are represented in various job roles and levels within the organization.
- Nordicon ensures equal pay for equal and equivalent work, regardless of gender, in line with our wage and employment policies.



Health & well-being



Health and Well-being at Nordicon

At Nordicon, we firmly believe that investing in employee well-being benefits both our staff and the company as a whole. We encourage physical activity by offering both a wellness allowance and one dedicated wellness hour per week.

To strengthen our health initiatives, our Swedish office has partnered with Onelab, an occupational health service that helps us prevent health issues and mitigate workplace risks. Through Onelab, employees have access to preventive healthcare, rehabilitation services, and health screenings initiated by management, providing us with valuable insights into overall employee health. In Finland and Norway, employees receive free healthcare within certain limitations.

All Nordicon employees are provided with ergonomic workstations and access to ergonomically adapted equipment, including their own work computers. We recognize the risks associated with sedentary work, such as strain injuries and stress-related issues. That's why we prioritize individually tailored workspaces that promote movement and variation—because as we say, “your next working position is always the best one.”

Nordicon's health and wellness initiatives are driven by a long-term commitment to fostering a sustainable work environment, where physical and mental well-being are at the core, and every employee has the opportunity to thrive and grow.

Fireprotection & safety

Fire Safety at Nordicon

Our fire safety efforts are an integral part of our operations, aimed at ensuring a safe and secure work environment for everyone in our facilities. It is crucial that all employees are aware of fire risks and understand how to act in case of a fire.

Our fire safety measures include:

- Identification of fire hazards
- Proper use of fire extinguishers and other fire protection equipment
- First aid and evacuation procedures
- Participation in regular fire drills to enhance emergency preparedness

Through clear procedures, defined responsibilities, and continuous inspections, we actively work to prevent fires and minimize workplace risks. We also ensure that fire safety equipment, such as fire alarms, is regularly inspected, and that our procedures are updated in compliance with legal requirements and best practices.



nordicon

c a r e s

Over the years, Nordicon has supported various social welfare initiatives. We strive to make an impact in the communities we grow in and depend on, and invest wholeheartedly, sincerely and long-term.

Everything we do at Nordicon refers to our core values and the vision of a more humane society. We aim to carry important values to people, society, and the planet. Over the years, Nordicon has used the collective name Nordicon Cares for our commitment and ambition to support various socially beneficial projects with the individual in focus. The projects we choose to participate in, we also want to involve our staff and encourage our business contacts to go in the same direction. By integrating our sustainability work in this concept, we work towards our goals that aim and include the UN's global goals of Agenda 2030.

IT For Children

Nordicon started a collaboration with IT for Children in 2017, where we support their valuable work of providing free access to computers and ICT education for thousands of school children in Ghana, West Africa. IT For Children believes that information and communications technology is the key to the positive development of a country – education, employment, sustainability, and gender equality.

Among other things, we at Nordicon offer free transport of their collected computers. We also encourage other companies in our industry to support this initiative. By donating your company's used laptops, you are reducing e-waste while making a contribution that makes a difference.

Göteborgs Stadsmission

Nordicon started a collaboration with Göteborgs Stadsmission during 2024. Göteborgs Stadsmission is a nonprofit organization that has been making a lasting impact in Gothenburg, Sweden since 1952, providing both emergency assistance and long-term support to those in need.

From helping individuals and families facing homelessness and poverty to offering meeting places, homework support, and access to food and clothing, their mission is to ensure everyone is treated with dignity and respect, regardless of their life situation. With initiatives like second-hand stores, housing solutions, and employment services, Göteborgs Stadsmission is a cornerstone of support in the community, and we are proud to stand with them.



Governance

Corporate Governance

Our organizational culture is built on a strong commitment to good corporate governance. For us, effective governance principles are essential to providing seamless logistics solutions and improving efficiency in both national and international supply chains. We take our responsibility seriously, ensuring that our solutions—covering various modes of transportation—are guided by robust and transparent principles.

So far, our strong corporate governance has made us a trusted partner for our stakeholders. Aligned with our vision and core values—Best in Service, IT Development & Innovation, Team Spirit, Financial Growth, and Sustainability—we strive to remain market leaders by setting high standards for quality and consistency in our services.

As we continue to serve a broad customer base across the Nordics and globally, we remain committed to adhering to the highest standards of corporate governance. We believe it is our duty to protect shareholder rights and provide them with accurate, clear, and transparent information about our company. We follow global best practices and continuously develop our governance principles to ensure compliance with the highest industry standards.

Our goal is not just to achieve excellence by following corporate guidelines but also to continuously improve through innovation and the adoption of the industry's best business practices.



Board of directors

An Effective Board of Directors

An effective board of directors is crucial for building a solid foundation for our corporate governance and maintaining high standards. The board sets strategic goals and is responsible for ensuring their achievement. Our board members make key decisions and drive discussions that promote sound and proactive corporate governance. The board also provides direction and oversight to ensure that the company operates in line with the expectations of both stakeholders and society.

We believe that an active, well-informed, and independent board is essential for maintaining the highest standards in corporate governance. The board is led by the company's Chief Executive Officer (CEO).

Nordicon's board of directors complies with the legal requirements, regulations, and guidelines applicable to the company. The board consists of members with a diverse range of expertise and experience in the logistics sector, contributing to the strong governance practices at Nordicon.

Key Skills and Competencies of Our Board

Below is a summary of the key skills and competencies that our board is well-equipped with:

Leadership

Industry Experience, Global Business Operations, and Commercial Acumen

Sales and Marketing, Business Development

Board Work, Corporate Governance, and Sustainable Development

Mergers and Acquisitions

Risk Management and Financial Planning



ESG Governance

Nordicon's Progress Toward Sustainable Growth

Nordicon's progress toward sustainable growth is driven by open, honest, and ethical business practices, as well as people-centered policies that foster a positive work environment. We also maintain strict frameworks for cybersecurity and data protection, along with a zero-tolerance policy against sexual harassment.

These initiatives are supported by guidance and recommendations from a diverse and experienced board. The company's key matters and reported sustainability information are reviewed by certified auditors to ensure the completeness of our disclosures.

Business ethics

Nordicon's Commitment to Ethical Governance

Nordicon is committed to ensuring strong and ethical governance mechanisms within its operations. Our Code of Conduct sets the highest ethical standards that all employees and board members are expected to follow. To ensure compliance, training is provided to all full-time employees and the board.

The Code clearly defines what constitutes bribery and corruption, as well as the circumstances under which these rules may be violated. During the current reporting period, we have reported zero cases of bribery and corruption and have not encountered any antitrust disputes.



Thank You!

At Nordicon, sustainability is not just a goal, it's a continuous journey. Through collaboration, innovation, and accountability, we remain dedicated to minimizing our environmental impact, promoting ethical business practices, and driving meaningful change in the logistics industry.

As we move forward, we will continue to challenge ourselves, set ambitious sustainability targets, and seek new ways to make a positive impact. Our commitment to responsible business goes beyond compliance, it is a core part of who we are and how we operate.

We would like to thank our employees, partners, and customers for joining us on this journey. Together, we can build a more sustainable future. Let's keep moving forward towards a greener, more responsible tomorrow.