

A-TRAIN AB

SUSTAINABILITY REPORT 2024



Contents.

A message from our CEO.

A-Train AB.

Materiality assessment.

Governance and targets.

A-Train's sustainability work.

GRI index.

The auditor's report.

Appendices.

- 3** This report presents the company's sustainability work with reference to the Global Reporting Initiative 2021 (GRI). Reporting takes place annually and this report covers the calendar year 2024. All information reported relates to A-Train AB's operations, personnel, etcetera. Subcontractors are not included in this report. This report is A-Train AB's tenth report. This and future sustainability reports are reviewed by independent auditors.
- 4**
- 6**
- 7**
- 10**
- 22** The information in this sustainability report aims to fulfil the legal requirements of the Swedish Annual Accounts Act and provide the information needed to understand our development and the consequences of our operations. Financial information can be found in the company's annual report for 2024.
- 25**
- 27**

The sustainability report begins by providing information about the company, its operations and organisation. The core of the report is the company's materiality analysis which is a presentation of A-Train's work with material sustainability issues, see page 6.

Feel free to contact us!

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For questions about A-Train's sustainability work including this sustainability report, contact Mia Lindström on 0771-720 200.

A message from our CEO.

During 2024, we have taken important steps forward in our sustainability work. During this year we have achieved net-zero emissions in Scope 1 and 2 – a full year ahead of schedule, something we are particularly proud of. This was made possible thanks to our determined commitment to the transition to renewable energy fuel in our maintenance vehicles and equipment. Since 2002, we have been proud licensees of Good Environmental Choice (Swedish: Bra miljöval), which means that our trains are powered 100% by renewable electricity, something we will continue to do. We have also focused on making our operations even more sustainable by improving our recycling in the office and by replacing 99.5% of all lighting in our operations with LED lamps. During this year, we have put a lot of effort into improving our GRESB ratings, and we are proud to have progressed in all areas and raised our result to 91 out of 100 points (read more about GRESB on page 9).

One of our most important contributions to a more sustainable future is to increase the accessibility and attractiveness of rail travel. Every new passenger who chooses Arlanda express instead of using a car or flying contributes to reducing emissions within the transport sector. In 2024, we have together with other train companies that use the Arlanda Link (Swedish: Arlandabanan), made it possible for 5.3 million passengers to choose a climate-smart mode of transport instead of road traffic. Since the start in 1999, we have converted a total over 100 million journeys to rail transportation, strengthening both the competitiveness of Stockholm and Sweden, while contributing to the reduction of emissions from fossil-fuelled transport.

At the same time as we see great progress, challenges remain. Reducing our indirect climate impact from maintenance and supply chains, for example, requires collaboration with several actors and long-term changes. We work actively with our partners and suppliers to ensure the use of sustainable materials and processes,

but this is a complex area which we need to continue to develop.

The current global situation with high energy prices, inflation and uncertainty, affects us and many other companies. Despite this, our long-term sustainability goals remain unchanged. We see this as an even stronger reason to continue with our work and ensure that we are equipped for future challenges.

In 2025, we will continue to focus on energy efficiency and reducing our indirect emissions in the supply chain. We are planning to invest in digital solutions to optimise train transportation and strengthen the robustness of our infrastructure. Another important area is to improve passengers experience and make our services more available. Among other things, we will launch a new baggage concept where customers can check in their baggage at Stockholm Central before their journey from Arlanda. We will also design a new depot, which will place high requirements on us and our suppliers to choose the most sustainable solutions in regards to the type of energy and materials used.

Our ambition is clear – we want to continue to highlight that travelling by train to and from Arlanda, is the most sustainable alternative. By creating an even better experience for our passengers and raising awareness of the climate benefits of travelling with the Arlanda express we contribute to a more sustainable future. We look forward to continuing this journey together with our employees, partners and passengers.

Welcome aboard!



Magnus Zetterberg, CEO



A-Train AB.

About A-Train AB

A-Train AB is a railway company that provides transportation services between Stockholm Central Station and Arlanda Airport under the Arlanda express brand name. A-Train is also responsible for managing and operating the Arlanda Link track system, which extends between Skavstaby and Myrbacken through a tunnel system under Arlanda Airport, with three underground stations. Furthermore, A-Train manages tracks 1-2 at Stockholm Central Station, Arlanda Norra, Arlanda Södra, and Arlanda Central station.

A-Train is fully owned by Portare 1 AB, and our primary customer group consists of passengers to and from Arlanda Airport, including both private and business customers. A-Train's operations are based in Stockholm, Sweden, and primarily include Arlanda express traffic and operation of the Arlanda Link. The operations are a result of a public-private partnership. The rights and obligations of the parties are regulated in the agreement with Arlandabanan Infrastructure AB, which is 100% owned by the Swedish Government and managed by the Ministry of Climate and Enterprise (Swedish: Näringsdepartementet). The Swedish state's other

rights and obligations are regulated in the conditional loan agreement with the Swedish National Debt Office (Swedish: Riksgälden).

In May 2023, an Arlanda express train derailed on our own track. The service was able to resume after 11 days when one of the two tracks was restored. Full service on both tracks resumed at the beginning of October 2023. The Accident Investigation Board's investigation, completed in June 2024, found that the derailment was due to a faulty component in a switch. The investigation found that A-Train had followed all maintenance routines and it was not possible to detect the fault in advance. During the year, no major changes were made with regards to the structure or ownership of the business.

We have continued our efforts to attract both foreign and Swedish passengers in 2024. During the year, there were 3.5 million passengers on the Arlanda express. In addition to these passengers on the Arlanda express, there were 1.8 million passengers who have travelled with other operators on the Arlanda Link. A total of 5.3 million passengers travelled on the Arlanda Link.

Our organisation

A-Train has a total of 211 employees. Of these, 149 people work in operational activities related to Arlanda express traffic. The remaining 62 employees work with administration in our head office in Stockholm. The majority of our employees work in the operational activities of the Arlanda express service as train drivers and train hosts. A-Train has seven train sets of the model littera X3, which operate on our two routes. In addition to this, when needed, we use a diesel locomotive (littera Z66) when a train set is experiencing technical difficulties and need to be taken out of service or when transporting materials such as relays and switches in our railway infrastructure. A-Train partners with three major contractors: EuroMaint for rolling stock maintenance, Strukton for work on railway infrastructure, and CBRE for facilities.

Our operational centre is located at Arlanda Airport. This is where our Traffic operations manager and infrastructure operations managers work to control and manage personnel and traffic for Arlanda express and the Arlanda Link. Our head office is located just a short distance from Stockholm Central Station. The operational centre at Arlanda is only an 18-minute journey away, benefitting both our employees and passengers.

100 %
RENEWABLE FUEL

211
EMPLOYEES

7
TRAIN SETS

**We create a better way to
travel – for you, society
and the environment**



Materiality assessment.

To ensure that our sustainability report is relevant and that we are reporting on our most significant sustainability concerns, a materiality assessment was conducted in 2022. The most significant sustainability concerns are those where A-Train's operations have the greatest impact on its surroundings, and which are of great importance to our stakeholders. These are also the areas that we follow up and show in this report.

The materiality assessment showed that the top sustainability concerns for our company are safety and security (for both customers and employees), equality and diversity, financial stability and climate impact (see Figure 1).

As a basis for the materiality assessment, a stakeholder analysis was conducted with two key stakeholder groups – customers and employees. Both groups were asked questions about A-Train's sustainability work.

During 2024, we have been working on preparations for the next year's CSRD reporting. The double materiality assessment has been completed, and a number of workshops have been held within the key functions of our operations. We have also conducted stakeholder dialogues with selected key stakeholders, owners, suppliers and employees. The results of the double materiality assessment will be presented in 2025's Sustainability Report. We are aware of the proposal presented by the European Commission in February 2025 regarding the simplification of the requirements for sustainability reporting according to CSRD through Omnibus 1. If the proposal is adopted, it will mean changes to A-Train's reporting obligation. Until the decision is made, we will continue to work in accordance with current Swedish legislation.

Stakeholder dialogues

In order to gain insight into the priorities of our different stakeholders regarding A-Train's sustainability work, we

have strived to capture their perspectives and facilitate meetings across various contexts.

As an employer, we seek to capture our employees' views about A-Train through daily work interactions and dialogues between managers and employees. We conduct employee surveys using the tool '&frankly' to continuously gather information about how our employees experience their work situation. For example, we ask questions about their work environment, safety, leadership, diversity, discrimination and well-being.

We also use communication channels such as information meetings and our intranet as a way of communicating information to our employees'. In connection with the double materiality assessment, stakeholder dialogues have been conducted with a number of employees. Particularly positive aspects highlighted during these interviews were diversity and an inclusive culture at the workplace, good healthcare opportunities and a general good management of the work environment.



Figure 1. The most important sustainability issues according to the materiality assessment 2022.

We interact with our customers daily and gather their views on how they experience their journey with us through regular customer surveys.

Environmental issues are a high priority for our owners and financial institutions and we maintain a continuous dialogue with them through meetings where we report on our performance and how we can improve. In connection with the stakeholder dialogue in 2024, we interviewed a number of our suppliers. These interviews showed that several of them work actively with sustainability in their supply chain with setting requirements and follow-up. We could be better here at asking for this type of information from our suppliers.

From dialogue to disclosures

Through our materiality assessment in 2022, disclosures from GRI 2021 have been selected. This selection is based on how well the disclosures are in line with A-Train's main sustainability objectives and strategy.

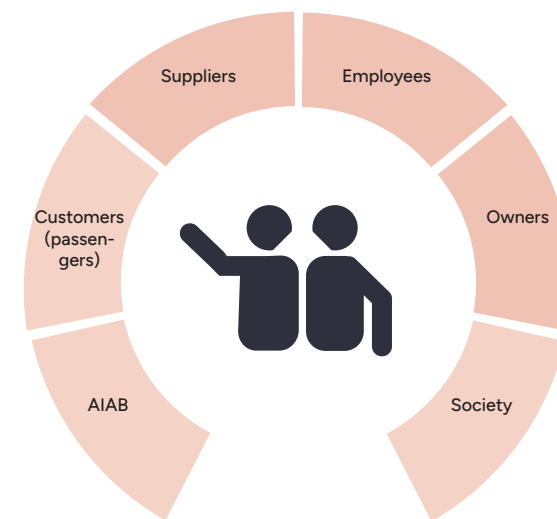


Figure 2. The figure shows A-Train's priority stakeholders. Suppliers, employees and owners (stronger, pink colour) participated in the stakeholder dialogue in 2024. AIAB stands for Arlandabana Infrastructure AB.

Governance and targets.

The company's board of directors, where the employee organisation is also represented, is ultimately responsible for operations and governance. The company's day-to-day management is entrusted to the CEO, who is supported by a management team with representatives from different parts of the company. Targets and indicators are monitored monthly and quarterly by divisional managers and the management team. The CEO provides regular updates on progress during board meetings and executive management meetings, where the board is represented. Operational decisions are also made during these meetings. If no deviations or other factors have arisen, an annual summary and analysis is conducted by the management group.

A-Train has five overall objectives, these are to:

- Redefine the transit experience to and from Arlanda
- Create a fun and inspiring workplace
- Increase the market share
- Ensure that safety and risk management makes a real difference
- Actively contribute to creating a more sustainable Stockholm – both for the environment and people

These visionary goals are then broken down into concrete goals and activities within each unit. These objectives are based on the areas that we consider to be essential and that we can actively and directly influence.

Our company's core operations and purpose is that – We create a better way to travel – for you, society, and the environment. This means that A-Train ABs sustainability efforts are driven by three fundamental perspectives: social, environmental and economic sustainability where operations need to be conducted in a sustainable way

within all three areas. Therefore, our overall sustainability goals are divided into three areas:

- “sustainable operations” (people)
- “sustainable travel” (planet)
- “sustainable business” (profit)

Our aim is to shift car and bus traffic from the E4 to rail while ensuring the satisfaction of our employees, passengers, suppliers and partners and that they operate in a safe and secure environment. This is the foundation of all our work and where we make the most significant contribution to society and sustainable development in the long term. We strive to constantly develop in the field of sustainability and contribute to both the ecological and social aspects of travelling.

A sustainable business strives to achieve financial success, making it possible to run all the other areas of the business.

To measure and monitor progress in the three critical areas of “people,” “planet” and “profit,” we use the following key performance indicators (KPIs):

- eNPS – employee satisfaction (“people”)
- NPS – customer satisfaction (“people”)
- Market share (“planet”)
- EBITDA (“profit”)



People

In the area of 'sustainable business', the working environment for our employees is a central question. We regularly monitor employee satisfaction through monthly employee surveys. We measure and monitor sick leave, discrimination, diversity, equality and inclusion.

How our customers experience their journey with us, which is also part of the "people" area, is monitored through regular customer surveys.

The main sustainability goals in this area can be broken down as follows:

- Safety: zero (0) passengers or employees are seriously injured or have died as a result of our business (outcome 2024: zero (0) serious injuries or deaths).
- Sick leave: <5% (outcome 2024: 4.6 %)
- Employee Net Promoter Score (eNPS) > +22 and 74 % response rate (outcome 2024: eNPS +7 response rate 74 %)
- Gender equality: no wage discrimination between male and female employees (addressed in the annual salary review. Under 2024 no deviations were detected.)
- Equality: No discrimination based on ethnicity, politics, sexuality, religion, or cultural affiliation can occur. A-Train has zero tolerance for discrimination and there were no reported cases in 2024.
- Net Promoter Score (NPS) > +60 (outcome 2024 +63)

A-Train strongly believes that companies have a social responsibility to contribute positively to society and try to make as positive an impact as possible.

We can be part of a positive change in our community by empowering organisations that work with solving societal problems. During this year, we have chosen to continue to be a 'friend' company with the Stockholm City Mission. By being a 'friend' company, our employees have the opportunity to volunteer at the Stockholm City Mission during working hours at either their Second hand shop, Food mission (Swedish: Matmissionen) or their central warehouse. We also encourage our employees to come up with their own suggestions for different types of charity work within the Stockholm area that they wish to carry out during their working hours. Furthermore, A-Train also supports a number of other non-profit organisations each year. We support, among others, "Suicide Zero" by donating one-time payments from for example, internal sales or prize money from competitions. Each year we sponsor our employees to take part in the race 'Blodomloppet' and the Mental Health Run by paying their registration fee. These are two races with a clear charity purpose.

Planet

In the area of "sustainable travel", we have a broad goal that environmental work should be reflected in everything we do. Therefore, A-Train AB attaches great importance to environmental issues and meets the Swedish Society for Nature Conservation's (Swedish: Svenska Naturskyddsföreningen) requirements for the Good label Environmental Choice. This means, among other things, that eco-labelled electricity from renewable energy sources is used to power Arlanda express trains and for infrastructure within the Arlanda Link such as lighting and electricity for switches. We have continued with our work to shift to energy-efficient LED lighting within our operations, work which will continue as lighting

is replaced or upgraded.

During 2024, we also conducted a Scope 3 investigation to identify our indirect greenhouse gas emissions, e.g. from purchasing and transport.

The main sustainability goals can be broken down as follows:

- We will become net zero in Scope 1 and Scope 2 by the end of 2025 at the latest. We are proud that we have managed to become net zero as early as 2024, a year earlier than planned.
- By 2025, all our suppliers will be required to meet our sustainability standards. During 2024 we have worked with ensuring that all our suppliers have signed our Supplier Code of Conduct.
- 30 % of passengers will travel by rail to and from Arlanda in 2026. Outcome for 2024 was 28 % excluding transfer passengers at Arlanda.

Profit

With a sustainable business and a sustainable strategy where we take care of our employees, customers and the environment, we are the obvious choice for transport to and from Arlanda. This creates conditions for good profitability.

The main broken down sustainability goals in this area are:

- EBITDA: 552 MSEK (the outcome for 2024 was 481 MSEK).
- Corruption: no one should use their position or power for personal gain (outcome for 2024 was 0).

4,6 %

Sick leave

28 %

Travelling by rail

481

MSEK EBITDA

GRESB

In 2021, A-Train decided to evaluate the company's sustainability performance by conducting a GRESB assessment. GRESB is a standardised framework in which companies self-report their data on various ESG aspects (Environment, Social, Government). The company then receives an assessment of its sustainability performance and gets a picture of how they are performing in their industry. The GRESB assessment is intended to make it easier for investors and decision makers to compare their performance with others in the same sector in order to improve their business.

GRESB offers four versions: *Real Estate Benchmark*, *Real Estate Development Benchmark*, *Infrastructure Fund Benchmark*, and *Infrastructure Asset Benchmark*. A-Train's business falls under the Infrastructure Asset Benchmark category. The assessment in GRESB is conducted in two main stages: management and governance, as well as performance and results. Within the two main stages, A-Train has reported its sustainability work through descriptive texts and verifications on issues regarding:

- Management, policies, and reporting
- Risk management, risk assessment and climate related risk management
- Follow-up, stakeholder dialogue, implementation, and impact assessment
- Energy use, greenhouse gas emissions, air pollution, water use, waste management and biological diversity
- Health and safety of employees and customers, as well as diversity and equal opportunities
- Employee surveys, customer surveys and certifications

The submitted texts and verifications are then third party reviewed by GRESB who compile a report of the

results. After focusing and prioritising the measures from the previous year and working actively to improve our internal routines regarding our sustainability work, A-Train has improved in all areas and the result of A-Train's fourth GRESB assessment has improved to 91 points out of a possible 100. See the table GRESB results on page 27. This has given us both higher GRESB points and increased the sustainability benefits of A-Train's operations.

Examples of the measures are:

- Updating policies
- Review of goals and their connection to the UN's Sustainable Development Goals
- Development of the work with our Suppliers Code of Conduct



A-Train's sustainability work.

In the following section we describe more about how we work hands-on with sustainability at A-Train with regard to economic, environmental, and social aspects. We also report the key figures and GRI indicators that we have selected through our materiality assessment.

Economic sustainability

During 2024, travel at Stockholm Arlanda Airport continued to recover after the pandemic which had a major impact on Arlanda express passenger volumes and financial results. The total number of passengers at the airport in 2024 was 22.7 million, corresponding to 89 % of the levels seen in 2019 while the number of air passengers on the Arlanda express during 2024 was 102 % compared to the level seen in 2019. This means that the market share for Arlanda express remains significantly higher than before the pandemic. The proportion of private passengers has increased at the airport, while the proportion of business passengers has decreased compared to 2019.



Our climate impact

A-Train's largest positive impact on the environment is the reduction of emissions that occurs for every person who chooses to travel by train to or from the airport instead of by car. The negative environmental impact of A-Train comes primarily from the company's energy use. A-Train's largest energy use comes from the operation of the Arlanda express trains. To minimise the negative environmental impact of energy use from the Arlanda express trains, we have chosen to only purchase electricity labelled with Good Environmental Choice. The tables on page 28 of this report show greenhouse gas emissions associated with our operations in accordance with the GHG Protocol (Green House Gas Protocol). We monitor and follow-up the emissions on a monthly and quarterly basis with an annual evaluation.

By keeping to our net-zero plan in scope 1 and 2, and focusing on the activities that will reduce our emissions, we have already reached our net-zero target in 2024 and reduced our emissions by 97 % from our baseline in 2019.

As a licensee of Good Environmental Choice, our trains are operated 100 % with electricity labelled Good Environmental Choice, which means that strict requirements are set for how the renewable electricity is produced. For each kilowatt hour purchased, funds are also allocated to environmental projects to benefit biodiversity in flowing water and to projects to increase energy efficiency. For "normal" renewable electricity, there are no requirements other than it must come from a renewable origin. In addition to setting requirements for the electricity the trains are powered by, Good Environmental Choice sets requirements for reducing the use of harmful chemicals, including when it comes to cleaning the trains, where requirements are set for the use of eco-labelled cleaning products.



Bra Miljöval

A-Train's sustainability policy

A-Train's goal and purpose of its operations is to deliver sustainable transport between Stockholm Central Station and Arlanda by moving car and bus traffic from the road E4 to rail traffic.

At the same time as A-Train strives to contribute to long-lasting sustainable development, our operations have an impact on the environment, wildlife and people as our trains travel primarily above ground which can impact the landscape. Furthermore, we can have an impact through our use of energy and resources and the generation of waste. A-Train also has influence over social aspects in relation to its employees, passengers and people connected to our business relationships, where key issues include ensuring equal treatment and health and safety for all.

This sustainability policy sets out A-Train's overall ambition in sustainability, with a focus on the environment and climate, as well as social and economic sustainability aspects. A-Train's sustainability work is permeated by a desire to constantly improve and make our operations and our train journeys even more sustainable. A-Train has a responsibility not only to contribute to a positive development, but also to continuously identify potential and actual negative impacts on sustainability aspects linked to the business and ensure that we use our influence to prevent, hinder and minimise such aspects.

The sustainability policy covers all A-Train's operations and aims to provide guidance to all employees (including any consultants and/or others acting on behalf of A-Train) on A-Train's values and how the business should be conducted with regards to sustainability aspects. The sustainability policy was revised in 2024 to become even clearer and is available on our website.

Read our full sustainability policy [here](#).

Greenhouse gas emissions

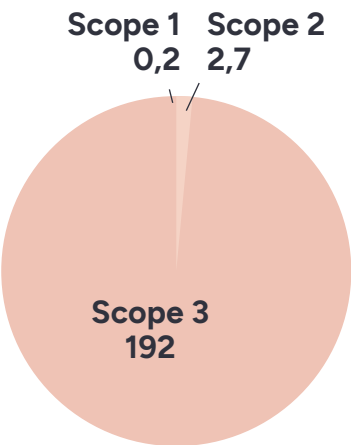
A-Train calculates and reports its greenhouse gas emissions based on the GHG Protocol's method. Scope 1 includes direct emissions, i.e. emissions that occur locally from, for example, the combustion of fuels in vehicles and heating systems within our own operations (reported for the first time in 2021).

Scope 2 includes indirect emissions linked to the production of purchased electricity, heating and cooling. Emissions are reported both from calculations of the energy products purchased by A-Train (market-based emissions) and calculated based on the average emissions that occur from the energy supply network from which the energy is sourced (site-based emissions).

The total emissions for scope 1 and 2 in 2024 were 2.9 tonnes of CO₂-e. By carbon offsetting in the Gold Standard project (Bhadla Solar), we achieved net zero emissions.

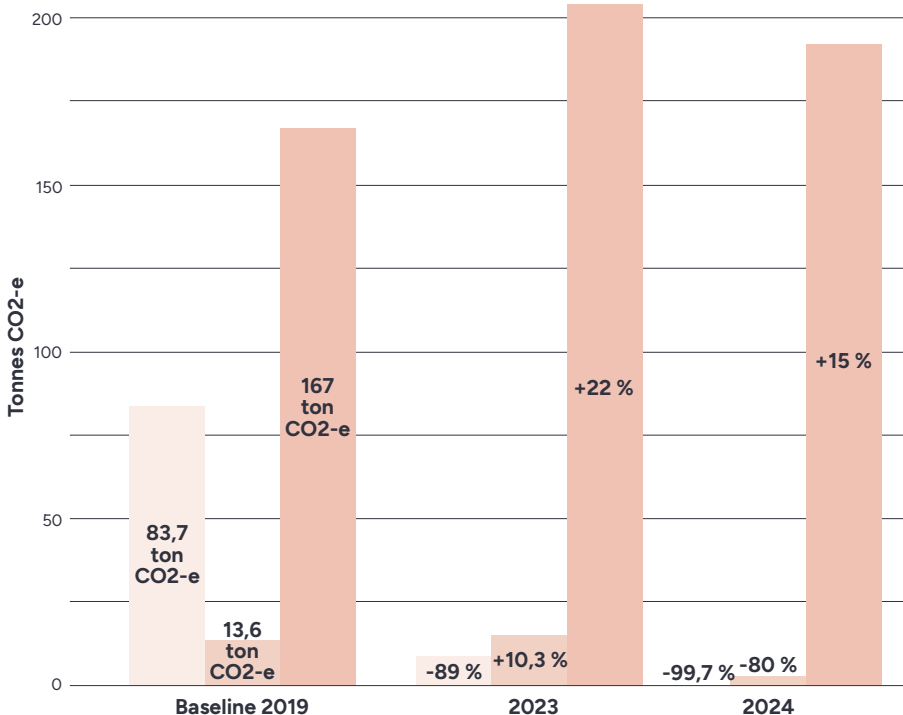
Scope 3 includes indirect emissions in a company's value chain, both upstream (suppliers) and downstream (customers). This includes emissions from e.g. purchased goods and services, transport, business travel and waste management. A-Train has measured one of the categories within scope 3 since 2021; 'fuel and energy-related emissions' (which is not included in Scope 1 or 2), i.e. the production and distribution of fuel and electricity. The increase between 2022 and 2023 is due to changes in emission factors. A mapping of more categories within scope 3 was carried out in 2024, read more about this in the box to the right.

GHG emissions (tonnes CO₂-e) for 2024, presented per Scope 1-3



- Scope 1 – Vehicles and facilities
- Scope 2 - Electricity, heating and cooling
- Scope 3 – Category 3: Fuel and energy-related emissions

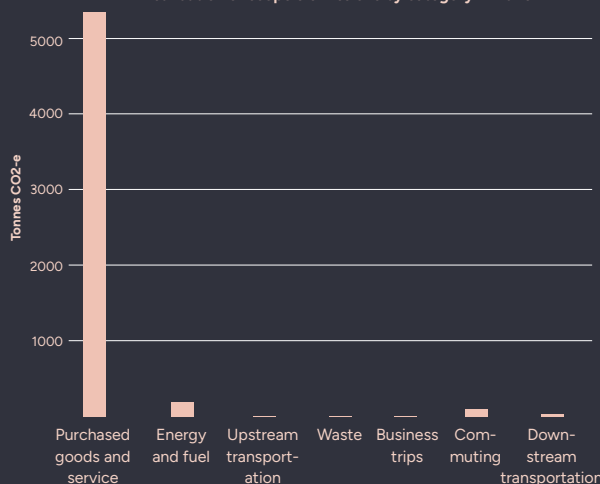
Percentual change of GHG emissions (tonnes CO₂-e) compared to baseline 2029



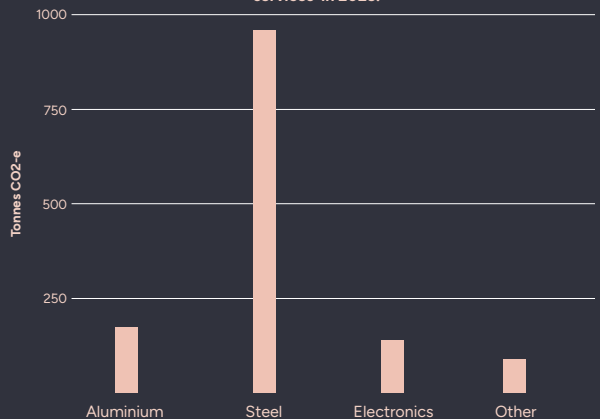
Scope 3 investigation

During 2024, we carried out an extended mapping of our operations' indirect climate emissions (scope 3). The mapping was conducted for the categories within the GHG Protocol that were considered to cause the greatest climate impact. The results showed that the largest emissions came from 'Purchased goods and services', followed by 'Fuel and energy-related activities'. Steel-based spare parts contributed most to the emissions from our purchased goods. The findings from the report are integrated into our climate strategy.

Distribution of scope 3 emissions by category in 2023



Distribution of scope 3 emissions for the category 'Purchased goods and services' in 2023.



“The new trains will be significantly better from an environmental point of view.”

Johanna Dolk joined A-Train almost two years ago, after having worked on the maintenance side of the industry for many years. In her role as Rolling stock Manager, one of her first tasks was to start up the single largest project in A-Train's history, namely the procurement of new vehicles for the Arlanda express. The current trains have been in operation since 1999 and are slowly approaching the end of their life cycle.

How did the procurement process start?

A needs investigation was carried out early on to forecast how the number of passengers to and from the airport will change. The investigation concluded that the passenger numbers were projected to increase by 40 % by 2030 and by 140 % by 2050 compared to 2019 levels. This identified an important need to increase that capacity of our traffic. This led to the new trains that we are going to procure having six carriages instead of four.

We continued the work by defining and formulating six impact goals for the project. The areas we chose to focus on were: passenger capacity, technical accessibility, running time (travel time must not be longer), eco-efficiency, design, customer experience and delivery time. Based on these areas, we formulated clearer requirement specifications. In the spring of 2024, we officially issued an inquiry, which included our entire requirement specification. Since then, the rolling stock manufacturers have been working to produce the requested documentation and calculations.

Tell us more about the eco-efficiency requirements!

Energy performance has been one of the most important aspects. In addition to the climate perspective, it represents a significant financial incentive for us. It goes without saying that the new

trains will use less energy than the current ones, but it has been a challenge to formulate this in the requirement specification, especially considering that the new trains will last considerably longer. Therefore, we have had to find other key figures than just consumption per kilometre driven.

In addition to the energy requirements, we have set chemical requirements according to both the REACH regulation and the Prio list and required that at least 98 % of the materials used in the vehicles must be able to be recycled during scrapping. Companies must be environmentally certified according to ISO 14001 and deliver an Environmental Product Declaration (EPD) that in a standardised way shows the environmental performance including manufacturing, use and maintenance at delivery. Since vehicle manufacturers are responsible for describing what maintenance (e.g. for graffiti removal) is to be conducted, the environmental requirements have also covered future maintenance.

Have you taken into account other sustainability aspects besides the environmental issue?

Of course. In addition to the extensive safety and work environment requirements that are placed on the trains, the passenger environment must also be safe and healthy – for example, no allergenic substances can be used in the construction. For passengers with limited mobility, there is adapted seating and an entrance without a height difference. We have also set requirements for trains to be manufactured under fair and safe working conditions, and suppliers must certify that they comply with ILO's core conventions on fundamental human rights at work. Furthermore, drivers will receive real-time support on the appropriate speed they should be travelling depending on the traffic situation in relation to the schedule in order to minimise energy consumption.

What happens now?

At the moment, we are reviewing the suppliers' documentation and calculations, such as energy performance and technical capacity. We have both internal experts and external specialists carry out a thorough review. The contract is expected to be completed in 2025, after which the design work and production will begin. Train tests are planned to be carried out in 2028, and the first delivery to Sweden is expected to take place between 2028 and 2029, with planned service start in autumn 2029 or early 2030. Before the trains are put into service, tests will be carried out to ensure that the actual energy consumption matches – or comes as close as possible – to the calculated values from the supplier. To simulate passenger loads, trains will be for example filled with sandbags, to create a test environment that is as close to reality as possible.



Our employees

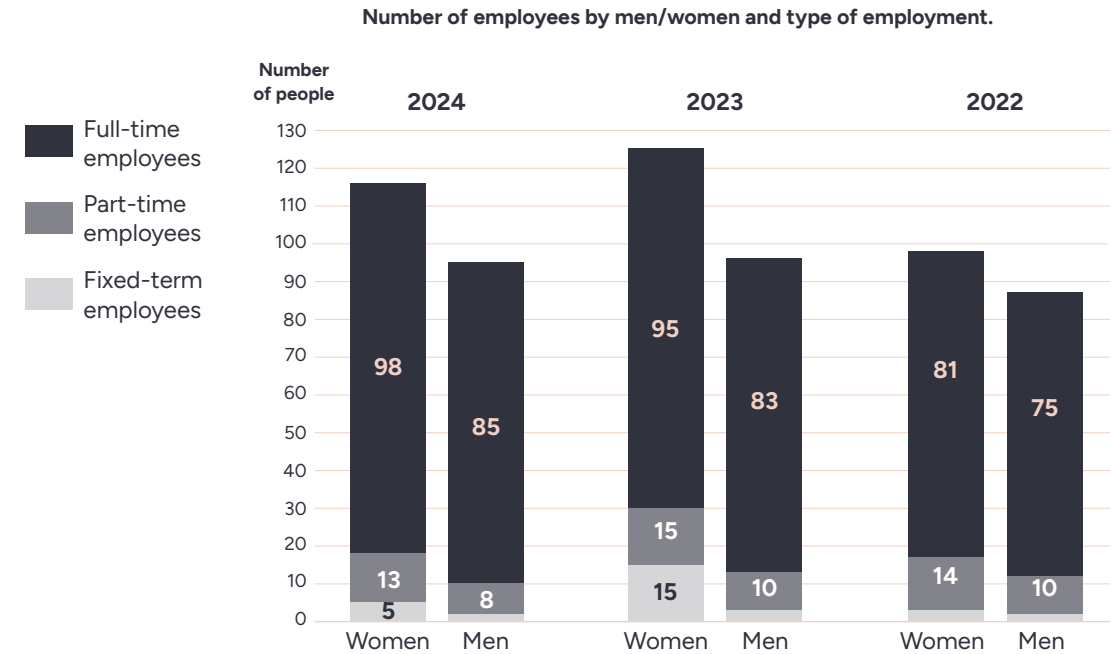
The work environment, safety and security of our employees is a key issue for our business. Some operations in our work involve the risk of serious injury, of which electrical accidents or collisions are two of the most serious. Work within track areas or on moving trains also involve risks linked to breakdown accidents, such as derailments or collisions. We work in a public environment which also means that there are risks linked to threats and violence, which has resulted in all employees in service being equipped with safety alarms. We work actively at our facilities with perimeter protection and we have agreements with security personnel.

In order to avoid and avert accidents, we have a safety management system. This system is based on the requirements of railway legislation and routines for systematic work environment management based on the requirements of the Swedish Work Environment Authority (Swedish: Arbetsmiljöverket). Employees receive training in rules and procedures in safety, such as what high-visibility clothing and protective equipment is required in different situations and how safety assessments should be carried out before work begins. We also have a safety committee and conduct regular safety rounds, audits, and inspections in all areas of the business. The serious derailment incident in 2023 affected both our employees and our partners. Fortunately, no customers or employees were seriously injured. Within A-Train, we have a dedicated group called Peer Support (Swedish: Kamratstöd), read more about their work on page 15. This support highlights our strong desire to prioritise the well-being of all our employees and to ensure that they have access to support 24/7, 365 days a year.

By investing in the safety and well-being of our employees, we not only strengthen our organisation's culture and morale, but also our ability to manage and recover effectively from difficult situations.

A-Train's employees who carry out safety-critical tasks undergo continuous health checks depending on their age and employee category. For train drivers, transport managers and operation managers, the health examinations are carried out in accordance with the Swedish Transport Agency's regulations for health requirements etc. for train drivers (TSFS 2011:61). A-Train uses Falck (formerly Previa occupational health care).

The table below shows the number of employees broken down into categories; men/women and type of employment. In 2024, we increased the number of employees in both administration and operational activities.



GRI 2-7 Information about employees and others working for the company. Number employed as of 2024-12-31.
 Numbers not shown in the diagram. Number of fixed-term employees: Women 2022 - 3, Men 2022 - 2. Men 2023 - 3, Men 2024 - 2.

It is important for us to identify whether our employees enjoy working for A-Train and in which areas we need to improve our work environment. In 2024, we started measuring work engagement in a new question package which sends out a question from seven different areas that measures the motivators for employee engagement. We measure eNPS every month (i.e. how likely the employee is to recommend their employer to others). eNPS is reported on a scale from -100 to +100 where 0 is an average.

Our employee surveys provide us with continuous updates regarding the work environment and well-being of our employees. They also allow us to quickly catch any problems that have arisen and take action. We underwent several changes in 2024, including new ways of working and routines. These changes have affected our eNPS result, which has fallen compared to the previous year. We see this as a natural part of the transition. We are convinced that these measures will in the long term strengthen us and we look forward to continuing to develop and create an even better workplace together with our colleagues, where everyone feels valued and engaged.

During the year, we continued to focus on leadership development for all managers at A-Train. New for the year was that in addition to leadership development all leaders received an app, where daily reminders were sent out to remind them to reflect over their leadership. The leadership index is an important KPI that we track and for 2024 we reached +80.



How likely are you to recommend A-Train as an employer to a friend?

+7

Outcome.

The goal was **> +22**

74 %

Response rate.

The goal was **74 %**

Once a month, all employees are asked "On a scale of 0-10, how likely are you to recommend A-Train as an employer to a friend?"

The respondents are then divided into three categories:

Critics (0 to 6)

Passive (7 to 8) or

Ambassadors (9 to 10).

To calculate the eNPS index, the proportion of critics is subtracted from the proportion of ambassadors. Passives are not included in this equation. The result is then summarised in an eNPS index from -100 (every employee is a critic) to 100 (every employee is an ambassador).

"We act as a mental airbag"

Jens Berggren started working at A-Train in 2001 as a train host. Today, he is an instructor and trainer in service, as well as responsible for peer support activities.*

Tell us about Peer support.

Peer support acts as a mental airbag in the event of serious incidents onboard trains or in the event of a collision. The traffic operation management contacts the peer supporter who, as soon as possible, goes to the site and picks up the employee. We usually then go to the office or a quiet place, get something to eat and process what has happened. It is important to adapt to everyone's different needs; someone might want to talk, while another might just want to go home and sleep.

So you can say that Peer support is a form of conversation support?

You could say that. The purpose is to quickly have the opportunity to talk to someone after a difficult situation. Our peer supporters have had training in how to address people in a crisis. Immediately after an incident, we have a stress-reducing conversation with those involved and can meet several times to process what has happened. Of course, there is a duty of confidentiality between the employee and the peer supporter. A reaction to the crisis may come later, so at least one follow-up call is important. Sometimes more support is needed, in which case professional support is offered through the occupational health service. We see good results from Peer support; talking to a colleague

who understands your everyday life can be more valuable than talking to an outside psychologist. In some cases, it is a conversation where an individual colleague wants to talk about a work-related event. Peer support reduces the risk of sick leave and facilitates a faster return to work. It is better to try to get started again as soon as possible

What does it mean to be a peer supporter and how do you become one?

Those who are part of the peer support group today are drivers and train hosts who want to support colleagues in a crisis. The commitment also provides new, developing work tasks. After training, you take turns being on call for one week at a time and should be able to respond at any time of the day. Since this arrangement often violates the weekly rest periods, you get a compensation day in addition to on-call compensation and compensated working hours. Managers should not be peer supporters, as it can clash with their managerial assignments.

**According to AFS 1999:7, all companies are obliged to provide first aid and crisis support for their employees. For train companies, this means that they are obliged to provide a type of first-line support in the event of an accident. It is common to call it Peer Support activities (Swedish: Kamratstödsverksamhet), but how the company chooses to organise this can vary. Some choose to bring in external help, but Jens thinks that by having external help a large part of the reason for doing this is lost, as he believes that great value lies in being supported and understood by people with similar tasks and experiences.*



Our passengers

At Arlanda express, we continuously measure the satisfaction of our passengers, how likely they are to recommend A-Train and how our brand is perceived in the market. Our NPS, which provides an answer to the question of how likely passengers are to recommend Arlanda express to others, is at a very high level. The scale for the results goes from -100 to +100. During 2024, the accumulated NPS was 63 which is an increase compared to 2023.

Together with strong market shares, this shows that what we offer our customers is attractive and that our employees are at their best when it really matters.

During 2024, the Arlanda express brand has remained strong and shows the same or slightly higher awareness, eligibility and preference compared to the previous year's survey.*

**How likely are you to recommend
A-Train to a friend or colleague?**

+63

Outcome.

The goal was >+60

The survey takes place onboard our trains and 6 226 respondents completed our NPS survey during 2024.

Once a month, the results of the passenger survey are compiled. The passengers were asked: "On a scale of 0-10, how likely are you to recommend us to a friend or colleague?"

Respondents are then divided into three categories:

Critics (0 to 6)
Passive (7 to 8) or
Ambassadors (9 to 10).

To calculate the NPS index, the proportion of critics is subtracted from the proportion of ambassadors. Passives are not included in this equation. The result is then summarised in an NPS index from -100 (every customer is a critic) to 100 (every customer is an ambassador).

*The brand survey is done on an ongoing basis, and we collect responses every week. The survey is conducted through a digital survey that is sent out to residents in the Stockholm County.



Human rights and diversity

A-Train shall not contribute to human rights violations and shall support and strive to ensure respect of internationally recognised human rights.

A-Train has an internal and external Code of Conduct as well as a Diversity, Equality and Inclusion Policy which has a concrete action plan describing our approach and commitment to these issues.

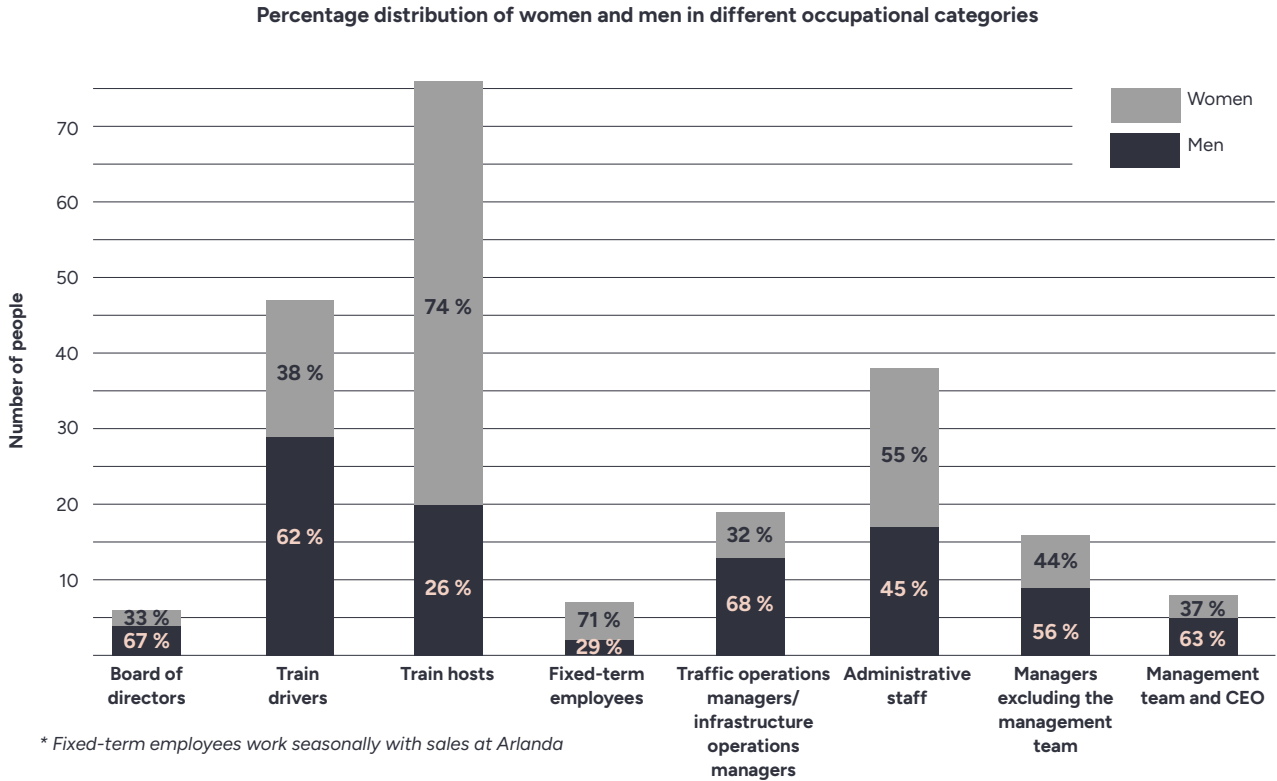
The Swedish law acts as a guarantor that human rights are being met at a high minimum level compared to international standards. However, we as a company and employer can also influence our working climate by working to counteract discrimination with regards to all grounds for discrimination according to Swedish law. In our daily work to create a safe and inclusive workplace, we work closely with all managers at the company as well as with our Safety Committee and in collaboration with trade unions.

To order to inform all employees about the importance of these issues, we have a mandatory and annual e-learning on discrimination and victimisation.

A-Train strives for equality and diversity in the organisation by applying an even gender and age distribution within all employee groups. This is also taken into account during the recruitment process. In our recruitments, we use digital tools and tests as well as competency-based interview guides to minimise unconscious bias.

Salary is one of several important parameters for attracting competent employees. A-Train must therefore offer an attractive and market-based salary. For operational employees, a salary ladder (tariff pay) is applied, while individual salary setting is applied for administrative staff.

An annual salary survey is carried out before the year's salary review. This aims to identify any inappropriate differences in pay between men and women. If there are inappropriate differences, these must be corrected in conjunction with the year's salary review, outside the general scope. The table on page 29 presents women's pay in relation to men's in different occupational groups. There is a difference in administrative services, which is due to the fact that we have significantly different professional categories in administration. Some occupations have a significantly higher salary due to high market demand and special training. Some of these are classically male-dominated professions.





Jesper Ström

“Unique cooperation agreement creates world-class maintenance”

Jesper Ström, project manager for infrastructure at A-Train and Johan Åberg, site manager for maintenance at Strukton, work closely together to create the best conditions for a safe and sustainable track with zero operational disruptions. The conditions to make this become a reality are thanks to this unique type of agreement.

Tell us about the agreement and why it is so unique.

Jesper: Traditionally, all maintenance contracts in railway/infrastructure are based on the principle of LOU and the tender with the lowest price wins. The maintenance suppliers estimate costs according to the documentation they received in the tender. The company that submits the lowest price in its bid wins the contract. This then leads to maintenance being conducted as sparingly as possible to keep costs down. Often these agreements lead to various disputes. In some cases, the contractor chooses to take measures that are more favourable to them and the client may be unaware of what the best solution is. This can lead to maintenance being neglected. Disagreements and disputes can arise between the infrastructure owner and the supplier with regard to money and responsibility within contracts. Before the procurement in 2022, we decided that we didn't want it this way.

The current agreement period runs between 2023 and 2027, and the agreement is designed so that Strukton receives a fixed compensation each month for its staffing. Measures to improve the infrastructure are taken by the technicians themselves with the support of their supervisor and A-Train. A-Train and Strukton jointly come up with the analyses and the need for major maintenance measures, and A-Train is responsible for the material costs and if more resources are needed. It is a win-win for both parties.

In what way does this differ for you to work in an agreement like this?

Johan: I was so tired of that type of maintenance agreement that I had plans to leave the industry. When this opportunity arose, there was a turnaround. Everyone who works with maintenance on the Arlanda Link thrives like a fish in water, and this is evident in our employee surveys. The well-being measurements for the Arlanda Link in particular are the highest in Sweden. Of course, it shows, everyone feels a form of ownership over the track and takes full responsibility. When we entered the contract, there was a maintenance deficit that we have, after 1.5 years, caught up with, so we can now focus entirely on preventive maintenance.

Johan Åberg



What does the day-to-day collaboration between yourselves look like?

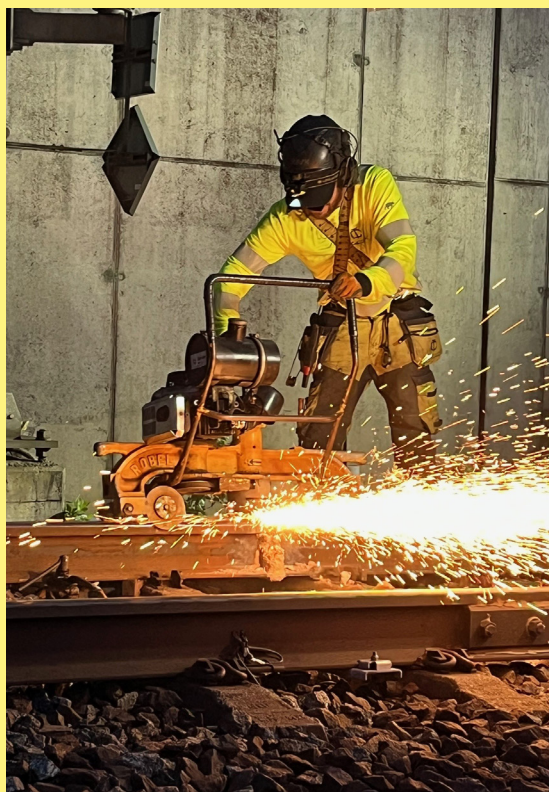
Jesper: In principle, we have a daily dialogue, and we share our views about the facility's needs. We also meet at several recurring meetings, weekly meetings, construction meetings, safety meetings, etc. A few times a year, we meet for longer workshops where we, for example, simulate and train on different safety situations that may arise so that we are aligned in our response if something happens.

“When we entered the contract, there was a maintenance deficit that we have, after 1.5 years, caught up with, so we can now focus entirely on preventive maintenance.”

How do you work with environmental issues in maintenance?

Johan: We recycle everything that we can. Some materials and products, such as impregnated wooden sleepers, are difficult to recycle. Our industry is subject to strict safety requirements, where materials and products must be approved. A gradual transition to electric vehicles is being made and most maintenance machines are battery-powered. One challenge has been to find electric cars that are four-wheel drive, this is required to be

able to work along the track. But there's an incredible amount happening in our industry. Last week, we attended an exciting meeting where we got to see how climate change can be visualised with the help of map services in the maintenance system. This way we can get an even better overview of how to adapt maintenance work. We are already noticing that some pumps have to work more due to increased amounts of water. Our maintenance agreement creates good conditions for meeting future climate change.



Sustainability requirements in our supply chain

Our supply chain consists of a few major suppliers with whom we have contracts, these are mainly related to rolling stock and facilities. We care about a sustainable supply chain and will further develop our environmental requirements and follow-up routines in the future. For building and civil engineering projects, we use Building product assessment (Swedish: Byggvarubedömningen) to ensure the use of the most environmentally friendly materials.

From an international comparison perspective and the fact that we operate in Sweden, Swedish legislation constitutes a minimum level for compliance with human rights requirements. During the year, we have ensured that our suppliers have signed our Code of Conduct. The process and routine for follow-up will be set in 2025. In connection with the procurement of new trains and the expansion of our depot, we have good opportunities both to set and follow up sustainability requirements.

Anti-corruption

At A-Train, there is zero tolerance for bribery and corruption, and we will always work to ensure that the business is permeated by a high level of integrity and ethics. A-Train will also maintain an open and transparent approach to anti-corruption. Our anti-corruption policy, which was updated in 2023, clarifies our position and solidifies how all employees at A-Train should act in order to contribute to a sound business. Every manager at A-Train is also responsible for ensuring that the guidelines in the policy are applied.

All employees are encouraged to report any suspicions of impropriety to their manager, the head of security or another senior employee. Reporting opportunities have been increased in order to strengthen the work against corruption. There is a whistleblower system available to both employees and external actors. In the system, serious improprieties can be reported anonymously and securely. In 2024, no incidents of corruption have been reported.

We acknowledge the gravity of corruption offences. However, we believe that the risk of crimes being committed is small due to:

1. The nature of our business is such that there are no regular major purchases, acquisitions, or other types of transactions.
2. We have well-established routines and governance within the company, including a well-functioning whistleblower system.

Risk management

A-Train's risk management is structured in accordance with the EU Regulation (402/2013) on the Common Safety Method for Risk Evaluation and Risk Assessment, as well as the Act on protection against accidents (SFS 2003:778). There is also a requirement to analyse the risk for accidents that can cause "serious damage to people or the environment" (SFS 2003:778). From a work environment point of view, there are also requirements for risk analyses/assessments.

The EU Regulation (402/2013) provides a clear and concise picture of the risk management process and can be applied regardless of the type of risk, the extent and the context. The standard also aims to harmonise the risk management processes in existing and future standards, as well as to offer support in the application of standards that address specific risks and sectors.

A-Train works continuously to identify and manage risks based on the overall target areas of the business. Risk analyses must be carried out in each department within the company and for the highest priority risks, an analysis is carried out using the Bowtie method. This method illustrates both proactive and reactive barriers to a risk and ensures thorough, preventive and limiting work with the risks.

Changes made to A-Train's operations must be conducted in accordance with the above mentioned EU Regulation (402/2013). The changes are analysed and documented according to an established risk model, and this must be completed before decisions that are

deemed to affect safety are made. The changes may be of a technical, operational and/or organisational nature.

For A-Train's highest priority risks, relevant activities are planned in order to manage the risk. For each activity, a person responsible is appointed to drive the work forward and ensure that the activity is carried out. Each department regularly reports its risks to management, which in turn reports a summary of the risks to the board every year.

A-Train AB has a duty of disclosure under the Environmental Code (Swedish: Miljöbalken) and is responsible for reporting any pollution that occurs within its operations, depot and track. Every year, our suppliers report hazardous waste to the Swedish Environmental Protection Agency (Swedish: Naturvårdsverket).



A-Train and UN Sustainable Development Goals

During the work with our sustainability strategy and material sustainability work, we have identified which of the UN's Sustainable Development Goals (SDGs) are most relevant to our business and where we have the greatest opportunity to contribute.

People

Goal 3 Good health and wellbeing

One of our goals at A-Train is to create a fun and inspiring workplace. We can achieve this by actively working with our values and our corporate culture. One example is our "Ett AEX Forum" where participants from different operations build a stronger team spirit between administrative and operational employees.



Goal 5 Gender equality

We work actively for an equal and equitable company with regards to terms of employment, working conditions and development opportunities.



Goal 8 Decent work and economic growth

It is a given for us to have good working conditions for our employees. We have an internal Code of Conduct for how we act in our business. It is also very important for us to set requirements to ensure good working conditions and working environment at our suppliers.



Goal 10 Reduced inequalities

Diversity, equality, and inclusion are something we strive for in all our operations. Our diversity work is governed by our Diversity, Equality and Inclusion policy and our Code of Conduct which includes our external responsibilities. We also have a Diversity and Inclusion Committee that works with these issues on behalf of A-Train's management team.



Planet

Goal 7 Affordable and clean energy

Trains are an energy-efficient mode of transport. All our trains and the Arlanda Link is powered 100 % by Good Environmental Choice labelled electricity. We are constantly working on becoming more energy efficient through our driving style and technical solutions.



Goal 11 Sustainable cities and communities

Our operations contribute to reducing climate emissions and contribute to an improved and healthier environment by attracting more and more passengers to travel by train instead of car to Arlanda.



Goal 13 Climate action

Our goal to become net zero in Scope 1 and Scope 2, this means that we are working on several measures to reduce our climate emissions. By switching to battery-powered maintenance vehicles and replacing all fossil diesel in our facilities with HVO 100, we are contributing to fighting climate change.



Profit

Goal 9 Industry, innovation, and infrastructure

We are constantly working on innovative solutions for our infrastructure. One example is a new agreement where we have a unique and close collaboration for operation and maintenance issues. This is where we work closely with the supplier in a team.



GRI index.

A-Train reports with reference to the GRI Standards 2021. This year's report will be published on the March 31, 2025. No major changes have been made from the previous year regarding reporting principles. All indicators are based on the 2021 version of GRI Standard.

DISCLOSURE		EXPLANATION	COMMENTS	PAGE
General disclosure				
GRI 2: General disclosure 2021	2-1	Organisational Profile		4
GRI 2: General disclosure 2021	2-2	Entities included in the organisation's sustainability reporting		2
GRI 2: General disclosure 2021	2-3	Reporting period, frequency, and contact point		2
GRI 2: General disclosure 2021	2-4	Restatements of information	<p>The emission factors have been updated for electricity and district heating, Scope 2 and 3, in 2024.</p> <p>The result from Scope 2, 2023, differs from previously reported results due to updated energy consumption from trains.</p>	-
GRI 2: General disclosure 2021	2-5	External assurance		2, 25
GRI 2: General disclosure 2021	2-6	Activities, value chain, and other business relationships		4, 20
GRI 2: General disclosure 2021	2-7	Employees		13
GRI 2: General disclosure 2021	2-9	Governance structure and composition		7
GRI 2: General disclosure 2021	2-22	Statement on sustainable development strategy		3
GRI 2: General disclosure 2021	2-29	Approach to stakeholder engagement		6
GRI 2: General disclosure 2021	2-30	Collective bargaining agreements	All employees are covered by collective agreements	-
Material topics				
GRI 3: Material topics 2021	3-1	Process to determine material topics		6
GRI 3: Material topics 2021	3-2	List of material topics		6
Topic standards				
Economic performance				
GRI 3: Material topics 2021	3-3	Process to determine material topics		8-9
GRI 201: Economic performance 2016	201-1	Direct economic value generated and distributed		8, 10, 27

DISCLOSURE		EXPLANATION	COMMENTS	PAGE
Anti-corruption				
GRI 205: Anti-corruption 2016	205-3	Confirmed incidents of corruption and actions taken		20
Emissions				
GRI 3: Material topics 2021	3-3	Process to determine material topics		8-9, 12
GRI 302-1: Energy 2016	302-1	The organisations energy consumption		28
GRI 302-4: Energy 2016	302-4	Reduction of energy consumption		28
GRI 305: Emissions 2016	305-1	Direct (Scope1) GHG emissions	All GHG gases are included in the calculations. 269 tonnes CO2-e biogenic emissions (this comes from HVO and pellets).	11, 28
GRI 305: Emissions 2016	305-2	Energy indirect (Scope 2) GHG emissions	See 305-1	11, 28
GRI 305: Emissions 2016	305-3	Other indirect (Scope 3) GHG emissions	See 305-1	11, 28
Occupational health and safety				
GRI 3: Material topics 2021	3-3	Process to determine material topics		8-9, 13-14
GRI 403: Occupational health and safety 2018	403-1	Occupational health and safety management system	Systematic safety and work environment management is found in policies and routines.	13
GRI 403: Occupational health and safety 2018	403-2	Hazard identification, risk assessment, and incident investigation		13, 20, 29
GRI 403: Occupational health and safety 2018	403-3	Occupational health services		13
GRI 403: Occupational health and safety 2018	403-4	Worker participation, consultation, and communication on occupational health and safety		13-15
GRI 403: Occupational health and safety 2018	403-5	Worker training on occupational health and safety		13
GRI 403: Occupational health and safety 2018	403-6	Promotion of worker health	Wellness grant as well as and shoe grant for operational staff	13, 15
GRI 403: Occupational health and safety 2018	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		13, 15
GRI 403: Occupational health and safety 2018	403-9	Work-related injuries		13, 29
Diversity and equal opportunity				
GRI 3: Material topics 2021	3-3	Process to determine material topics		8-9, 17
GRI 405: Diversity and equal opportunity 2016	405-1	Composition of the board, management and all employees broken down by gender, age group, minority group and other diversity indicators		29
GRI 405: Diversity and equal opportunity 2016	405-2	Wage gap between women and men		29

DISCLOSURE		EXPLANATION	COMMENTS	PAGE
Supplier social assessment				
GRI 414: Supplier social assessment 2016	414-2	Negative social impacts in the supply chain and actions taken		20
Customer health and safety				
GRI 3: Material topics 2021	3-3	Process to determine material topics		8-9, 16
GRI 416: Kundens hälsa och säkerhet 2016	416-2	Deviations/incidents concerning the impact of products and services on health and safety		9, 16

Independent Auditor's Assurance Report on the Sustainability Report of A-Train AB

To the Board of Directors of A-Train AB

Org.no. 556500-3745

Introduction

We have been engaged by the Board of Directors of A-Train AB to provide limited assurance on the sustainability report of A-Train AB for the financial year 2024.

The responsibility of Board of Directors and Management

The Board of Directors is responsible to present the sustainability report in accordance with relevant criteria. The criteria are set out in page 2 of the sustainability report, and consist of the parts of the sustainability reporting framework published by GRI (Global Reporting Initiative) that are applicable to the sustainability report, as well as the company's own developed accounting and calculation principles. This responsibility also includes the internal control deemed necessary to prepare a sustainability report that is free from material misstatement, whether due to fraud or error.

The responsibility of the Auditor

Our responsibility is to express a conclusion on the sustainability report based on our limited review.

We have conducted our limited review in accordance with ISAE 3000 Assurance engagements other than audits and reviews of historical financial information. A limited review consists of making inquiries, primarily to persons responsible for preparing the sustainability statement, performing analytical reviews and performing other review procedures. A limited review has a different focus, and a significantly smaller scope compared to the focus and scope of an audit in accordance with International Standards on Auditing and generally accepted auditing standards in general.

The audit firm applies ISQM 1 (International Standard on Quality Management) and thus has a comprehensive quality control system, which includes documented policies and procedures regarding compliance with professional ethics, standards for professional practice and applicable requirements in laws and regulations. We are independent in relation to A-Train AB and their subsidiaries in accordance with generally accepted auditing standards in Sweden and have otherwise fulfilled our professional ethical responsibilities in accordance with these requirements.

The audit procedures taken in a limited review do not allow us to obtain sufficient assurance to be aware of all the important facts that could have been identified if an audit had been carried out. Therefore, the stated conclusion based on a limited review does not have the certainty of an explicit conclusion based on an audit.

Our limited review of the sustainability report is based on the criteria selected by the Board of Directors, as defined above. We believe that these criteria are appropriate for the preparation of the sustainability report.

We believe that the evidence obtained during our limited review is sufficient and appropriate to support our opinions below.





Statements

Based on our limited review, no circumstances have emerged that give us reason to believe that the sustainability report has not, in all material respects, been prepared in accordance with the criteria set out above by the Board of Directors.

Stockholm the 28th of March 2025

BDO Mälardalen AB

A handwritten signature in blue ink, appearing to read 'MH', with a horizontal line extending from the end.

Markus Håkansson
Authorized Public Accountant

Appendices.

	Emission factors	Scope 1	Scope 2	Scope 3	Unit
Owned assets	Diesel (average)	2,0	0	0,5	kg CO2-e eq/liter
	Diesel B0	2,6	0	0,8	kg CO2-e eq/liter
	Heating oil (E01)	2,9	0	0,2	kg CO2-e eq/liter
	Pellets	0,0	0	67,1	kg CO2-e eq/ton
	HVO100	0,0	0	0,4	kg CO2-e eq/liter
	Electricity, average*	0,0	0	8,7	g CO2-e eq/kwh
	District cooling	0	0,01	0,0	g CO2-e eq/kwh
	District heating Arlanda	0	3,6	6,4	g CO2-e eq/kwh
	District heating residual	0	46	3,6	g CO2-e eq/kwh
Rented assets	District cooling	0,0	0	0,0	g CO2-e eq/kwh
	District heating	0,0	46	3,6	g CO2-e eq/kwh
	Electricity, average*	0	0	8,7	g CO2-e eq/kwh

* Different suppliers have been used for different parts of the organisation; an average based on consumption has been calculated to make reporting easier.

GRESB results	2024	2023	2022
Points	91	64	74

GRESB results. Maximum score is 100 points.

GRI 201-1 Direct economic value generated and distributed (TKR)	2024	2023	2022
Revenue	990 261	977 743	777 979
Operating expenditure	340 289	300 182	248 486
Personnel costs	169 210	164 299	146 954
Dividends and interests	370 067	247 100	36 113
Corporate tax and payment of 'conditional loans' to the state	48 887	80 322	20 894
Contributions to charity	17*	121	11
Resources retained in operations	61 808	185 840	325 532

* 100 TSEK to Stockholms Stadsmission has been recorded in 2025

GRI 302-1 Energy consumption within the organisation	2024		2023		Baseline 2019	
Vehicles and facilities	MWh	GJ	MWh	GJ	MWh	GJ
Non-renewable (Diesel, heating oil)	-	-	32	116	316	1 136
Renewable (pellets, HVO, renewable electricity)	1 112	4 002	919	3 309	547	1 970
Total	1 112	4 002	951	3 425	863	3 106
Electricity (trains)	16 513	59 447	17 206	61 940	16 527	59 497
Electricity (other uses)	3 306	11 900	3 086	11 110	3 489	12 561
Heating	268	965	289	1 039	362	1 303
Cooling	14	52	14	51	39	139
Total	20 101	72 363	20 595	74 141	20 417	73 499

GRI 302-4 Reduction of energy consumption	2024		2023		Baseline 2019	
	MWh	GJ	MWh	GJ	MWh	GJ
Total energy consumption	21 212	76 365	21 546	77 565	21 279	76 606
Compared to baseline	100 %		101 %			
Compared to previous year	98 %		102 %			

CO2-e emissions per passenger per trip	2024	2023
CO2-e emissions per passenger kilometer (gram)	1,1	1
CO2-e emissions per trip Stockholm-Arlanda (gram)	45,0	41

The increase from 2023 to 2024 is due to increased electricity consumption per trip. In 2024, electricity consumption was 299 kWh per trip compared to 2023 when it was 281 kWh per trip. Electricity consumption can vary due to various factors such as weather, number of departures, etc.

GRI 305-1 Direct (Scope1) GHG emissions	Tonnes CO2-e		
	2024	2023	Baseline 2019
Vehicles	0,0257	2	3
Facilities	0,1356	7	81
Total	0,2	9	84

GRI 305-2 Indirect (Scope 2) GHG emissions from energy			
	Amount of energy (GWh)	Tonnes CO2-e Market-based	Tonne CO2-e Location-based
2024			
Electricity	19,8	-	1 377
Heating	0,26	2,7	2,7
Cooling	0,011	0,00003	0,0000
Total	20,1	2,7	1 379
2023			
Electricity	20,3	0	1 409
Heating	0,3	15	14,7
Cooling	0,011	0	0
Total	20,5	15	1 424
Baseline 2019			
Electricity	20,0	0	2 499
Heating	0,3	13,6	13,6
Cooling	0,01	0	0
Total	20,3	13,6	2 513

GRI 305-3 Indirect (Scope 3) GHG emissions	Tonnes CO2-e		
	2024	2023	Baseline 2019
Production and transportation of fuel*	17,1	24,5	16
Electricity and heat related emissions*	174,7	179,5	152
Total	192	204	167

* Category 3, GHG protocol

GRI 403-9 Work-related injuries	2024	2023	2022
Loss of life	0	0	0
Serious injuries ¹	0	0	0
Total number of injuries ²	2	4	15
Total number of hours worked	369 405	322 337	321 719
Frequencies³			
Death rate	0	0	0
Frequencies of serious injuries	0	0	0
Accident rate	1,1	2,5	9,3

1 Injuries resulting in death or where the employee cannot return to working within 6 months

2 All incidents of injuries at the workplace, whether or not they have resulted in loss of working time.

3 Calculated per 200,000 hours worked.

GRI 405-1 Composition of the board, management and all employees broken down by age group 2024			
	<30	30-50	>50
Board of directors	0	33 %	67 %
Train drivers	9 %	57 %	34 %
Train hosts	22 %	37 %	41 %
Fixed-term employees*	86 %	0	14 %
Transport manager/Operations manager	0	68 %	32 %
Administrative staff	8 %	50 %	42 %
Managers excluding the management team	0	69 %	31 %
Management team and CEO	0	37 %	63 %
Total excluding the board of directors	14 %	48 %	38 %

* Fixed-term employees work seasonally with sales at Arlanda

GRI 405-2 Ratio of basic salary and remuneration of women to men	Women's salaries in relation to men's		
	2024	2023	2022
Drivers	101 %	99 %	102 %
Train hosts	99 %	96 %	100 %
Transport manager/Operations manager	96 %	93 %	94 %
Managers	102 %	103 %	101 %
Administrative staff	92 %	86 %	78 %
Management team (MT) *	88 %	86 %	88 %

* Management team excluding the CEO