

SUSTAINABILITY REPORT 2023

NTC TRANSPORT
www.ntc-transport.fi



OUR CLIMATE COMMITMENT

We want to be a pioneer of sustainable development in the transport industry.

We are working to develop sustainable and responsible transport in line with the UN Sustainable Development Goals. Our targets for reducing our environmental impact are based on the Paris Agreement, and we are working to reduce our greenhouse gas emissions by 50 % by 2030.

BASE YEAR:
2020

TARGET:
2030



“ TOWARDS A SUSTAINABLE FUTURE

In 2023, NTC Transport celebrated 70 years in business, a milestone to be proud of. Our long experience in transport operations has given us invaluable knowledge. Partnerships built up over a long time provide security and trust. A trust that we want to continue to nurture through our daily work.

The last few years have been characterised by a succession of disruptive world events. This has led to many uncertainties. We have experienced economic fluctuations, from a transport demand boom to a market slowdown.

Despite the economic situation, we must continue to invest in sustainability. We are experiencing a greater demand for sustainable transport solutions from our

customers. At NTC Transport, we have therefore worked very actively over the past year to create the conditions and opportunities to offer our customers more environmentally friendly transport. This work includes, among other things, investing in digital tools, more actively offering renewable fuels and significant investments in our vehicle fleet and office property. The work being done is crucial for our ability to provide our customers with the most sustainable transportation solutions in the long term. We are working to achieve our and our customers' sustainability goals.

Now is a good time to act. These investments allow us to reverse the trend and create a more sustainable world.



CEO, CAJ VESTLIN

70 YEARS IN THE TRANSPORT INDUSTRY 1953-2023

When Axel Holm helped build Highway 8 in the 1950s, and the Vestlin brothers transported raw materials for the fur industry in the 1960s, they hardly realised they were helping to lay the foundations for an international business 70 years ahead.

A lot has happened in the company's 70-year history. Egg deliveries to Switzerland and return shipments of meat and fish meal keep the company busy in the 70s. The fur farming industry is thriving in NTC's local area, and the transport needs associated with that industry provide employment. The merger of local haulage companies further strengthens the company's position in the industry in the 1980s, allowing the company to establish itself as a more powerful player in the market than before.

The recession that hits Finland in the 1990s affects everyone. The devaluation of the Finnish currency and sharply rising interest rates make it challenging for NTC. Major investments in trucks and trailers, as well as the company merger a few years earlier, put a strain on finances. In order to save the company, the owners decide to go 'all in' on all fronts to find solutions.

At the beginning of the 2000s, freight volumes are increasing and the

company is gaining an increasingly established position in the market. Transport operations for the forest industry were growing, and NTC had managed to build up a sufficiently large and flexible transport capacity to meet demand. At the end of the 2000s, however, the economic situation deteriorated again.

After another recession and a financial crisis, times are looking brighter for the company in the early 2010s. The vehicle fleet is being modernised and we are testing new models and brands to identify the types of vehicles best suited for the main flows of goods we transport. Conscious, long-term efforts and investments are being made in the vehicle fleet and digital solutions. After being quality and environmentally certified for a few years, sustainability thinking is also becoming more visible in the company. 'We hardly knew that we were working with sustainability at this time. It was simply a natural way of thinking for us and no one realised at the time how big the sustainability work would become.'

With long experience in the transport industry, the company has managed to build a broad network of partnerships. Seventy years later, some of the owner families are still involved in the day-to-day running of the company, on the board of directors or in the management team. We continue to transport with pride. It is the people who make the company, and after seventy years in the business, many have contributed significant efforts to make NTC what it is today.

THE 1950s AND 1960s

- Seventy years in the transport industry, starting in 1953.



1970s AND 1980s

Partnerships enable growth and the company gets its current name



THE 2010s

The company succeeds through digitalisation and business development



2020 AND THE WAY FORWARD

Long-term perspective, reliability and experience provide the basis for success even in uncertain times



2000s

CEO change and financial crisis

THE 1990s

A challenging time for the company



TABLE OF CONTENTS

Our climate commitment	2	Our goals	17
Our history	4	Sustainability at the office	18
About us	7	Risk assessment and climate opportunities	19
Our business	8	Social sustainability	23
Circular business model	9	Concrete actions in practice	24
Our way of working	10	Economic sustainability	29
Benefits of our approach	12	Sustainable Development Goals	30
Our climate and environmental impact	13	Our next step	31

Our sustainability report is prepared using the Nordic Sustainability Reporting Standard, Level 1.

Sustainability is a broad topic that includes economic, social and environmental aspects. In line with the NSRS process, we have initially focused mostly on climate-related topics. Over time, we will include more dimensions of sustainability in our reporting. For more information, see: www.nsrs.eu.

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ABOUT US

We provide road transport with many years of experience and broad professional knowledge. We have a modern and flexible fleet of vehicles and a working method that leads to less reloading, fewer transport damages, high delivery reliability and lower environmental impact.

We also carry out project transport and offer freight forwarding services. Our team has a wide cooperation network and a long experience in different types of transport by road, sea, air and rail. We work on projects all over the world.

We also offer logistics services such as consulting, project planning, project management and logistics optimisation.

MAIN PARTNERS

Shipping companies, contract carriers, vehicle suppliers, workshops, and other partners.

OUR STAKEHOLDERS

Internal: employees, internal decision makers, managers, board and owners.

External: customers, society, suppliers, government and investors.



NTC TRANSPORT

www.ntc-transport.fi

Primary services:

road transport, transport project services, freight forwarding and logistics services.

NACE codes:

49.41 Freight transport by road

Head office address:

Kvarnvägen 16, 66900 Nykarleby, Finland.

Business ID:

FI07076606

Company form:

limited liability company

Number of employees:

50

Turnover:

14,4 m

Vehicle combinations:

166

Founded:

1953

OUR VALUES

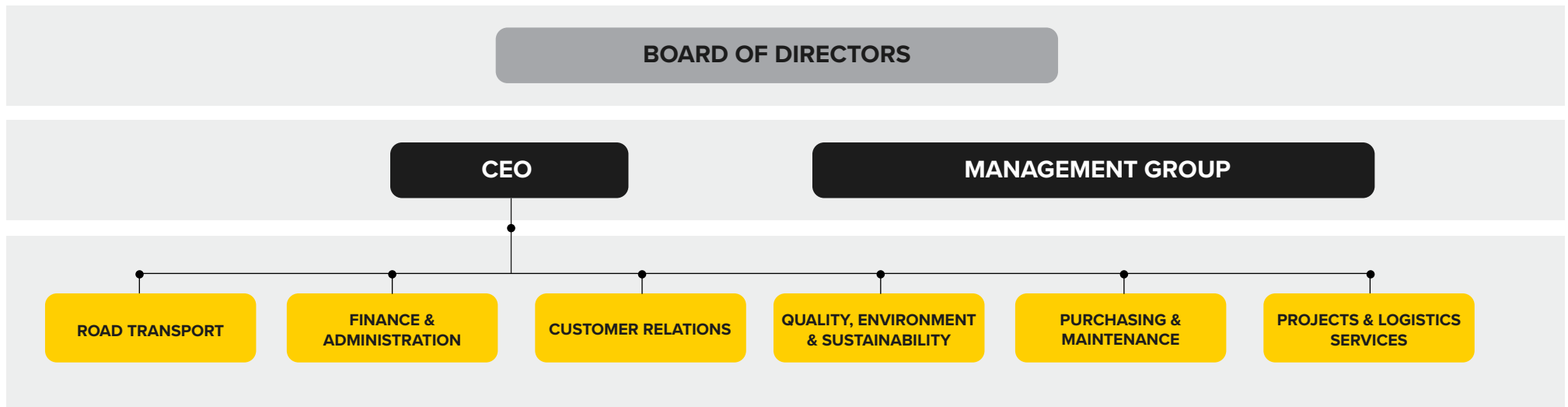
Values, principles, standards and code of conduct



OUR BUSINESS

NTC Transport is a family-owned company where the owner families still actively lead the company in both board and management positions. The company cares about its staff and has a low staff turnover. The company strives to maintain a high level of service and build long-term customer relationships focusing on reliability, flexibility, personalised service, high delivery reliability and sustainable transport solutions.

NTC Transport is ISO 9001 certified since 2009 and ISO 14001 certified since 2010.



CIRCULAR BUSINESS MODEL

CIRCULAR ECONOMY AT OUR COMPANY

NTC Transport does not have a circular business model as we still run on fossil fuels. However, measures to move towards a more circular business model are continuously being taken. We maintain our equipment to extend its lifetime. Resource efficiency is essential for long-term successful transport operations, and our sustainability strategy includes increasing the use of renewable fuels.

In 2023, we invested in solar panels and replaced the oil-fired boiler at our office in Nykarleby with geothermal heating.

RENOVATION AS AN INVESTMENT

‘Ever since the early 2000s, we have invested in systematically renovating our trailers and truck bodies after 8-10 years in traffic,’ says Caj Vestlin, CEO since 2007.

For example, all carriages then undergo a thorough renovation, where the floor, superstructure, and wear parts are replaced. This increases the equipment’s service life by at least 3-5 years, helping to reduce emissions and the environmental footprint. The renovations are also carried out locally at our workshop in Nykarleby.

In 2023, we also converted nine trailers into flatbed trailers. This extended the lifespan of existing equipment and enabled us to branch out to a new type of transport business.



OUR WAY OF WORKING

LINK AND TRAILER OPERATIONS

At NTC Transport, our transport is mainly based on b-links and trailer operations. With this method, we drive our vehicle combinations to the harbours and send them between Finland and Sweden without a truck and driver. With trucks stationed in both countries, we can work this way and operate all the way to Norway. This traffic arrangement provides flexibility to combine different flows of goods. With an increased load factor, we can carry out more transport assignments with fewer journeys.



MODERN TRUCKS

Through conscious choices and investments, we have tested various vehicle models over the years to find the most optimal trucks for our type of traffic. The average age of our trucks is about 2.5 years. Modern and fit-for-purpose trucks provide the conditions for lower environmental impact and efficient transport operations.

All our vehicles are EURO-6 classified.

FLEXIBLE VEHICLE FLEET

With a flexible fleet, we can easily adapt to different transport flows. Our curtain trailers with opening sides and roofs can transport everything from general cargo to bulky loads. Our vehicle combinations allow us to easily adapt to our customers' needs. Our equipment with maximum load capacity is ideal for heavy and bulky goods shipments.

Openable sides and roof and adjustable internal heights provide flexibility for loading and unloading.

TRAILERS

32 ton



3,08 m



13,6 m

TRUCK + TRAILER

40-42 ton



3,08 m



21,4 m

BENEFITS OF OUR APPROACH

HIGH TRANSPORT CAPACITY WITH FLEXIBILITY

Thanks to a large and well-adapted vehicle fleet and our approach to link and trailer transport, we can handle large flows of goods in the geographical areas in which we operate. We can also adapt to fluctuations in goods flows.

FULL CONTROL OF THE SUPPLY CHAIN

The majority of our road transport is carried out with our own vehicles and drivers, so we have full control over the supply chain. Real-time monitoring of our transports via our internal transport system provides direct follow-up on all transports.

FEW RELOADS AND LESS TRANSPORT DAMAGE

The majority of our transport is carried out directly from the loading point to the final destination without reloading at terminals. By reducing the number of reloadings, we minimise the risk of transport damage to the goods. The number of transport claims liable for compensation in 2023 was 4.

HIGH DELIVERY RELIABILITY AND A LOWER ENVIRONMENTAL IMPACT

Avoiding empty runs and maintaining a high fill rate allows for a lower environmental impact and efficient transport operations. With the right equipment, high capacity and an efficient way of working, we can fulfil our customers' requirements and maintain high delivery reliability all year round.



OUR CLIMATE AND ENVIRONMENTAL IMPACT

Focus areas in the NSRS

Materials - Waste - Energy - Greenhouse gases



Materials: we have not included materials in our reporting as we do not have any production or operations where we use raw materials or materials.



Waste: we have no significant waste to report on as we are not a producing company.



Energy: we have reported on electricity, fuel and heat used in our operations.



Greenhouse gases: we have reported on greenhouse gas emissions from our operations.

As a company in the transport and logistics sector, we recognise that we operate in a sector with a major impact on global warming and greenhouse gas emissions.

Transport services are where our biggest environmental impact comes from. This is also where we need to place the greatest emphasis in our sustainability work and reporting.

The Greenhouse Gas Protocol, which is the most widely used international emission accounting tool, divides emissions into three scopes. In our emissions calculations, we explain which scopes are included. Scope 3 has not been considered in this report but will be included in the future.

Scope 1: includes all direct emissions from activities the company performs or controls.

Scope 2: includes indirect emissions from all purchased electricity, heat and steam used by the company.

Scope 3: covers all other indirect emissions. In scope 3, emissions are a result of the company's activities that are not owned or controlled by the company. This includes, for example, emissions from suppliers, purchased services and goods, business travel and employee travel to work.

For more information on the different focus areas, see: www.nsr.fi

ENERGY CONSUMPTION IN 2023

Total energy consumption and/or production from renewable and non-renewable energy sources	Non-renewable sources	9 519 882	kWh
	Renewable sources	41 136	kWh
Total energy consumption in kilowatts	Total	9 561 018	kWh
Total use of non-renewable and renewable sources in %	Non-renewable sources	99,57 %	Procent
	Renewable sources	0,43 %	Procent

VERIFICATION OF ENERGY CONSUMPTION DATA

METHODOLOGY FOR DATA COLLECTION

We obtained information from our electricity supplier to compile the data on our office building's energy consumption. The necessary data was collected from invoices and our electricity supplier's customer portal. According to information from the supplier, all electricity purchased comes from renewable energy sources: 40% hydro, 30% wind and 30% nuclear.

In addition to our office property in Nykarleby, we rent a property in Helsinki that is not included in the report. We consider the significance of the emissions from that property to be so small in proportion to our overall operations that it is irrelevant to include it at this stage. Information for the property is also not readily available.

To determine how much fuel oil is used to heat our office in Nykarleby, we identified our suppliers and checked their invoices.

The amount of fuel used in transport activities is based on invoices from fuel suppliers. Only our own vehicles are included. The aim for 2024 and onwards is to include our subcontractors' fuel consumption as well.

UNCERTAINTY IN THE DATA COLLECTED

The data collected is primary data, and the quantities we report are reliable.

The share of renewable energy is significantly higher than the reported amount. We have counted the diesel we refuelled as non-renewable, even though some renewable diesel is blended into the diesel sold in both Finland and Sweden. The reduction obligation in the different countries hasn't been taken into account in the reporting of the amount of renewable sources for energy consumption.

GREENHOUSE GAS EMISSIONS IN 2023

SCOPE 1 Direct greenhouse gas emissions	Stationary combustion sources	16 773	GHG Emissions) kg CO2e
	Mobile combustion sources	1 824 604	GHG Emissions) kg CO2e
	Total SCOPE 1	1 841 377	GHG Emissions) kg CO2e
SCOPE 2 Indirect greenhouse gas emissions from the generation of purchased and consumed electricity, steam, heating or cooling.	Indirect greenhouse gas emissions from electricity consumed	0	GHG Emissions) kg CO2e
	Indirect greenhouse gas emissions from consumed steam, heating or cooling	0	GHG Emissions) kg CO2e
	Total SCOPE 2	0	GHG Emissions) kg CO2e

VERIFICATION OF GREENHOUSE GAS EMISSIONS DATA

METHODOLOGY FOR DATA COLLECTION

Based on new information received from emission reporting consultants, we have reported our scope 2 emissions as zero emissions, as all electricity purchased is renewable. Last year we reported these from a life cycle perspective. The reason for the change is to avoid double reporting of emissions.

For our emissions from the heating of the office building (stationary combustion sources) and for our transport activities (mobile combustion sources), we have used the following sources for the emission factors: tilastokeskus, drivkraftsverige, openco2.net and fuel suppliers. This is also a change from the previous year. The reason for this transition is to follow as up-to-date and reliable emission factors as possible. We have now used country-specific factors for the fuel used. The factors for the fuel used include blending and the reduction obligation in the countries.

All emissions are reported with emission factors that account for emissions from consumption.

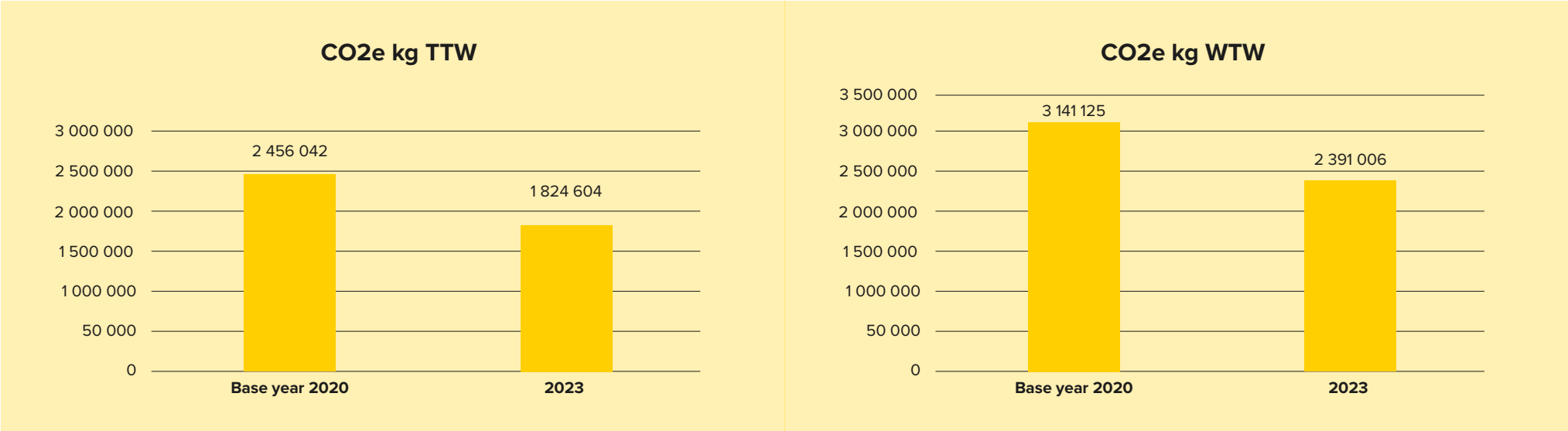
UNCERTAINTY IN THE DATA COLLECTED

We rely on the information we received from the electricity supplier regarding the sources of electricity. According to the information, all electricity is renewable.

The majority of our emissions come from our consumption of diesel for our transport services. We use the most up-to-date and reliable emission factors in our reporting. Fuel quantities are based on actual consumption and are reliable.

We report a significant reduction in emissions compared to the 2022 report. The reasons for this can partly be found in reduced energy consumption, updated, more current emission factors that take into account country-specific circumstances and reduction obligations, and the fact that all emissions are reported as emissions from consumption and not from a life cycle perspective.

For transport operations, looking only at total emissions can be misleading when comparing performance or assessing the sustainability of operations. We are currently working on developing a reliable way to measure the average emissions of our transport operations. This is to have a better metric to develop our operations.



DEVELOPMENT OF EMISSIONS FROM OUR TRANSPORT ACTIVITIES

The area of greatest focus in our sustainability work is the development of emissions from our transport operations. This is also where our biggest impact is. The data represents our own vehicles, i.e. scope 1. The majority of our transport is carried out with our own vehicles.

We have already been monitoring the environmental impact of our transport for several years. In 2023, we have launched a project to further develop our digital environment and tools. The aim is to get even more reliable and accurate data on the environmental impact of our transport according to current standards. We want to be in line with the new ISO 14083 standard and be able to provide accurate data for each individual transport assignment. At the same time, we want to develop a reliable way to measure our average transport emissions. Measuring only the total emissions of transport operations can give a misleading picture of progress towards more sustainable transport operations.

***TTW (tank to wheel) = emissions from use**
***WTW (well to wheel) = life cycle emissions**

In this comparison, the emission factors have been taken from the same sources: tilastokeskus, drivkraftsverige, openco2.net and fuel suppliers. The factors take into account the reduction obligations of the years and country-specific conditions.

OUR GOALS FOR ENERGY CONSUMPTION

OBJECTIVE

Increase the share of renewable energy sources and fuels by 20 % by 2025.

PLANNED ACTIONS

- Develop the sale of renewable fuels.
- Review existing routes and possibilities to use renewable fuels on certain routes.
- Renew the heating of the office building (carried out in 2023).

OUR GREENHOUSE GAS EMISSION TARGETS

OBJECTIVE

Develop our CO₂e calculations according to ISO14083 and include all transport activities in 2024.

Reduce average emissions from our transport by 10 % by the end of 2024.

PLANNED ACTIONS

- Allocate resources and invest in our digital tools.
- Implement follow-up and actively work with eco-driving for our drivers.
- Increase the share of renewable fuels.



SUSTAINABILITY AT THE OFFICE

INVESTMENTS IN THE OFFICE PROPERTY

In 2023, we carried out an extensive renovation of our office building in Nykarleby. In connection with the renovation, investments were also made in more modern and environmentally friendly heating, as the old oil boiler was replaced with geothermal heating. At the same time, solar panels were installed on the roof of the property to produce renewable electricity.

As all the electricity we buy for the building also comes from renewable energy sources, we have managed to minimise the emissions produced by our operations at the office level.

TRAVELLING TO WORK AS EVERYDAY EXERCISE

Travelling to and from work by public transport to reduce our greenhouse gas emissions is not possible in the place where we have our office. If we want to work at office level to reduce our environmental impact, we need to make changes in how we get to and from work. In our case, using the car less.

Today, a large part of the office staff living in the locality cycle or walk to work. We haven't always done that. This is a change we are proud of. The big reward we get from our change in behaviour is that we reduce our environmental impact, make our own financial fuel savings and get everyday exercise—all in one package.

RISK ASSESSMENT AND CLIMATE OPPORTUNITIES

As a transport company, we recognise that we operate in an industry that is strongly affected by the green transition. We want to be at the forefront of contributing to a more sustainable future and meeting our stakeholders' expectations for sustainable transport solutions.

We need to continuously analyse the world around us and review the different factors affecting our business to manage the different risks and opportunities that arise.

HOW DID WE CARRY OUT OUR RISK ASSESSMENT?

In autumn 2023, we carried out a thorough assessment of our own operations and how they are affected by climate change in the short and long term. We have compiled a risk analysis based on the NSRS standard and identified the factors that pose the greatest risks and opportunities for our operations. The risks are rated on a scale of 1-10 according to their relevance to our business, the impact of the risk if it materializes, and the level of knowledge we have to manage the risk.

Our assessment is self-performed and should be seen as our first step towards more comprehensive analyses in the future.



CLIMATE RISKS

Here is an overview of our risk assessment results and the factors that have the greatest impact on our operations. The significance of these risks to our business depends on how much impact we judge them to have on our business in relation to our level of knowledge about the risk. The risks are not ranked in any particular order.

CLIMATE RISKS				
NSRS Index:	Priority levels based on relevance and impact - knowledge measured by average			
		Short-term perspective	Long-term perspective	Knowledge level (from 1 to 10, where 1 is lowest and 10 is highest)
Transition	Increased pricing of GHG emissions	High	High	8,0
	Enhanced emissions-reporting obligations	High	High	7,5
	Mandates on and regulation of existing products and services	Low	Medium	7,0
	Substitution of existing products and services with lower emissions options	Medium	High	6,0
	Costs to transition to lower emissions technology	Low	High	6,5
	Changing customer behavior	High	High	8,0
	Uncertainty in market signals	High	High	7,5
	Increased cost of raw materials	Medium	Medium	8,0
	Shifts in consumer preferences	High	High	8,0
	Stigmatization of sector	Medium	High	6,0
	Increased stakeholder concern or negative stakeholder feedback	Medium	Medium	7,5
Physical	Increased severity of extreme weather events such as cyclones and floods	Low	Low	8,0
	Changes in precipitation patterns and extreme variability in weather patterns	Medium	Medium	8,0
	Rising mean temperatures	Low	Low	8,0
	Rising sea levels	Low	Low	8,0

CLIMATE CHANGE AND OPPORTUNITIES

Climate change presents opportunities for businesses and organisations. At NTC Transport, we see sustainability as a competitive advantage. In our climate commitment, we aim to be at the forefront of sustainable transport solutions. This is a goal we are actively working to achieve.

Based on the NSRS standard, we have assessed which climate change factors present opportunities for our business in the short and long term.

The opportunities are not ranked in any particular order.

CLIMATE CHANGE AND OPPORTUNITIES				
NSRS Index:	Priority levels based on relevance and impact - knowledge measured by average			
		Short-term perspective	Long-term perspective	Knowledge level (from 1 to 10, where 1 is lowest and 10 is highest)
Resource efficiency	Increased pricing of GHG emissions	Medium	High	7,5
	Use of more efficient modes of transport	Medium	High	7,5
	Use of more efficient production and distribution processes			
	Use of recycling			
	More to more efficient buildings			
	Reduced water usage and consumption			
Energy source	Use of lower-emission sources of energy	High	High	7,5
	Use of supportive policy incentives		Low	
	Use of new technologies	Medium	High	8,0
	Participation in carbon market	Medium	High	7,5
	Shift toward decentralized energy generation			

CLIMATE CHANGE AND OPPORTUNITIES				
NSRS Index:	Priority levels based on relevance and impact - knowledge measured by average			
		Short-term perspective	Long-term perspective	Knowledge level (from 1 to 10, where 1 is lowest and 10 is highest)
Products and services	Development and/or expansion of low emission goods and services	High	High	7,5
	Development of climate adaptation and insurance risk solutions			
	Development of new products or services through R&D and innovation	Medium	Medium	5,5
	Ability to diversify business activities	Medium	High	6,0
	Shift in consumer preferences	Medium	High	6,5
Markets	Access to new markets	Low	Medium	4,5
	Use of public-sector incentives			
	Access to new assets and locations needing insurance coverage			
Resilience	Participation in renewable energy programs and adoption of energy-efficiency measures	Low	Low	1,0
	Resource substitutes/diversification	Low	Low	2,0

SOCIAL SUSTAINABILITY: THE PEOPLE WHO MAKE THE COMPANY

At NTC Transport, people matter. People are the foundation of everything we do. Everyone has a role to play and fulfils the tasks assigned to them. Through our work, we want to provide security for those who work with us. We believe that work environment and well-being are important. Occupational safety is essential, and we want to work actively to minimise accidents.

We follow the laws of the countries where we operate. Through our work, we want to show respect for people and their rights. We are fortunate to be able to employ both women and men, young and old. In a male-dominated industry, we recognise that there is room for more women. Equal work means equal pay.

OUR STAFF

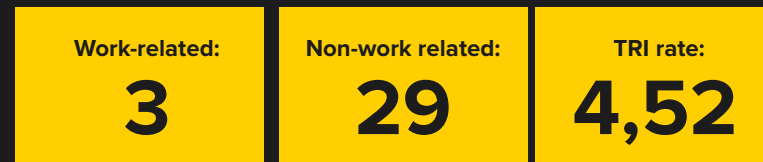
Number of full-time employees by gender



The average age across the organisation is 52 years, 88 % male and 12 % female. Among those working as drivers, the average age is 54 years. 94 % men and 6 % women.

OCCUPATIONAL SAFETY

Absence due to sick leave in 2023



25 employees have participated in health and safety training over a period of three years. 215 hours have been allotted to employee and professional development training in 2023.

Our TRI rate has gone up compared to the previous year. This is due to the fact that we have had two more registered work accidents this year. This is in relation to fewer total hours worked compared to last year.

We work to prevent all accidents at work. By equipping our drivers with the right equipment and knowledge of occupational safety, we minimise the risks that do exist.

CONCRETE ACTIONS IN PRACTICE



SAFETY AT WORK IS A KEY PRIORITY

The safety of our drivers is essential. As a driver, you spend a lot of time in harbour areas and at different factories in varying environments. Working with others, where various vehicles are in motion at the same time, can create risks of varying degrees. Despite being alert and working as risk-free as possible, dangerous situations can still arise. In dark conditions, the danger becomes even more apparent. This is where the use of equipment makes a difference.

All our vehicles in international traffic are equipped with alcolocks, and we have a road and work safety policy. At NTC Transport, we want to work together with the drivers for a safer working day. This is also part of our sustainability work. We have few registered accidents at work and we want to keep it that way.

Every accident is one accident too many.

LED HARNESES PROVIDE VISIBILITY

During the year, we have acquired LED harnesses for all our vehicles. The LED harnesses contribute to visibility, attention and safety for our drivers. If you are seen, you are recognised. We strongly recommend that the LED harness be used during the dark time of the year. The LED harness provides better visibility in bad weather, twilight, darkness and in places where visibility is limited. It fulfils a very important function. The fact that the LED harness is also equipped with a work light on the chest means that it also facilitates the driver's work when his/her hands are free.



THE CARGO STRAP PITCHER IMPROVES ERGONOMICS

To make load securing easier, safer and more ergonomic, we have chosen to equip all vehicles with a cargo strap pitcher. The idea is that the tool will make it easier to place straps and edge protection during loading. In this way, we minimise risky operations and take ergonomics into account.

INVESTING IN THE WELL-BEING OF DRIVERS

There are several reasons why we at NTC Transport continuously invest in new vehicles. New vehicles provide the conditions for more sustainable transport and more reliable deliveries, but also contribute to a better everyday life for our drivers. Fresh vehicles and modern equipment contribute to the driver's well-being. The truck cab should be spacious. The interior is chosen with care. We think that the choice of colours and materials is important. Since drivers spend a lot of time in their truck cab, it should be comfortable and appealing. The working environment is important.



A SUSTAINABLE TRUCK DRIVING PROFESSION

Today, truck drivers have many job opportunities. We want to offer our drivers the best conditions to succeed and thrive in the industry. That's why we're committed to being a flexible employer that recognises that many drivers have families and lives outside their profession. Driving is a lifestyle in many ways, but we are keen to find solutions that allow the majority of our drivers to come home for the weekend to recharge and have time off.

We at NTC Transport are proud that many of our drivers have stayed with us for a long time. We see this as proof of a well-run business where the employees are cared for. It is important that our older drivers are happy and feel just as free and able to continue to practice their profession with us as our younger colleagues.

Nevertheless, recruiting new staff is an ongoing process. We need to work to attract more women to the transport profession and we would like to see the younger generation find their place in the industry. Under existing legislation, employees have the opportunity to take parental leave, regardless of gender. We favour the possibility of flexibility in the relationship between work/family life - woman/man.

At NTC Transport, gender equality is an important part of sustainability work.

GET TOGETHER - AN OPPORTUNITY TO SOCIALISE

Socialising outside working hours is difficult to achieve with people who are in the middle of their transport assignments on a daily basis and rarely happen to be in the same place. Sometimes, we still manage to get the team together, and that's something we are very happy about. Team building in various forms is good for the community, and having fun together strengthens cohesion.

NTC – Team Finland

Off-road, simulator driving, socialising and dinner. Hämeenlinna



NTC – Team Sweden
Folkraçe, socialising and dinner. Stockholm, Sweden

INITIATIVES FOR A HEALTHY OFFICE WORKFORCE

Working in an attractive office environment can be important in many different ways. Those of us who work in the office can attest to that. Thanks to a remodelling of our office, we have created a pleasant space for everyone.

The aim of the renovation was to create a calmer working environment. With sound-absorbing materials, we have succeeded in creating a more pleasant working situation, without compromising on the working community. Our previous open-plan office gave way to separate workspaces. Instead, the office landscape was transformed into a lounge, a hub, where we can meet and socialise during the working day. Fellowship with colleagues is important, and we feel that we have succeeded in creating a cosy gathering place.

All workrooms are equipped with height-adjustable tables. Everyone has the opportunity to choose the working position that feels best at the time. Ergonomics are important in sedentary work.





SOCIAL SUSTAINABILITY IN THE VALUE CHAIN

ANNUAL SUPPLIER ASSESSMENT

Every year, we carry out a supplier assessment of our contracted carriers, considering account issues such as pay, compliance with laws and requirements, quality and environmental work and sustainability. Via VastuuGroup, YTJ and merinfo.se, we review information about our partners' financial position and social responsibility.

NTC Transport has a policy on social responsibility and behaviour. This policy should also be followed by our subcontractors.

ENGAGING IN THE LOCAL COMMUNITY

For us at NTC Transport, it is important to also get involved in the local community and contribute in various ways. In the autumn of 2023, we chose to distribute 50 reflective vests to one of the daycare centres in the city. The daycare children use these vests every day when they are out in the yard or on various excursions. In our business, visibility and safety are very important. The reflective vests for the kindergarten children are a small contribution from us at NTC Transport that facilitates and improves safety for them as well.

NTC Transport is also happy to support associations in the area. The voluntary work done in our associations is very important, and we try to contribute in different ways.

ECONOMIC SUSTAINABILITY

A changing world with many new directives and changing consumer behaviour places great demands on how decision-making is done in the company. The world is facing a transition that will change a lot. For us as a transport company, this is the biggest transition in many years. The basis of NTC Transport's success has been to make well-founded and financially sustainable decisions and to maintain a competent staff with low staff turnover. This has enabled a stable and reliable economy.

OUR STRATEGY

The company's strategy includes developing according to market needs and with customers in focus. This is always in mind in the company's decision-making. We have long been committed to building long-term customer relationships, and in recent years, we have also invested in broadening our customer base. Several of the company's major clients have been our customers since the 1990s. A close relationship with our customers and a tireless commitment to offer flexible, reliable and personal service is the foundation of our business.

TRANSITION AS AN OPPORTUNITY

We see the transition as an opportunity. We gain a competitive advantage by considering our business model as a foundation for developing a more sustainable business. A sustainable business model also brings financial savings and benefits. Lower fuel consumption in our transport is directly related to lower costs. Our drivers' sustainable driving behaviour not only reduces fuel consumption and the need for vehicle maintenance and repair but also contributes to traffic safety.

INVESTMENT AND MAINTENANCE

An important part of the financial sustainability of our operations is how we manage our investments and equipment. We continuously invest in our vehicle fleet. By making conscious choices, we have maintained modern and well-functioning equipment that brings many benefits. It is also important to have a well-functioning network of workshops and to continuously maintain the fleet to extend its lifetime. We evaluate our network of workshops annually.

COUNTERING CORRUPTION AND MALPRACTICE

NTC Transport is committed to combining business with quality, environmental responsibility and human rights. Through our work, we want to show respect for human rights, including labour rights. No forced labour is acceptable, nor is illegal labour. Discrimination is not allowed. We comply with the legislation in force in the countries where we operate. Sustainability must be integrated across the company, socially, economically and environmentally.

EU TAXONOMY - CLASSIFICATION BY NACE CODES

As a company in the transport sector, we are affected by the taxonomy. However, the taxonomy is primarily aimed at large companies. We will be affected by the taxonomy through our customers, who need to receive information from us regarding our sustainability efforts.

Naturally, we want to develop our business so that we can produce the information needed by our customers.

SUSTAINABLE DEVELOPMENT GOALS

The Sustainable Development Goals (SDGs) were adopted in 2015 by all member countries of the United Nations. Together, they form an action plan for tackling the world's most pressing challenges. Here are the goals that we have been working towards in our activities in 2023.



13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries

13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning



7.2 By 2030, increase substantially the share of renewable energy in the global energy mix



12.2 By 2030, achieve the sustainable management and efficient use of natural resources

12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse

12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle

12.7 Promote public procurement practices that are sustainable, in accordance with national policies and priorities



8.4 Improve progressively, through 2030, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation, in accordance with the 10-year framework of programmes on sustainable consumption and production, with developed countries taking the lead

OUR NEXT STEP

In 2023, we have renewed our office building to create a more pleasant working environment and to improve both the heating system and the efficiency of the electricity supply with renewable electricity. We now have zero scope 2 emissions for our office building.

Our main focus is to have the most efficient and sustainable transport operations possible. In 2023 and early 2024, we have launched an extensive digitalisation project to further improve the monitoring of our transports and their environmental impact. This is to create the conditions for accurate and smooth reporting and to utilise the data to become as sustainable as possible. We want to be able to make the right choices already at the planning stage of our transport and have a basis for making correct investments.

In 2023, we have made significant investments in our fleet. Modern trucks provide the conditions for lower emissions. For several years, we have already had all our own vehicles EURO 6 classified and offered the possibility of driving on HVO 100. We are actively working to increase the proportion of renewable fuels in our sales and transport.

Sustainability is a broad topic and something that changes with new information and new technologies being developed. There are many uncertainties around what will be expected and what will be established as sustainable transport solutions in the future. We will actively monitor developments and evaluate and revise our processes and services with the most sustainable and up-to-date in mind.

This Sustainability Report has been prepared in accordance with the Nordic Sustainability Reporting Standard - NSRS level 1. Read more at www.nsr.eu

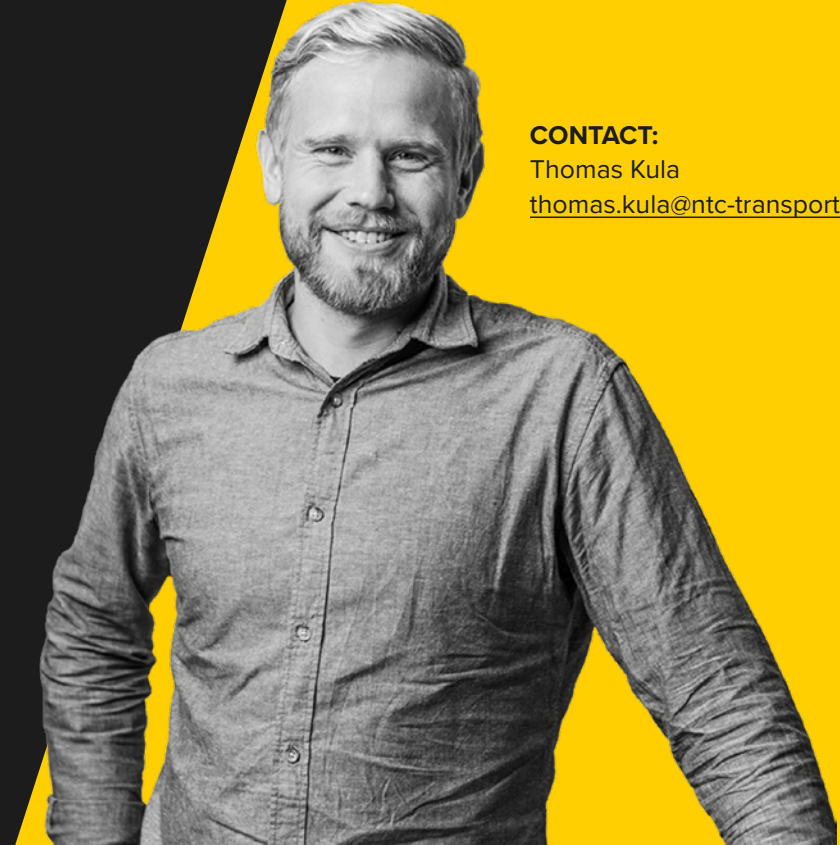
GIVE FEEDBACK

We welcome any questions or feedback to further improve our reporting.

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This report is aligned with the Global Reporting Initiative (GRI), the Non-Financial Reporting Directive (NFRD) and the Task Force on Climate-Related Disclosures (TCFD). This does not mean that the report is compliant with these frameworks. Read more at www.nsr.eu