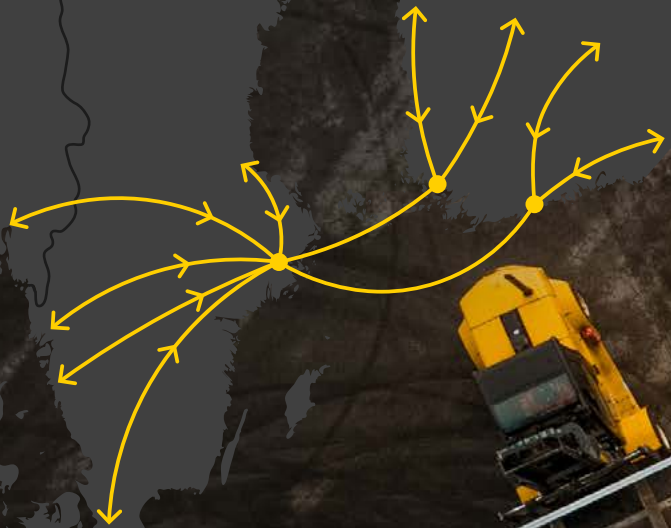


SUSTAINABILITY REPORT 2024



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



” WITH 2030 IN SIGHT

Looking back on 2024, it has been a year of many meetings and interesting discussions. Through market research, digital communication and visits to customers and partners, we have strengthened our relationships and our understanding of the market. Recurring themes in the discussion have been the market situation, sustainable transport solutions and how we can develop transport together.

The positive feedback that our customers give us as a carrier and our employees provides motivation to continue working on the line we have taken. The fact that we believed in the added value of keeping our own vehicles and staff has proved to be a successful move. We have continued to invest in the well-being of our drivers through various activities and improved opportunities for information sharing and internal communication.

The current economic situation has created some uncertainty in the market about what requirements and solutions will be adopted for sustainable transport. It is clear that the transition that has begun in the coming years will accelerate in one way or another. Unfortunately, the economic situation has slowed the development and transition to renewable fuels in the transport services we provide. The price of transport has been an important factor in the negotiations and this means that HVO, which is slightly more expensive than traditional diesel, has not yet made the impact we expected.

The positive feedback that our customers give us as a carrier and our employees provides motivation to continue working on the line we have taken.



Our goal and mission is to be a stable and reliable player in the transport industry and we want to be a transport partner to be reckoned with, both in times of growth and recession. We have stable pricing, we deliver what we have agreed on time all year round, we are continuously developing and investing in our business to meet the requirements and expectations of our customers and stakeholders. This builds trust with those we work with.

A remarkable achievement for our business is that we do not have a single compensable transport claim in 2024. We are also pleased that our investments in the office building are now reflected in our sustainability report as zero emissions from the office.

Our goal is to halve our emissions by 2030, a goal we believe in. With our business model as a foundation, an open dialogue and joint commitments with customers and partners over the next 5 years, we can achieve a lot. But it requires a common agenda.

CEO, CAJ VESTLIN

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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.

Contact person: Thomas Kula

Email: thomas.kula@ntc-transport.fi

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:

14,1 m

Number of vehicles:

166

Founded:

1953

OUR VALUES

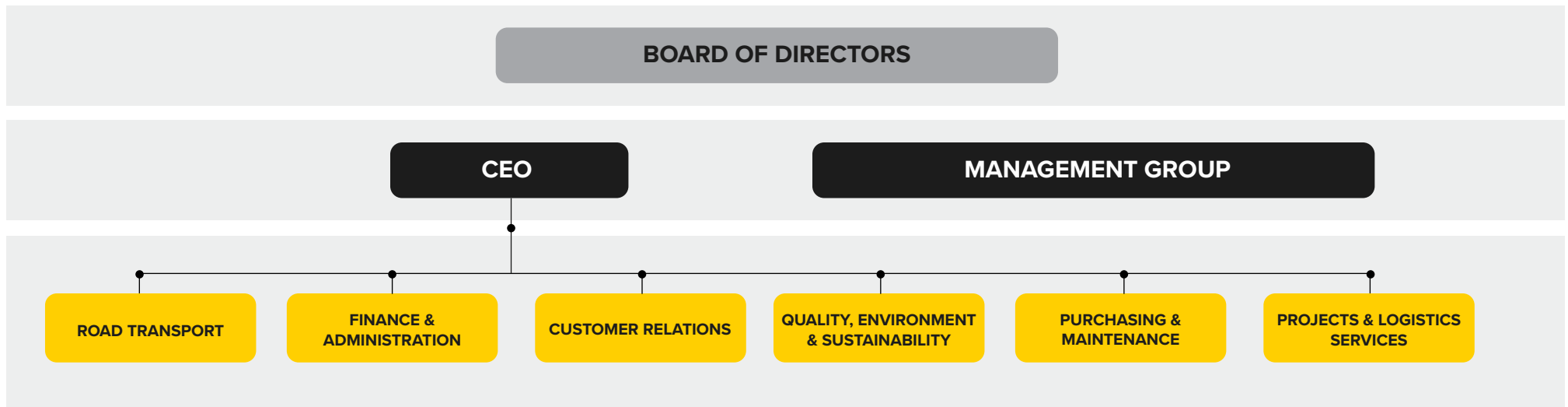
Values, principles, standards and code of conduct



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.



CERTIFIED QUALITY AND ENVIRONMENTAL WORK

RENEWAL AUDIT OF ISO 9001 AND ISO 14001

In autumn 2024, we had our ISO 9001 and ISO 14001 certifications renewed. This is confirmation that we are committed to continuous improvement in key areas such as quality and the environment.



WHAT DOES THIS MEAN FOR US?

- ISO 9001 is about ensuring quality in everything we do – from how we build our processes to how we successfully deliver our services.
- ISO 14001 focuses on reducing our environmental impact, optimising the use of resources and working towards more sustainable solutions.

TO ACHIEVE RENEWAL IN QUALITY AND ENVIRONMENTAL MANAGEMENT, WE NEED TO:

- Regularly review and improve our ways of working to maintain the quality we strive for.
- Evaluate risks and opportunities to meet our stakeholders' expectations.
- Remain committed to the work we do for the environment and ensure that we achieve our environmental objectives.
- Aim for improvements in areas where we can make a difference.

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.



RENOVATION AS AN INVESTMENT

‘Ever since the early 2000s, we have invested in renovating our trailers and truck bodies systematically 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.

TYRE RETREADING – A CIRCULAR APPROACH

We retread approximately 180 tyres every year. For example, all the tyres on our trucks are retreaded. According to tyre manufacturer Continental and statistics from CATRA (Canadian Association of Tire Recycling Agencies), a retreaded tyre results in around 24% less CO₂ emissions than a new tyre, while also using significantly less material and generating less waste.

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.

FEWER RELOADINGS MEAN FEWER TRANSPORT DAMAGES

Most of our transports are 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 goods, as reflected in the fact that we have no compensable transport damage claims in 2024.

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.

COMPENSABLE
TRANSPORT DAMAGE



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 2024

Total energy consumption and/or production from renewable and non-renewable energy sources	Non-renewable sources	9 605 112	kWh
	Renewable sources	132 042	kWh
Total energy consumption in kilowatts	Total	9 737 155	kWh
Total use of non-renewable and renewable sources in %	Non-renewable sources	98,6 %	Procent
	Renewable sources	1,4 %	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. We buy our electricity as renewable sources and produce electricity with our own solar panels.

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. The facility owner is responsible for the heating and electricity contracts, and consumption is included in the monthly rent. We do not currently have access to specific data on energy use for our part of the facility.

The amount of fuel used in transport activities is based on invoices from fuel suppliers. This only includes our own vehicles. We aimed to include the fuel

consumption of our subcontractors in 2024, but we are still unable to obtain sufficiently reliable data from suppliers to include them in the report. In the coming years, we will invest in the development of our digital tools so that we can also include subcontractors’ energy consumption and emissions by 2026.

UNCERTAINTY IN THE DATA COLLECTED

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

We have counted the diesel we refuelled as non-renewable, even though a certain share of renewable diesel is blended into the diesel sold in both Finland and Sweden due to national regulations. In 2024, the blending requirement was 13.5% in Finland and 6% in Sweden.

GREENHOUSE GAS EMISSIONS IN 2024

SCOPE 1 Direct greenhouse gas emissions	Stationary combustion sources	0	GHG Emissions) kg CO2e
	Mobile combustion sources	2 177 197	GHG Emissions) kg CO2e
	Total SCOPE 1	2 177 197	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

For our emissions from our transport activities (mobile combustion sources), we have used the following sources for the emission factors: tilastokeskus, drivkraftsverige and openco2.net. We have used country-specific factors for the fuel used.

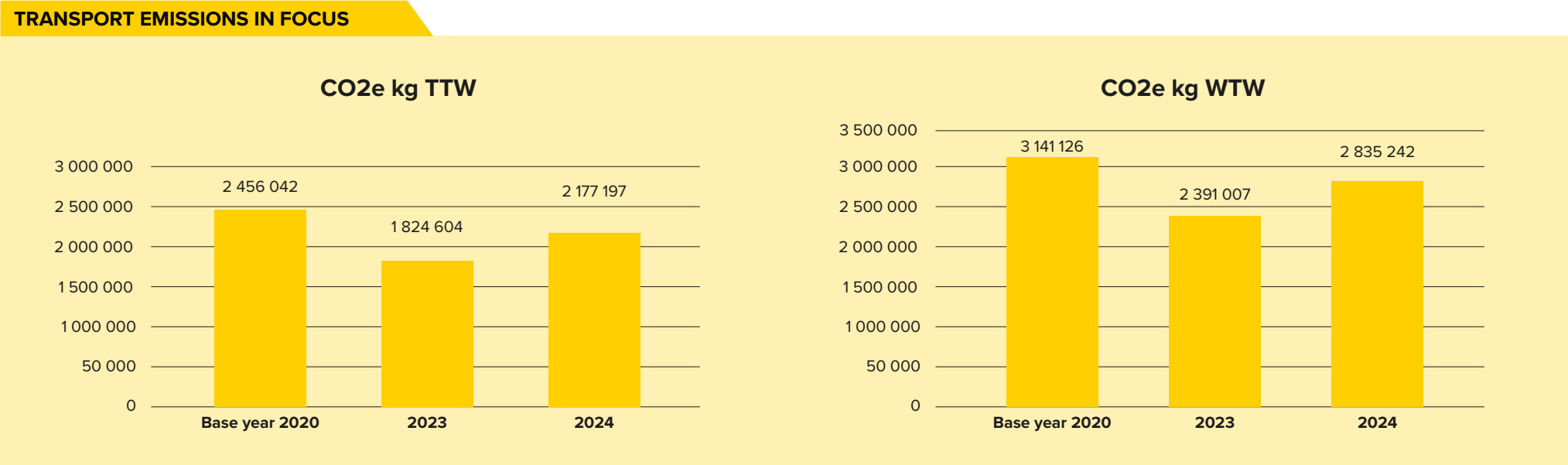
The emission factors for the fuel used reflect the share of renewable diesel blended into fossil diesel, as required by national regulations. The amount of fuel was obtained from the fuel suppliers and invoices.

We have no emissions for Scope 2 as all purchased electricity is renewable and the office facility is heated with geothermal energy. All emissions are reported using emission factors that reflect fuel and energy consumption.

UNCERTAINTY IN THE DATA COLLECTED

Our emissions are based on our diesel consumption from our transport operations. In our reporting, we use emission factors that are as up-to-date and accurate as possible. The amount of fuel comes from actual consumption and is considered reliable.

Looking only at total emissions can be misleading when comparing performance or assessing the sustainability of transport operations. We are currently working on developing a reliable method for calculating average emissions for our transport operations. This will give us a more meaningful metric to guide future improvements.



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.

TARGETED REDUCTIONS HAVE NOT BEEN REALISED

We report an increase in emissions compared to 2023. This is largely due to the blending requirement in Sweden being lowered from 30.5% in 2023 to 6% in 2024. For us, this has resulted in just over 300,000kg CO₂e in additional emissions. Had the requirement remained at the 2023 level, our emissions for 2024 would have been roughly the same as the previous year.

*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 and openco2.net. The factors account for annual blending requirements and country-specific conditions.

TOGETHER TOWARDS LOWER EMISSIONS



Our goal is to halve our emissions by 2030 compared to 2020 levels, a goal we remain committed to. It is clear that the economic situation and political decisions influence the pace of the transition to more environmentally friendly transport. However, as a transport operator, there are many actions we are taking and can continue to take.

- We have ensured that our equipment is optimised and adapted for the type of transport we carry out.
- We actively monitor our drivers' driving behaviour and vehicle fuel consumption.
- We invest in digital tools to streamline and monitor our transport operations.
- We continuously invest in modern trucks with lower fuel consumption.
- We have the capability to run on renewable diesel (HVO 100).
- We optimise the load capacity of our transports.
- Our equipment supports maximum weights and heights.

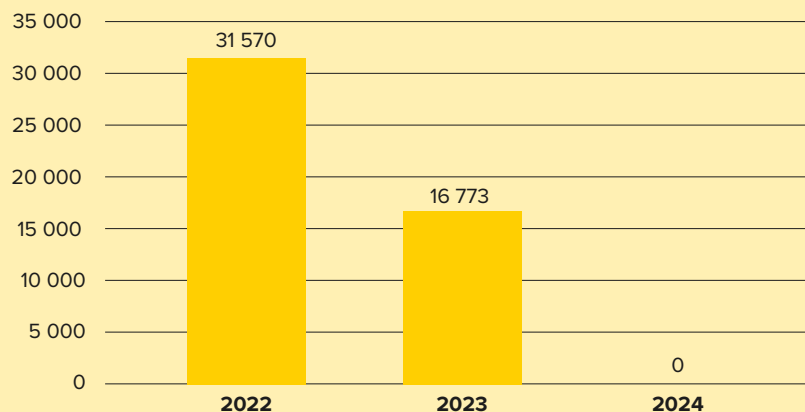
The economic situation currently affects the market's willingness to carry out transport with HVO 100, as it is a slightly more expensive fuel than regular diesel. Still, we believe that in the long run, a larger share of our transports will be carried out using renewable diesel.

SUSTAINABILITY AT THE OFFICE

INVESTMENTS IN THE OFFICE PROPERTY

2022–2023, 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. Thanks to the investments made in the building, we can confirm that as of 2024, we have no emissions to report from our office operations under Scope 1 or Scope 2.

Office emission trends



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.



TARGETS BY 2025

In 2022, we set ambitious targets for our sustainability work and for reducing our environmental impact. By 2025, we aimed to:

- Increase the proportion of renewable energy sources and fuels by 20%.
- Reduce our average emissions by 10%.
- Improve our emissions calculations in line with ISO 14083 and include all transport operations in the monitoring.

PLANNED ACTIONS WERE REALISED

To reach the targets, we had planned a number of actions and since 2022 we have done the following:

- Renewed the heating system of our office building.
- Expanded our sales of renewable fuels.
- Assessed the possibilities of using renewable fuels together with customers.
- Implemented closer monitoring of drivers' driving behaviour.
- Allocated resources to develop our digital environment and tools.
- In 2023, we also made major investments in new trucks, which among other benefits, contribute to lower fuel consumption.

When the targets were defined, the market signalled both a need and a willingness to switch to renewable fuels for transport, but the current economic situation has unfortunately slowed down the transition. At the same time, the blending obligation was significantly reduced in Sweden from 30.5% in 2023 to 6% in 2024.

Overall, we can conclude that although we have carried out the measures we planned, we have not managed to achieve the goals we set in 2022 for 2025. The economic situation still governs and slows down the transition to renewable fuels for the transport services we provide.

In addition to our own actions, achieving the sustainability targets requires a willingness from the market to use more environmentally friendly fuels, stable global decision-making that drives the transition, and cooperation with both suppliers and customers on sustainability issues.

We have set new interim targets and we are still actively working towards our goal of halving our emissions by 2030.

OUR GOALS FOR ENERGY CONSUMPTION

TARGET

Increase the proportion of renewable fuels to 50% by 2030.

PLANNED ACTIONS

- Continue to invest in the sales of renewable transport fuels.
- Maintain an open dialogue with our customers to identify where renewable fuels are relevant.

OUR GREENHOUSE GAS EMISSION TARGETS

TARGET

Reduce emissions by 50 % by 2030.

By 2026, establish a method for measuring average emissions from our transport by using tonne-kilometres.

PLANNED ACTIONS

- Invest in our digital tools to optimise operations.
- Improve our monitoring systems and decision-making data.
- Engage in dialogue with our customers and partners to identify shared commitments to reduce emissions.
- Continue to invest in our operations to enable more efficient transports.

SUSTAINABILITY COMMUNICATION

In 2024, we focused on engaging our partners on sustainability issues and opening dialogue around solutions for more sustainable transport.

As part of an EU co-funded project, (Mapping of digital tools for data collection, sustainability reporting and development of more sustainable transport solutions), we conducted a customer survey on sustainable transport solutions and digital tools. In addition, we visited several customers and discussed the issues extensively throughout the year with our stakeholders and partners.

To highlight different opportunities for the market on how to reduce emissions from transport through better planning and optimisation of transport flows and orders, we introduced “The ABC of Sustainable Transport”, a flyer and PDF containing practical tips on how to reduce the environmental impact of your transport.

To further support this effort, we also launched a calculator that shows how emissions change when cargo space and load factors are optimised.

You can find both resources on our website!

Material available in Swedish and Finnish

LASTENS PÅVERKAN PÅ UTSLÄPPEN



HÅLLBARA TRANSPORTERS ABC



ECODRIVING REPORTS FOR DRIVERS

EcoDriving is a way of driving that reduces our environmental impact, improves road safety and reduces wear and tear on our vehicles. To encourage more environmentally friendly and economic driving behaviour, we have further developed our monitoring and reporting of EcoDriving.

We send out a personalised monthly summary to all drivers. The report shows how the driver has performed in terms of idling, overspeeding, braking and coasting. Our focus during the year has been to encourage and make drivers aware of what is being done well and where there are opportunities for improvement. We have communicated internally about the benefits and opportunities of an economical driving style.

Through a better understanding of EcoDriving, drivers can help reduce emissions from our transport and also increase safety on the roads.



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



Across the organisation, the average age is 52. The workforce consists of 88% men and 12% women. Among our drivers, the average age is 54. 93% of these are men and 7% are women.

OCCUPATIONAL SAFETY

Absence due to sick leave in 2024



Over the period 2022–2024, a total of 33 employees participated in health and safety training. In 2024 alone, 582 hours were recorded for employee training and further education, which represents a significant increase compared to previous years. The increase is due to a large proportion of drivers attending courses to maintain their professional competence. By law, a driver’s Certificate of Professional Competence is valid for five years, after which renewal is required.

We have registered a total of 3 work-related accidents during the year. This is the same number of registered accidents as the previous 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. Both a lashing strap thrower and a LED harness have been standard equipment in all our lorries since 2023 to promote safety on the roads and during loading and unloading.

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.**



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.



NEW CHANNEL STRENGTHENS COMMUNICATION

To strengthen collaboration and ensure that all our employees have access to the right information at the right time, we have launched a new internal communication platform. With staff constantly working in different geographical locations, the right tools are essential for effective internal communication.

With continuous information sharing, we want to create stronger internal communication. Through what we communicate, we want to strengthen our sense of unity and shared mindset, and emphasise that we are all working together towards the same goal.

Our new communication platform is regularly updated with the latest information. Our news feed provides announcements on what is happening. The platform also enables us to collect and manage important customer instructions and documents such as the driver's handbook, company policies, various permits, and notification forms. Everyone now has constant access to accurate and up-to-date information and documents.



A BODY IN MOTION FEELS BETTER

Sedentary work weakens our muscles and prolonged sedentary work is reported to be one of the most common causes of work-related disorders. As a professional driver, you spend long shifts in a sitting position. This often leads to various mobility issues and can cause chronic problems.

Getting exercise and movement into everyday life can be challenging for many. At NTC Transport, we want to encourage our staff to engage in health-promoting activities. A start to a more active life can be to start with short walks.

We have equipped all our own vehicles with walking poles and they are part of the vehicle equipment. The poles should always be available in each vehicle for the drivers to use. The walking poles we have purchased are telescopic so that they can be easily adjusted and used regardless of their length.

Since the walking poles are adjustable, they can also be used for purposes other than walking. Various mobility exercises with walking poles provide good opportunities to increase mobility in the shoulders, arms and back. Mobility exercises with walking poles are also easy to perform next to the truck - no matter where you are.

**A body in motion
feels better and
fresh air makes
you more alert.**



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 2024.



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

There are many positives to take away from our sustainability work in 2024. Although we did not achieve our target of reducing emissions from our transport operations, the investments we have made in our office building have led to zero emissions from it. We have increased our understanding of the market and sustainability requirements through dialogue and by mapping our stakeholders' requirements and needs.

We have developed our sales of renewable fuels and the long-term work done over many years to optimise our operations, invest in fit-for-purpose equipment, and modern trucks form the foundation for us to reach our sustainability target and halve our emissions by 2030. When the market is ready to take the next step in sustainability, we can provide the knowledge and transport operations to support that transition.

In the coming years, we will focus on further developing our digital tools and reporting to ensure even more accurate and transparent monitoring of our activities. Through digitalisation and the use of new technologies, we will also create the conditions to drive development towards more sustainable transport.

We will continue to follow the latest developments in sustainability and maintain a close dialogue with the market and our stakeholders to best develop our business in the right direction.

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

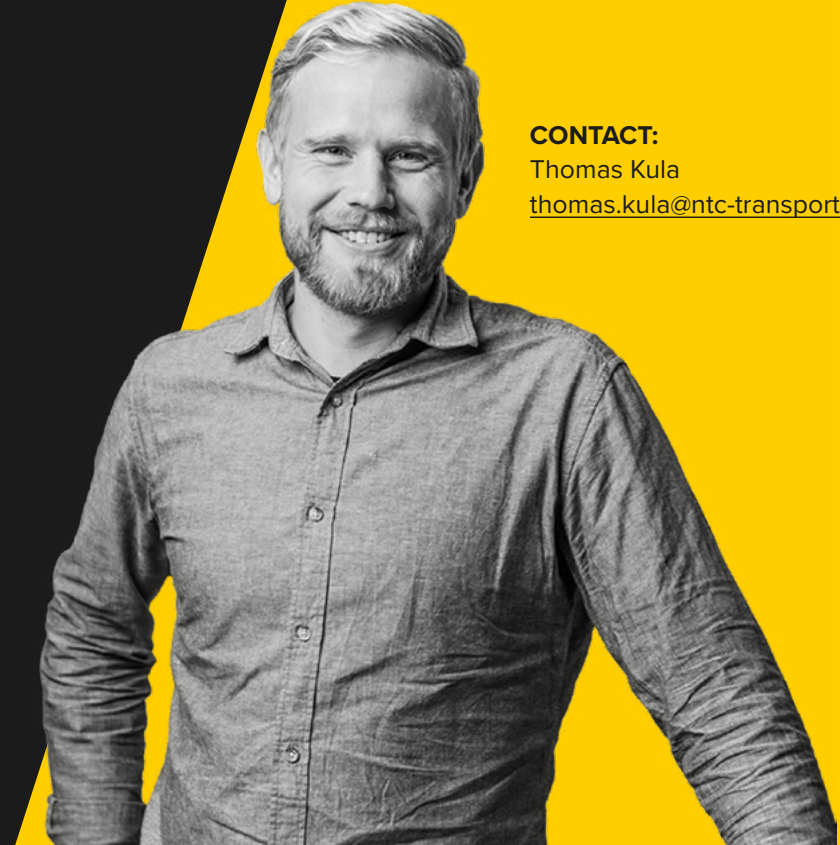
GIVE FEEDBACK

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