



SUSTAINABILITY REPORT 2024



Continuous improvements creating a sustainable future for KGK | p.54

Collaboration saving more electric cars and reducing climate footprint | p.60

Work experience students from Järvaskolan discovering life in the automotive industry | p.62



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Plastic reduction produced climate and cost benefits

Smaller cardboard boxes and thinner plastic film have made a huge difference. Changes to packaging have reduced both emissions and plastic consumption, at the same time as improving handling and the degree to which packages are filled.

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Collaboration saving electric cars from scrapping

EV Hub and Tryg Forsikring are making it possible to repair electric cars that previously would have been scrapped. Reusing high-voltage parts in insurance cases helps to reduce both costs and the climate impact.

First year's results for Used Car Parts

Used Car Parts in Autokatalogen has become a popular choice among workshops. Direct access to prices, hourly rates, and delivery information is making quoting easier.



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Circular future in collaboration with RISE

The reuse of complex parts such as LED headlights is being explored in collaboration with RISE. The project "The circular car" is exploring the conditions for a circular vehicle fleet.





Structure for a smarter working day

With improvement leaders in each department, structured improvement work is being carried out to reduce waste and maximize value.

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About KG Knutsson AB, its subsidiaries, and the 2024 Sustainability Report

Sustainable business represents an important building block in our ambitions to create long-term value over time. This Sustainability Report for 2024 covers the parent company KG Knutsson AB and the subsidiaries Autoexpertern Detaljist i Sverige AB, Laitis Handels AB, Carsmart AB, KGK Norge AS, Kaha Oy, KL Parts, EV Hub AS, KG Knutsson SIA, AS KG Knutsson and UAB KG Knutsson.

KG Knutsson AB is in turn part of KGK Holding AB.

KG Knutsson Verkstad AB is not covered by this Sustainability Report, as the company's business concept is based on short-term and temporary ownership.

KG Knutsson AB's customer are primarily dealers and manufacturing companies in the automotive and marine sectors. The dealers are offered extensive market support, wide-ranging training activities and a comprehensive product range on the Autokatalogen e-commerce site. KG Knutsson AB is also the

agent for the following brands, among others: Calix, Dräger, Hella, Webasto, ZF, Liqui Moly and Varta.

KG Knutsson AB is quality and environmentally certified in accordance with ISO 9001 and ISO 14001 respectively. The company also holds AEO certificates for customs and security.

KG Knutsson AB's management team has the ultimate responsibility for the sustainability work and long-term sustainability goals within KG Knutsson AB. The sustainability work is carried out principally through active work at company level. Our sustainable strategy is not yet Group-wide. We are striving to achieve a sustainable strategy that will permeate all the companies in future.

All our subsidiaries and their sustainability data can be found in an index at the back of this Sustainability Report.



The KG Knutsson AB Group

Autoexperten

Laitis

CARSMART

KGK WORKSHOP

KGK NORWAY

EV HUB

KGK ESTONIA

KGK LATVIA

KGK LITHUANIA

**KAHA
FINLAND**

KL-Parts

The parent company KG Knutsson AB and its subsidiaries conduct distribution and agency operations focusing on the automotive sector. Resale of accessories, spare parts and equipment components for motor vehicles and machinery. The Group also conducts the repair of gearboxes and shafts.

In Finland, Estonia, Latvia and Lithuania, the business mainly comprises the sale of spare parts and accessories for cars. In Norway, the business conducts the sale and repair of gearboxes and shafts, as well as sales of spare parts and accessories for cars.

CEO's comments

” ***It's important for us to continue our efforts to be truly sustainable.***

Johan Regefalk, CEO of KG Knutsson AB

True sustainability

Here at KGK, we have long been convinced that sustainability is an integral part of the business of the future. In 2016, we published our first sustainability report in the form you are now holding in your hands, and a great deal has happened since then, both at KGK and in the world around us.

Speaking of the outside world, it is a world that, since the start of the 2020s, has faced and is continuing to face many challenges. First, a global pandemic, which was then followed by Russia's full-scale invasion of Ukraine, launching the worst war in Europe since World War II. A war that has now been raging for more than three years. Things have not been made any easier by the fact that 2025 has begun with the new administration in the US implementing changes that are threatening both democracy and the world order to which we have become accustomed. Within the EU, critical voices are also being raised regarding new regulations that entail more bureaucracy and costs for companies, which in turn are reducing Europe's competitiveness. The CSRD Directive is one example of this, where the actual purpose of the regulation is good. Customers, employees, and other stakeholders should be able to compare how sustainable one company is compared to another in the same way that they can compare financial performance. However, when officials in Brussels become too ambitious, their plans are not always grounded in reality. The EU has now rightly been forced to back down, both in terms of postponing the introduction of the CSRD, as well as reducing the number of data points that have to be reported.

In summary, I can conclude that, as a result of the uncertain times we are living in, the green transition has had a rather difficult time in recent years. Mother Earth still needs us to live in a more sustainable manner, and so it is important for us to continue our efforts to be truly sustainable!

What exactly do we at KGK mean by “true sustainability”?

We operate in a sector that keeps transport operations running, and moving people and goods around is responsible for approximately 30% of global greenhouse gas emissions. It is here that our sustainability work can have the greatest impact. So what do we do specifically?



Let's start with the vehicles that have already been manufactured and are driving about on our roads. Our own chain of workshops, Autoexperter, has worked hard to raise the industry's standards in terms of the quality of the work performed, the work environment for employees, and the importance of complying with the rules that apply to a sustainable workshop business. At these workshops, cars are repaired and serviced so that they can last for their intended service life, which saves resources by not having to manufacture more new cars than necessary.

At the same time, the fleet of rechargeable cars is growing. In Sweden, rechargeable passenger cars accounted for 13.5% of the vehicle fleet, which means that there are already around 670,000 rechargeable passenger cars on our roads. When it comes to trucks and buses, the proportion of electric vehicles is lower, although the proportion powered by electricity has increased more in 2024 compared to passenger cars. In other words, it's high time for us to look after these vehicles in the aftermarket. Our experiences in Norway, which you can

read more about on page 31, show that we are able to rescue many electric cars from premature death by offering refurbished high-voltage parts. Electric cars can't be considered green unless they have a lifespan equivalent to that of a fossil fuel-powered car!

Another crucial factor for the successful transition to electric vehicles is the availability of convenient charging facilities. Since 2015, we have been working to provide charging infrastructure, and we now operate and support approximately 30,000 charging points in Sweden, making us a leading player in this field.

These are just a few tangible examples of the things we are doing to contribute to a more sustainable transport sector. However, sustainability is not just about reducing CO2 emissions from transport – it is about so much more, which you can read about in this year's Sustainability Report.

I hope I've whetted your appetite to read more!

And finally, a few personal reflections after driving an electric car myself for almost two years now.

As a car enthusiast since I was a child, and as someone who loves cars for the freedom they offer, I approached electric cars with a certain amount of skepticism. Do electric cars work in practice?

The short answer is yes! Sure, it requires a little more planning and a slightly different mindset, but I would dare to claim that you'll become a more sustainable driver in the process. The availability of rapid charging is excellent along our major roads, and it takes me less than 30 minutes to charge my car from 20% to 80%. During this time I can have a coffee break, answer a few emails, and take a walk, which is good for me!

We move people forward

Johan Regefalk,
CEO of KG Knutsson AB

KGK moves people forward

Our task is to make it easier for people to get around. On the road, through life, in rush-hour traffic, on vacation or at work. KGK is an important part of the world around us. Our aim is to be a leading company with the best solutions that always add value to people’s lives, both now and in the future. We move people forward, quite simply.

When Knut-Göran Knutsson launched his business in 1946, a handshake was enough. The outside world looks a little different today – business is done in different ways and it can be a little more complicated. However, the basic approach, that business should benefit all parties, still applies.

Our mission

KGK is a partner, general agent and distributor of a wide range of products and services for the automotive and marine sectors. KGK offers a high level of expertise, a customer-oriented sales and service organization and efficient logistics.

Our brand promise

KGK will act to ensure that employees, customers and suppliers experience long-term, successful business dealings with KGK.


Our core values

Our core values show who we are and what we stand for. KGK wants to be perceived as knowledgeable, reliable and open.


Our sustainable strategy

KGK’s sustainable strategy is based on the UN’s global Sustainable Development Goals. The identified goals to which KGK can and should contribute are reducing emissions from domestic transport and vision zero in traffic.


KGK has three areas of focus when it comes to sustainable development:



Sustainable transport:
We are striving to reduce the negative climate and environmental impact of transport. Our transport operations can be made more sustainable in various ways.



Circular economy:
In order for us to survive as a company, we must strive to achieve a circular economy where we reuse and recycle the things we have already consumed.



Protect lives:
For KGK, vision zero means that we offer services and products that improve traffic safety, as well as delivering fair working conditions and healthy lives throughout our value chain.

The KGK way

Our internal Code of Conduct, “The KGK way”, is part of KGK’s sustainable strategy, and the aim is to clarify our approach as employers and employees in issues that affect customers, other employees, suppliers, partners, and society at large. The strategy helps us come to the right decisions on issues such as leadership, employee ship, representation, and safety. It also acts as a guide for the laws and regulations that we need to follow.

Our business model

KGK is a partner, general agent and distributor of products for the automotive sector from a number of world-leading manufacturers and suppliers. We offer more than 500 brands and sell everything from small spare parts and accessories to large car lifts.

Our partners include Dräger, Hella, Webasto, ZF, Calix, VDO, Liqui Moly and Stabilus. One thing these companies have in common is that they deliver original quality and often also supply vehicle manufacturers. We handle local marketing activities and the aftermarket for some of our partners. Our own brands include Kamasa Tools, Carsmart and the auto repair shop chain Autoexperten.

Our market

We describe KGK’s main business areas as follows:

Autoexperten

Autoexperten is our auto repair shop chain with almost 370 affiliated workshops. It represents an important channel to the independent aftermarket and for the brands we distribute. The auto repair shops under Autoexperten are owned and operated in-house by local contractors, which guarantees that their customers encounter a car workshop that combines the commitment and knowledge of KGK’s experts with our entire product range.

E-Com

E-commerce within KGK | Autoexperten simplifies and streamlines business flows between us and our customers. Through E-commerce, we are becoming even more accessible and are increasing our customer service, no matter which aspect of our product or service offering our customers want to get their hands on.

Independent aftermarket (IAM)

The workshops in the independent aftermarket, including our own auto repair shop chain Autoexperten, comprise the workshops that complement the brand workshops. KGK provides these workshops with a wide range of spare parts and heavy workshop equipment. Through Autokatalogen.se, our workshop customers can supply the correct products to their customers, mainly private vehicle owners, quickly and easily.

Passenger cars and light commercial vehicles

Thanks to KGK’s combination of experience and vision for the future, our customers have access to accessories for both the existing vehicle fleet and the fleet of the future. We offer everything from alcohol interlocks, car heating, charging boxes and bike carriers to in-car entertainment and lighting from some of the world’s leading producers. In addition, we also have a wide range of certified workshop equipment for original brand workshops.

Trucks and buses

We work in the heavy road vehicle market, operating across KGK’s entire range. A wide range of commercial vehicles are used to varying degrees by importers, bodybuilders, and dealers, although above all by the hauliers, bus workshops, and bus companies that make up our customers.

They will find a wide range of high-quality spare parts and accessories at Autokatalogen.se. Where necessary, we help to tailor customer-specific solutions.

Construction, machines and forklifts

We create solutions for manufacturers and dealers of heavy machinery. For example, we offer lighting, vehicle heating, reversing cameras, and installation materials at Autokatalogen.se. Our support is also constantly being updated, and can answer questions about assembly and help out in the selection of products.

Marine

We offer consumables, accessories and spare parts to wholesalers, boat builders, shipping companies, designers, marinas, and service yards. Using the search function at Autokatalogen.se, it is easy to find the right spare part for the boat engine in question.

Motorhomes, caravans and trailers

For dealers selling motorhomes, caravans and trailers, KGK offers a wide range of accessories and spare parts, linked to registration numbers in Autokatalogen.se. We deliver quickly and efficiently throughout the country.

Vehicle fleets

We offer tailored services to fleet owners, professional and company car drivers. These services include solutions for vehicle administration and a complete service for the administration of electric car charging, enabling us to help companies, public organizations and tenant-owner associations to switch to fossil-free vehicle fleets.

Subsidiaries



” *As part of our operational goals, we review the possibility of using electric vehicles for delivery services with each new order.*

Linda Gabriëlsson, CEO of Autoexperten Detaljst i Sverige AB

Autoexperten Detaljst i Sverige AB

Autoexperten Detaljst i Sverige AB was founded in 1996 in Sollentuna and is a wholly-owned subsidiary of KG Knutsson AB. Autoexperten Detaljst operates 34 Autoexperten stores, offering a wide range of products such as car spare parts, car accessories, car care products, tools, trailers, and garage installations. We are constantly striving to streamline our working methods. Our goal is to centralize our administration, systems, and services to make them more cost-effective and time-efficient.

Business model

Autoexperten Detaljst sells to industries, hauliers, private customers, and real estate companies. Our customers primarily order their goods through Autokatalogen or by means of telephone orders, and the goods are mainly delivered with our delivery vehicles.

Sustainability initiatives

Transition to electrified transport

In our efforts to promote electrified transport, we have successfully exceeded our targets in Karlstad regarding the number of electric commercial vehicles per store. We already have two fully electric vehicles in service in 2024, and our plan is to replace another fossil fuel-powered vehicle with an electric one during 2025. This transition has been made possible through effective planning and innovative charging solutions.

Increased use of HVO100 in Jönköping

During 2024, we have successfully increased the proportion of HVO100 refueling in our commercial vehicle fleet in Jönköping. This development has been made possible through strategic purchases of commercial vehicles that meet the Euro 6 requirements and that are compatible with HVO100. Through these measures, we are now actively contributing to reducing our carbon emissions and promoting sustainable transport solutions.

Control over your own electricity consumption

In 2024, we upgraded the electrical system in our store in Hisingen, in collaboration with the owner of the property. This has enabled us to measure our own electricity consumption using sub-meters. This improvement is making it possible for us to both monitor and actively influence our energy consumption, with the aim of becoming more efficient and sustainable in our operations.



” *We are constantly working to identify new areas for improvement for the future.*

Peter Segerdahl, CEO of KG Knutsson Verkstad AB

KG Knutsson Verkstad AB

Business model

KG Knutsson Verkstad AB operates auto repair shops under the Autoexperten concept in collaboration with local contractors.

Sustainability initiatives

We are constantly monitoring the energy consumption of our operations and, as part of this, we have replaced heat sources in our workshops during the year.

We have continued to replace lighting with LED lighting during the year in order to reduce our energy consumption. This is a project we have been working on for some time, and which we will continue with in those workshops where it has a significant impact. We also have a project in which we continually review our recycling operations in our workshops. During the year, we have also made the switch so that most of the invoice processing in our operations is performed digitally.



” *Through innovative system solutions, we not only save time, but also create better conditions for more sustainable growth.*

Muath El Noaimi, CEO of Carsmart AB

Carsmart AB

Carsmart is an SaaS (Software as a Service) company that simplifies vehicle administration for fleet owners by offering traditional fleet management through a modern, web-based tool. With Carsmart, fleet owners achieve good cost control, changes are implemented immediately, time is freed up, and the solution is supplier-independent. With Carsmart taking care of the administration, customers can instead spend time focusing on their core business. In addition, Carsmart offers support and cutting-edge expertise in respect of vehicle-related issues, including car policies, car calculations, and Total Cost of Ownership (TCO) calculations.

Since the very beginning, we have opted to develop, manage, and own all our systems and platforms. This has enabled Carsmart to rapidly tailor new solutions and applications for its customers.

Business model

Our primary business is to receive payments per car and per month. In addition, Carsmart offers customized development services for our customers. We understand that our customers sometimes have unique needs or wishes when it comes to customization, and we meet these through our technical solutions.

Sustainability initiatives

At Carsmart, we are constantly working to develop innovative solutions that streamline both our customers’ workflows and our internal processes. During 2024, for example, we have automated the processing of incoming invoices, which is saving 500 hours per year. In addition to reducing the amount of time spent, this initiative is helping us to maintain our high rate of growth and to promote more sustainable and efficient operations.



Subsidiaries

“2024 marked the transition from visions to tangible results. By combining technology, social commitment, and clear reporting, we are demonstrating that sustainability is the engine for future growth – for us, for our customers, and for society.

Ole-Martin Lundefaret, Sales and Marketing Director, KGK Norway

KGK Norge AS

KGK Norge AS has undergone extensive development since KG Knutsson AB acquired the former company ZF Norge in 2001. Since then, we have continually strengthened our position as a supplier of advanced technical solutions in the Norwegian market. With a history in part within the maritime industry, our commitment now extends to modern solutions such as chargers for electric vehicles, auxiliary lights, and high-voltage components, where we are constantly striving to expand our offering.

Developments in 2024

During 2024, KGK Norge AS has taken significant strides to contribute to both domestic and European climate goals, with a focus on innovation, electrification, and sustainability.

We have commenced the implementation of CSRD reporting, in close collaboration with KGK Sweden. This work is providing us with a complete overview of our value chain and, at the same time, is making it easier for our customers to meet their own reporting requirements.

One major step in our strategic development is the establishment of the KGK Solutions business area, where we work on the development of solutions within High Mech, High Tech, and High Voltage. This marks a clear shift from previously being a product supplier to now becoming a strategic partner.

In the maritime sector, we have supplied our first hybrid and battery solution for a workboat in collaboration with Skarsvaag Boats. The boat, which is a research vessel owned by NTNU Møre Ocean Lab, is equipped with a technical solution that has been developed by KGK Solutions. The solution includes components from ZF (gearbox), Transfluid (parallel hybrid system), and West-Mekan (rotatable propeller unit with Controllable Pitch Propeller). The project is a tangible example of how technological innovation can help to reduce emissions in the maritime sector.



We have also made a significant organizational change by hiring a sustainability manager and beginning work toward ISO 9001 and 14001 certification.

Another important initiative during the year was the collaboration with EV Hub, where KGK is the principal owner. A strategic decision has been made whereby all EV Hub components in Norway will be sold through KGK Norway, which has opened the door to several interesting projects. For example, pilot projects are underway in collaboration with Norway's largest insurance companies.

The most significant strategic initiative in 2024 was the launch of VerkstedGrossisten by KGK, our nationwide network of wholesale stores. This is strengthening our position, enabling us to meet future needs regarding the servicing and repair of electric vehicles.

Sustainability initiatives

Investments in skills, society, and the circular economy are cornerstones of our strategy.

We are continuing our work on the UNG300 program in collaboration with Puls Samfunn, and we are actively working to expand the initiative to combat social exclusion and promote vocational training.

As part of our commitment to a life-cycle approach and circular solutions, we are now taking over the Real Life Problems courses, which were originally introduced by EV Hub. These courses focus on repairing electric cars, and aim to extend the service life of components and promote sustainable working practices in the industry.

Our commitment to innovation, social benefit, and sustainable growth means that we are not only strengthening our own competitiveness, but also contributing to more sustainable travel for our customers.



Oy KAHA AB

Oy KAHA AB was founded in Finland in 1934 by K.H. Renlund, and became a subsidiary of KG Knutsson AB in 1992. Our business is based on long-term partnerships with local wholesalers, car importers, and dealers, as well as companies in Finland's marine and industrial sectors.

Business model

KAHA is an importer and distributor of spare parts, accessories and industrial components for the entire Finnish automotive sector. A large warehouse stocking a wide range of products in Vantaa, near Helsinki, allows fast deliveries throughout Finland.

KAHA's B2B e-commerce platform Autoluettelo.fi is the Finnish version of KGK's Autokatalogen.se/no. Thanks to KGK's shared e-commerce platform and business system, customers have access to the product range and stock status of the entire KGK Group.

KAHA is certified in accordance with ISO 9001:2015 and 5S Lean Management, and is also a member of a number of Finnish recycling and sustainability organizations, such as Elker, Rinki, Kemidigi, and Battery Recycling.

“We are continuing our work and preparations in order to comply fully with upcoming EU regulations, such as the CSRD.

Bengt Wahlberg, CEO of OY KAHA AB

Sustainability initiatives

We continued to reduce our use of consumables in our logistics operations in 2024. Our warehouse management system uses box optimization, for example, which has helped us reduce our use of packaging materials.

We have also begun to monitor our consumption of electricity and heating more closely in order to identify opportunities to switch to fossil-free energy sources.



“We offered our first training courses for workshops in both Norway and Sweden during 2024.

Nassir Farooq, CEO of EV Hub

EV Hub

EV Hub focuses on creating circular flows for high-voltage components for electric and hybrid cars. The company operates in Norway and KG Knutsson AB is the majority shareholder.

Business model

The company conducts research and development to identify and document methods for repairing high-voltage components as well as common faults in electric and hybrid cars. These methods are then shared with workshops through in-house training courses. These training courses are the foundation enabling the workshops to be certified by EV Hub and to gain access to the company's spare parts. The range of spare parts is made up of refurbished high-voltage components sold through distributors. EV Hub supplies refurbished high-voltage components to KGK.

The company also develops specialist tools and software for analyzing the condition and status of high-voltage components, as well as for predicting potential defects before they affect the end user.

Sustainability initiatives

The purpose of the business is to repair faulty high-voltage components so that they can be reused. Workshops need new knowledge in order to service and repair electric and hybrid cars. To help spread this knowledge, EV Hub launched its training courses in 2024.

Subsidiaries

” *Our people are and always will be our greatest asset.*

Normunds Prunte, CEO of KG Knutsson SIA

KG Knutsson SIA (Latvia)

KG Knutsson SIA was established in 1998 in Latvia as part of KGK Holding, initially focusing on the distribution of car accessories and additional equipment. During the company’s early stages, significant efforts were made to develop and expand the business. We place great importance on people and prioritize the development of long-term relationships with our customers, employees, and suppliers.

Thanks to strategic decisions made in 2021 to start selling spare parts (similar to KGK’s companies in Sweden, Finland, and Estonia), KGK Latvia continued its rapid growth in 2024. The company increased its total sales by 16 percent compared to 2023, when the growth figure reached 17 percent compared to 2022.

Spare parts sales still represent a relatively new area for us. We are therefore continuing to invest in employee training and skills development, as well as in attracting new partners. We also place great emphasis on warehouse planning and management, improved product availability, and enhanced customer service quality. In addition, we are purposefully developing our collaboration with our partners and improving service levels.

Business model

KGK in Latvia continues to offer a wide range of spare parts and car accessories to B2B customers. Sales are both proactive and digitalized thanks to the www.autokatalogs.lv e-commerce platform, with a focus on spare parts and accessories.

The company is actively exploring new product areas and sales channels, such as automatic fire extinguishing systems for the transport sector, solutions for the agricultural and construction sectors, and industrial companies. We also offer industrial lighting, covering everything from product selection to complete installation. We are actively seeking new partners and developing new business areas based on our existing and potential supplier network.

Our customers include car dealers, independent workshops, retail chains, vehicle owners with large fleets, end customers, and government agencies.



We offer ongoing training to enhance the skills of our partners, as well as warranty service for our partners. Our retail channel AUTOEKSPERTS not only offers products, but also professional service and installation. AUTOEKSPERTS acts as a skills center for our partners, offering training and high-quality service for both B2B and B2C customers. Our training courses are certified by the Latvian Association of Automotive Engineers.

Our employees offer added value, as does building and maintaining long-term relationships with both customers and staff. This approach means that we enjoy long-term trust from all parties. Our solutions and products are well thought out and in high demand. The core of our business comprises skills development, investment in knowledge, guaranteed availability, continuous improvement of customer service, and rapid deliveries.

Sustainability initiatives

Due to high energy prices, we continued to focus on energy conservation and efficient energy usage during the year. We succeeded in reducing our energy consumption by 30 percent during 2023, and we successfully maintained this low level in 2024. The overall reduction in our energy consumption has been significant, both financially and from a sustainability perspective.

After evaluating delivery methods and routes, we introduced measures to reduce our fuel consumption. By optimizing deliveries – fewer but larger loads – we achieved a reduction in CO₂ emissions of almost 10 percent compared to the previous year.

We continued to sort packaging waste, such as cardboard, plastic, and wooden pallets, and also recycled damaged pallets, metal, and tires. The amount of material sent for recycling fell by 50 percent, thanks to the fact that a significant portion was reused and given a second life rather than being thrown away. We also achieved a 2.3 percent reduction in non-hazardous waste.

We efficiently organized the work of employees at our various offices in order to reduce unnecessary travel and optimize commuting costs and time.

We continued to improve product availability by ensuring that products are available “here and now” and by increasing the range of items available to order. This strengthens our competitiveness and creates closer, more wide-ranging cooperation with each individual customer. We are also continuing to invest in new business systems and warehouse management systems, as well as to modernize our IT solutions to achieve increased efficiency.



” *Most of the packaging we receive is reused two or even three times.*

Vytis Martinaitis, CEO of UAB KG Knutsson

UAB KG Knutsson (Lithuania)

UAB KG Knutsson was founded more than twenty years ago. In 2008, the company was certified for the first time according to ISO 9001 and ISO 14001. Ten years later, we also implemented the ISO 45001 occupational health and safety management standard. In the same spirit, we are now striving to become a sustainable company. We are improving our results and developing our sustainability work every year. This work will continue in the coming years, of course.

Business model

We offer a wide range of products for vehicles, as well as installation, training, and technical information for our partners. Our customers comprise car and truck dealers, independent workshops, retail chains, vehicle owners with large fleets, and consumers. Our team also works to meet the needs of our partners in the automotive sector through regular servicing and individual projects.

UAB KG Knutsson offers a wide range of spare parts and automotive products in Autoeksperta’s stores in Vilnius and Kaunas. We offer an installation service for our products, as well as servicing and maintenance in our workshops. All products are available via our e-commerce platform, Autokatalogas.eu.

Sustainability initiatives

The primary aims of our sustainability efforts are to reduce our negative impact on the environment, including by using 100% renewable energy, as well as to prioritize the safety of our employees. Going forward, we also aim to: improve the sorting of secondary raw materials (various metals, cardboard, plastic, etc.), continue to remanufacture steering gears, use green energy suppliers, prevent work-related accidents, and offer supplementary health insurance for our employees.

Subsidiaries



” *Improvements and financial gains have proven to go hand in hand with our investment projects.*

Pekka Parkkonen, CEO of AS KG Knutsson

AS KG Knutsson (Estonia)

KG Knutsson AS was established in Estonia in 1994 as a subsidiary of KG Knutsson AB. By offering high-quality products, rapid deliveries, and customer-friendly service, we have grown into one of Estonia’s leading importers of spare parts and accessories for the automotive industry, serving both commercial customers and consumers.

Business model

KGK Estonia focuses on offering an extensive range of spare parts, accessories, and workshop equipment for both commercial customers and consumers. With our main warehouse in Tallinn and nine Autoekspert stores across the country, we can ensure high levels of customer service and rapid deliveries regardless of the customer’s geographic location. The stores in Tallinn and Rapla also have workshops that offer servicing and installation for both passenger cars and commercial vehicles. In addition to the physical stores, we sell via our e-commerce

platform Autokataloog.ee, where the primary customers are car dealers, vehicle owners with large fleets, and independent workshops. Technical support and certified training from manufacturers are further important elements of the service offering we provide to our customers.

Sustainability initiatives

We have continued our efforts to improve the efficiency of the buildings we use and to better adapt them to our needs. For example, we have updated equipment and lighting, carried out minor renovations, or moved to new premises when other measures have failed to produce the desired results. These efforts have not only helped us reduce our costs and energy consumption, but also improved the workplace ergonomics for our employees.



Laitis Handels AB

Laitis Handels AB was founded in Luleå in 1962 by Erik Laiti, and has been operating as a subsidiary of KG Knutsson AB since May 1, 2020. Laitis is optimistic about the future and is expanding its concept in northern Sweden with nine stores, extending from Örnsköldsvik in the south to Kiruna in the north. In 2024, Laitis has also made the decision to further expand its range of services by starting its own service workshop.

Business model

The Laitis wholesale chain stocks a wide range of auto parts, tools, machinery and industrial supplies. To a lesser extent, the range also comprises goods in the outdoor life, house and garden categories. The chain’s primary customers are industrial clients, auto repair shops and private individuals. Sales take place in physical stores or through Laitis’ e-commerce solution for companies. In addition to a wide range of market-leading brands for the automotive and industrial sectors, Laitis also offers an extensive selection of services.

Five stores are operated within Laitis Handels AB, with the remaining four companies being run as subsidiaries under the strategic management of CEO Mattias Hedlund. ISO 9001 and 14001 certification has long been, and remains, an important part of Laitis’ sustainability work, helping the company to work toward continuous development in the fields of health, safety and the environment.

Sustainability initiatives

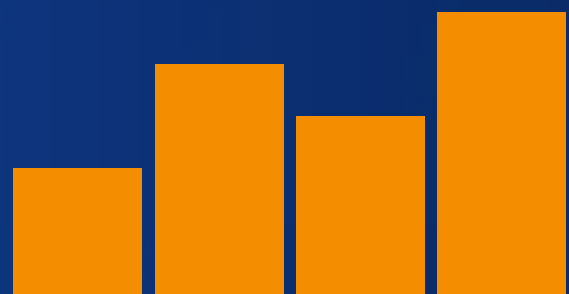
In 2024, Laitis has made significant investments in its own service workshop. One major challenge in our industry is linked to the environmental aspect, where Laitis places products made from finite resources on a market where many products will ultimately need to be discarded and repurchased. In addition to the fact that Laitis has actively chosen to offer products in the premium segment that represent quality and a long service life, we now want to take another stride toward extending the service life of the items we place on the market. That’s why we can now offer Laitis’ customers the chance to have their machines and tools repaired, rather than simply throwing them away and buying new ones. In 2025, we will also be able to offer customers service agreements for machinery as well as hire for temporary use, which means that the equipment will be used and consumed several times over.

A new policy was also adopted during the year, whereby all of Laitis’ delivery vehicles are now exclusively fueled with HVO (fossil-free diesel) in those locations where this is practically feasible.

” *We have an obligation to contribute to the sustainable use of resources.*

Mattias Hedlund, CEO of Laitis Handels AB





Targets and outcomes

This year's report presents various targets and outcomes for KG Knutsson AB, Autoexperten Detaljist i Sverige AB and Laitis AB.



Targets and outcomes

KG Knutsson AB

- Selected key performance indicators**
- Inventory turnover rate
 - Level of service
 - Customers consider that KGK provides rapid answers if necessary
 - Employee satisfaction

KG Knutsson AB must run a business that is sustainable in the long term. To ensure that we achieve this, we have picked out four key performance indicators during 2024.

Our aim is to be perceived as knowledgeable, reliable, and open, and this should permeate our entire operation.

Selected key performance indicators

Inventory turnover rate

A higher inventory turnover rate means efficient warehouse management, that the goods are not tied up for as long in stock, that we have the right items on the shelves, and that we are striving to reduce waste, which in turn means that the products are used rather than being discarded.

Increasing the rate of turnover also means that capital is not tied up for as long and can be reused more rapidly than would be the case were the inventory turnover rate to be lower. With reduced tying-up of capital and retained revenue levels for the company, the company is able to earn more money. It is also possible to save money because the increased turnover rate reduces the need for storage space, for example, which in turn means a lower insurance value for goods held in stock.

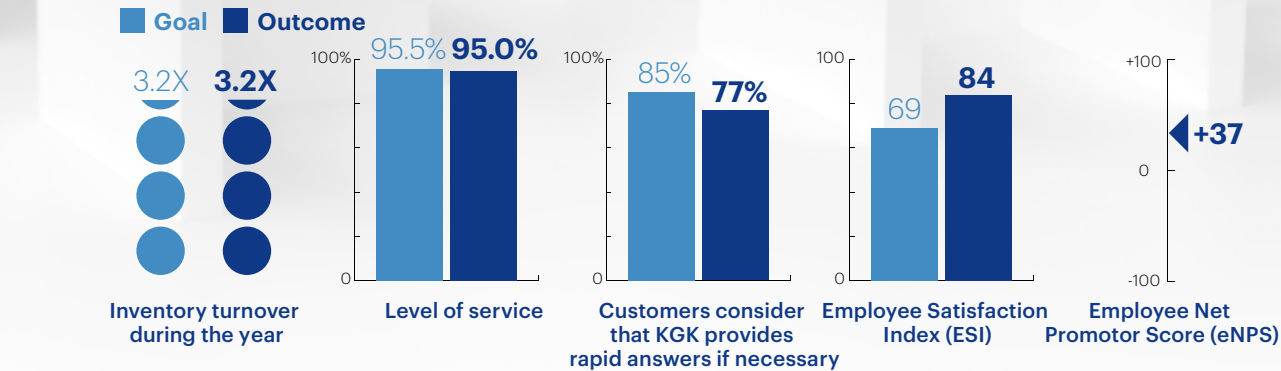
In 2024, we turned over the stock in the central warehouse 3.2 times, which was the target for central warehousing for the year.

Level of service

An important goal for increased customer satisfaction is a high and even level of service. Items that we market should be available to our customers. The target was an average service level of at least 95.5 percent in 2024, and we ended up with an average of 95.0 percent. This key performance indicator is measured according to OTIF at row level.

One reason why we are not quite achieving this target relates to shortcomings in the supply chain and longer transport times in general worldwide.

We have not conducted any specific activities relating to level of service, rather we have relied on our working methodology, which involves regular measurement, following-up with pulse meetings and measures to deal with deviations.



Customers consider that KGK provides rapid answers if necessary

Our customers consider that we are reliable and have extensive knowledge of the industry, and they are keen to collaborate with us on a long-term basis. We are delighted about this. We also receive high ratings for our sales staff’s professional conduct and the expertise of our sales support team, with the result that we are extremely proud of our company and all our employees. However, none of this would have been possible without our customers, who consistently help us improve by continuing to be our customers, providing feedback, and participating in our annual customer survey.

In the “Matters for resolution” process, we follow up how effectively we resolve our customers’ problems. This can relate to how we provide service, handle deviations or resolve other matters relating to our customers. We measure the effectiveness of matters for resolution with a key performance indicator that shows how the customer perceives our provision of rapid answers, where necessary. The question is posed in our customer survey. In order to resolve the customer’s problem effectively, we have to provide a rapid answer to the person who asks a question. Our goal is for 85 percent of our customers to feel that they receive a rapid response when they contact us, giving us a score of 4 or 5 on a five-point scale. In this year’s customer survey, 77 percent considered us to be fast.

Examples of activities during the year

We have continued to work on the implementation of our new CRM system during 2024, and have followed up operations at a more detailed level in order to identify areas for improvement as regards response times.

Employee satisfaction

In our Employee Satisfaction Index (ESI), which is based on the statement “I am generally satisfied with KGK as an employer”, we scored 84 on a scale of 0-100, where the reference value is 69. We scored 82 in the previous year.

In the same survey, we also measure the Employer Net Promoter Score (eNPS), which is a measure of loyalty. The question that is asked here is “How likely are you to recommend KGK as an employer to others?”. The result can vary between -100 and +100, and anything above 0 is positive. We scored +37, which is a very good result compared to the reference value of -5.

Examples of activities during the year

During the year, we launched leadership training with a new group of new managers.

We have also reviewed our recruitment process and begun training our managers in order to establish a common approach to recruitment. The aim of this is to provide managers with the right conditions and tools to implement an increasingly fair, inclusive, and lawful recruitment process.

An activity group is working with our “Employee wellbeing” to ensure a pleasant atmosphere during and after working hours with our colleagues. Friday breakfasts, after-work gatherings, KGK Motor meetings, and gingerbread house competitions are just a few examples of activities that have been organized.



Targets and outcomes

Autoexperten Detaljist i Sverige AB

Selected key performance indicators

- Inventory turnover rate
- Cars/Transport
- Employee satisfaction

Autoexperten Detaljist i Sverige AB, AXD*, a wholly owned subsidiary of KG Knutsson AB, is working to achieve continuous improvements and to streamline processes. Below are three selected key performance indicators that were measured during 2024.

* Includes wholly-owned and majority-owned stores.

Selected key performance indicators

Inventory turnover rate

We are striving to achieve the most efficient warehouse management possible, which is why we measure the turnover rate. It is important that we have the right goods in stock – both to ensure availability for our customers and to minimize the tying-up of capital.

By creating several regional distribution centers (RDCs), we are making it possible for customers to receive deliveries from nearby stores even faster than before.

We have also expanded our local distribution centers (LDCs) to satisfy our customers’ needs.

We are constantly striving to keep our inventory as market-oriented as possible for each store, and despite an increase in inventory value in the stores, we have achieved a turnover rate of 4.2 times in 2024. The target for the year was 4.0.

Cars/Transport

We are increasingly focusing on using electric vehicles in our operations, primarily in order to reduce carbon emissions, and we are sticking to our goal of all stores having at least one electric vehicle by the end of 2026.

Employee satisfaction

Our goal is to achieve an ESI of 85 on a scale of 0-100 over time. In 2024, we received an ESI of 84. The statement that the employee has to respond to is: “I am generally satisfied with AXD as an employer.”.

In the employee survey, we also measure eNPS, which is a measure of loyalty. We ask: “How likely are you to recommend Autoexperten Detaljist as an employer to a friend or acquaintance?”. The result can vary between -100 and +100, where anything above 0 is positive. We scored +32, which is a very good result. We didn’t have a specific goal for 2024.

For Autoexperten Detaljist, as for many others, the challenge ahead lies in distinguishing ourselves in the best possible way in order to attract new employees and retain existing ones.

We also have to work to ensure that employees have good conditions for performing their duties during working hours, and

that they can achieve a balance that lasts throughout their lives after working hours.

Activities to be an attractive workplace:

- All site managers must undergo leadership training, and we will continue to focus on leadership after the training is completed.
- It is mandatory for the site manager to hold monthly staff meetings and annual staff appraisals.
- Create a workplace with a level of commitment where employees want to help to develop the business.
- In order for us to make the right decisions and implement the right measures, it is important for everyone to respond to the employee survey.
- Focus on the fact that all employees are equally important and that Autoexperten Detaljist must be a workplace for everyone.
- Awaken interest in our business at places of education that are targeted at our industry.





Targets and outcomes

Laitis Handels AB

Selected key performance indicators

- Obsolescence in stock
- Customer satisfaction
- Emissions from company cars
- Employee satisfaction
- Staff well-being

Together with our three core values of *Knowledge, Service, and Quality*, Laitis* is aiming to create sustainable business dealings. In order to achieve this vision, we are working actively in relation to a number of KPIs so as to steer our business in the right direction in the long term. Set out below is a selection of the business’s efficiency KPIs, what our work looks like, and why these KPIs are important for our work in relation to sustainable growth.

* Laitis Handels AB including subsidiaries.

Obsolescence in stock

Laitis’ goal of reducing obsolescence in the stock is important for the business, as the aim is to reduce the number of obsolete items held. When items remain on the warehouse shelf and ultimately have to be discarded, this leads to an unnecessary climate impact – something we are trying to counteract through this KPI. By ensuring well in advance that the items will be used in one way or another, and at the same time continually adapting our stock range according to customer demand in the local market, we can effectively reduce obsolescence.

The goal for 2024 was to reduce our obsolete inventory, and our long-term target is to have a maximum of 10 percent obsolescence in the stock. The outcome for 2024 was around 18 percent. During the year, we have primarily been working to ensure that our purchasing and follow-up processes with suppliers are effective, in order to minimize the items being left on the shelves and ultimately having to be discarded.

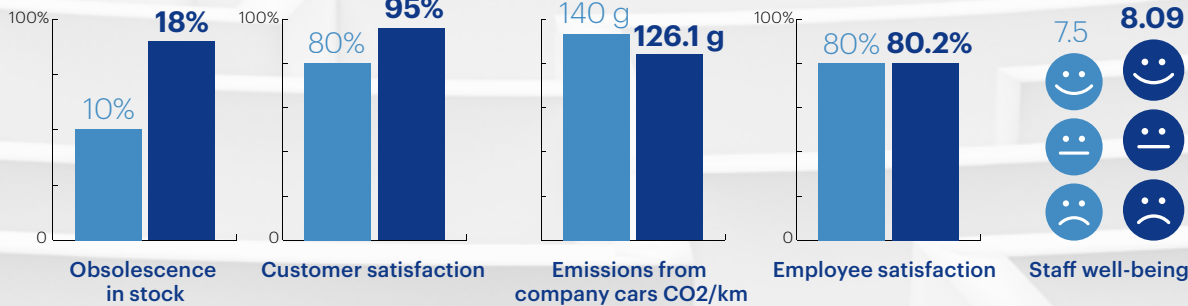
Examples of activities during the year:

During 2024, we have worked hard to reduce our tying-up of capital by reviewing our order points and optimizing our purchasing volumes. We have dealt with any surplus stock that needed to be discarded with the help of an external courier company, and the items have instead been put to use by end users.

Customer satisfaction

A customer survey is conducted every year to ensure we are meeting the demands and expectations our customers place on us. Once again, the target for 2024 was that at least 80 percent of our customers would recommend us to others, and we exceeded this figure again this year. The final result was an impressive 95 percent, which is on a par with the outcome for 2023. But we’re not resting on our laurels. In addition to raising our target to 90 percent by 2025, we have also invested in digital customer survey panels for our stores. This allows us to capture customer satisfaction in our stores in real time and to take immediate action.

■ Goal ■ Outcome



Examples of activities during the year:

A new CRM system has been implemented in 2024 to enable us to work in a better and more organized way with structured customer visits and follow-ups with our customers.

Emissions from company cars

The work aimed at minimizing our climate footprint includes a transition to a more environmentally friendly vehicle fleet, covering both company cars and our own delivery vehicles. The target for 2024 was to reduce carbon emissions from our vehicle fleet by an average of 20 percent compared with 2023. This was a tough goal that didn’t take into account the number of miles driven. The cumulative outcome for 2024 was a decrease of 12 percent, which can be viewed as a positive development given the increase in the number of miles driven in service in 2024 compared with 2023.

Examples of activities during the year:

A new policy was adopted in 2024, which meant that Laiti’s own fossil fuel-powered delivery vehicles have been replaced by vehicles powered by fossil-free diesel (HVO) during the year. In our sustainability strategy, we have also determined that our existing delivery vehicles will gradually be replaced by electric delivery vehicles. In the fall of 2024, three electric delivery vehicles were ordered to replace three of the current fossil fuel-powered delivery vehicles. These are being delivered and put into service during the first quarter of 2025.

Employee satisfaction

One of our more important goals involves ensuring happy and satisfied employees. An employee survey is conducted annually, and this year’s index stands at 80.2 percent, compared to the target of 80 percent. It is pleasing to note that this is an improvement on last year’s figure of 77.9 percent, and a clear improvement on the figure of 67 percent recorded the year before that. We are working in both the short and the long term to improve our employees’ working climate, participation, individual and organizational development, as well as to achieve clear and strong leadership.

Examples of activities during the year:

In 2024, we restructured the operation and appointed a full-time HR manager to support our site managers in staff-related matters. The HR manager will also work to prevent all types of discrimination and harassment within the Group, and proactively ensure skills development within the organization.

Staff well-being

The “temperature” of the employees’ general well-being, both at work and in their private lives, is taken on a weekly basis. Every Thursday afternoon, a question is sent to all employees (via our partner How-Do) regarding how their week has been. The responses can only be seen by their immediate manager, who will follow up if the employee is demonstrating a reduced level of well-being. Well-being is measured on a scale where 10 = feeling well, 5 = neutral, 1 = not feeling well. The cumulative outcome for 2024 stood at 8.09, compared with the target of 7.5.

Examples of activities during the year:

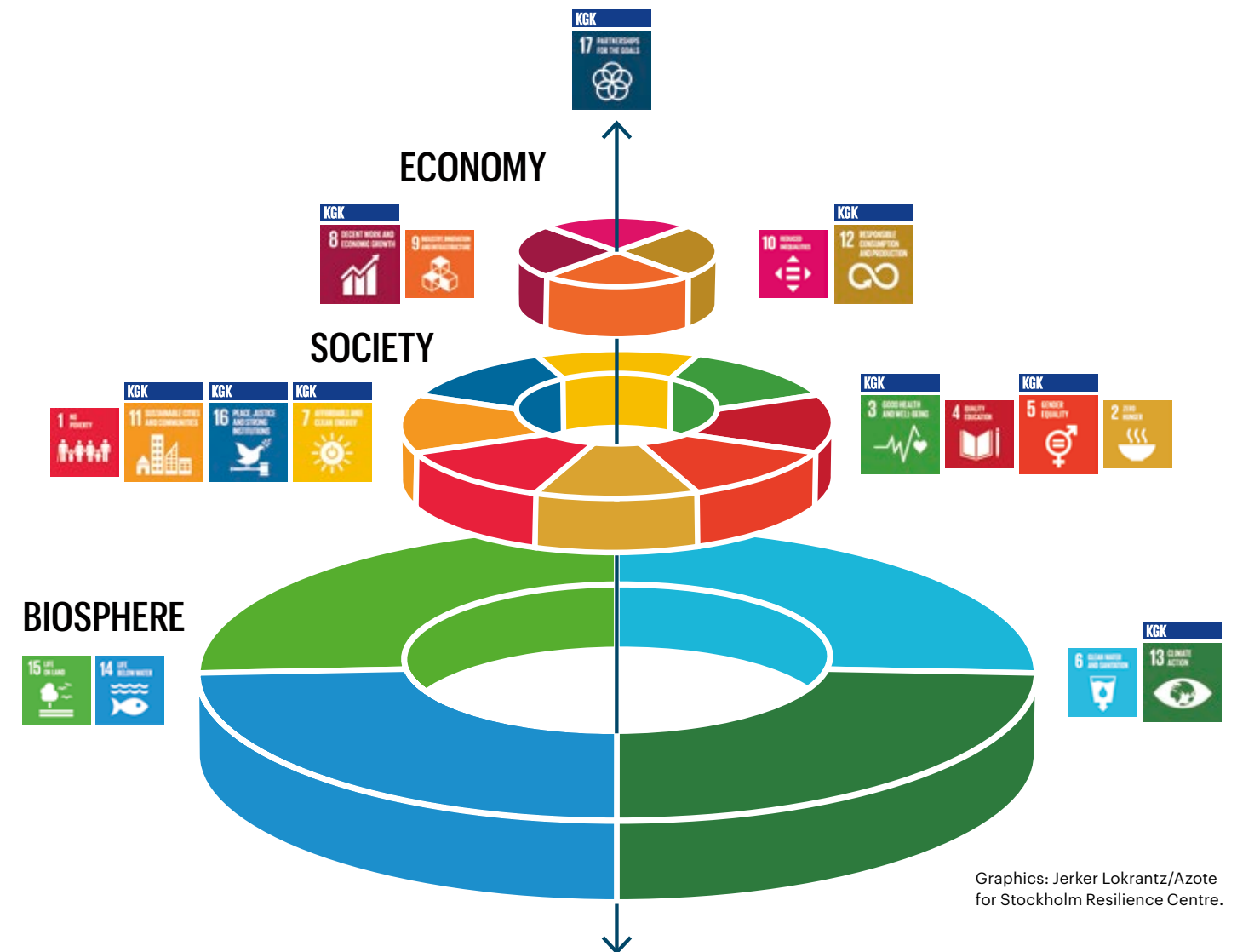
We have continued our efforts to increase the response rate among employees during 2024. The information from the weekly measurements has made it possible to identify at an early stage those staff who are not feeling well, and to implement timely measures such as reviewing workloads and redistributing work.



Long-term sustainable growth

Living on new sales and increased growth of goods produced from virgin materials is not sustainable in the long term. In order for KGK to maintain its future competitiveness, we have to strive to achieve more circular flows in which we reuse and recycle what we have consumed. An important part of our business model is to protect and save lives in all parts of our value chain, and we are striving to offer services and products that have been developed fairly and that

provide improved safety for our customers. Our transport operations can be made more sustainable in various ways. We are striving to reduce the climate impact of transport. KGK's sustainable strategy focuses on circular economy, sustainable transport, and protecting lives. In order to meet our goals and to steer in the right direction, we have drawn up roadmaps focusing on these areas.



Graphics: Jerker Lokrantz/Azote for Stockholm Resilience Centre.

Our contribution to meeting the goals of Agenda 2030

As a general agent, we have an indirect impact on our planet, for example through participation in production, transport and our generation of waste. Based on the impact our business has on the environment, we have decided to do what we can to contribute to more sustainable global development. We have reviewed and examined

the 17 sustainable development goals set out in the UN's Agenda 2030, along with the associated targets, and compared them with our business activities. This has led us to conclude that our operations are primarily contributing to three goals: 3, 7, and 12.

KGK's global sustainable development goals



Goal 3. Ensure healthy lives and promote well-being for everyone of all ages, and in particular sub-goal 3.6: Reduce the number of fatalities and injuries in road traffic.

By supplying high-quality products and accessories such as warning lights, auxiliary lights, reversing cameras, and alcohol interlocks, we are making vehicles safer to use.

For safe work in the workshop, we offer vehicle lifts and maintenance of these to our customers.

As part of our policy against alcohol and drugs, we have installed alcohol interlocks in our company cars. Alcohol interlocks also form part of our product range. Maintaining and servicing vehicles also helps to improve road safety and extend the service life of the vehicles.



Goal 7. Ensure access to affordable, reliable, sustainable, and modern energy for everyone.

This goal is related in part to energy efficiency, and we are contributing in several ways in this respect.

KGK offers Carsmart customers the opportunity to monitor CO₂ and energy consumption in a "Fuel Cost and Environment Report". The report makes it easier to monitor fuel consumption in vehicles, for example, which is a great help when our customers are following up their own environmental goals.

We have carried out energy optimization work and adjusted the ventilation in our 33,000 m² logistics center, as well as replaced all the lighting with LED lighting.

We are constantly working to recycle packaging material and have acquired a machine that shreds some of the surplus corrugated cardboard we receive, turning it into packing material. By reducing our own consumption of energy, we are increasing the availability of sustainable energy for other parties, thereby reducing the need for imported energy from less sustainable sources.

We provide solutions for the electric car market through our sales of charging posts and boxes, as well as other accessories for electric cars. In this way, we are contributing to the transition toward more sustainable energy usage.



Goal 12. Ensure sustainable consumption and production patterns.

KGK's goal includes striving to use chemicals that have less environmental impact as well as minimizing the amount of waste produced. For a long time, we have been

working in cooperation with many of our suppliers on a deposit and return system for brake components. Brake calipers, starter motors and turbochargers are just some of the items that we collect in our logistics center, which are transported back to the suppliers at regular intervals for refurbishment. In this way, brake component management contributes to increased reuse and reduced production of new spare parts. We have our own refurbishment and replacement system for ZF gearboxes and shafts for buses and various work machines. We have our own collection system for plastic packing trays and pallets, which we use to pack and distribute our products to Autoexperten instead of using new cardboard packing boxes.

Many used and/or refurbished items, such as car parts, are sold through our regular sales channels, and our goal is to increase the sale of car parts from dismantled cars. Since we are also an integral part of many of our suppliers' organizations, we acquire knowledge at an early stage about innovations in the automotive sector. This contributes to sustainable production, as our customers benefit in turn from this knowledge.

We have entered into agreements with professional waste management contractors, who help us to ensure that those parts and components that cannot be reused or refurbished are dealt with in such a way that the materials can be recycled. At our logistics center, we have a machine that shreds some of the surplus corrugated cardboard we receive, turning it into packing material. We also reuse packaging materials from our suppliers in order to reduce our environmental impact, thereby reducing the amount of new packaging materials we need to purchase.

We also handle refrigerants. These have a major impact on the climate if they are not handled and destroyed correctly in connection with repairs and the replacement of air conditioning systems. KGK also offers recycled and regenerated R143a, which is one of the climate gases from the automotive sector that has the greatest impact on the greenhouse effect.

We have also realized that we can make a contribution to the following six goals within Agenda 2030:



Goal 5. Achieve gender equality and the empowerment of all women and girls.

In the automotive sector, we are faced with a tough challenge in respect of a general shortage of women. Our aim is to increase the proportion of women both within the company and in various management positions.

In 2024, we have carried out various activities in order to move closer to this goal:

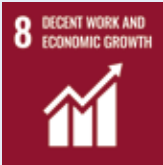
- We have collaborated with a recruitment company called Women Ahead. Women Ahead works to increase gender equality in organizations that are currently not gender equal.
- We have begun training in order to establish a common approach to recruitment. The aim of this is to provide managers with the right conditions and tools to implement an increasingly fair, inclusive, and lawful recruitment process.
- We have reviewed our benefits in order to attract all kinds of staff categories.

Furthermore, we have enlisted the help of an external consultant during 2024, to conduct a survey of risks related to discrimination within the organization. The work began with the consultant conducting individual interviews with the members of KGK’s management team. This resulted in an analysis that has provided us with a clear picture of the current situation and a basis for developing strategic measures going forward. In addition, HR has received in-depth training regarding how to continue working with active measures. The next step will be to put together a working group in 2025 that will look at these measures and come up with proposals on how they can best be incorporated into our day-to-day operations. This work is an important part of our efforts to create an inclusive workplace that is characterized by respect and equality.

We have continued our involvement in Framtidsvalet (Future Choice) in order to raise our profile among young people/adults who are facing educational and career choices. As a company, we have highlighted the services we can offer in a future choice of work.

Every year, we conduct a salary review within the company to ensure that our salaries are equal for equivalent work. We are also preparing ourselves for the Pay Transparency Directive that will come into force in 2026.

We view the work to achieve gender equality as an ongoing process. For this reason, we are continuing to work to raise awareness and commitment at all levels of the organization. By creating an inclusive work environment – a KGK for everyone – we can benefit from a range of perspectives and experiences, leading to increased innovation and success.



Goal 8. Work to promote sustained, inclusive and sustainable economic growth, full and productive employment with decent working conditions for all.

Autoexperten auto repair shops are required to comply with what we refer to as the Autoexperten Standard. This is an internal standard for the workshop chain, based on applicable laws and regulations, industry standards, as well as specific requirements linked to Autoexperten’s services and brand promise. One of the most significant cornerstones of the Autoexperten Standard is the industry standard Approved Auto Repair Shop, which works to create healthy competition by specifying requirements for repair shops in the areas of quality, environment, and health. By supporting our workshops in their work with Autoexperten Standard, we are creating a safer work environment for all employees. At the same time, we are also ensuring high quality in the work being performed, which in turn enables the workshops to charge the right price.

The risk model for our suppliers also means that we are contributing to Goal 8 when we review and impose requirements in our procurements.



Goal 11. Sustainable cities and communities.

Through Autoexperten Standard, we require that our affiliated workshops must take responsibility for their impact on people and the environment, while at the same time setting targets for the workshop chain with the help of overarching sustainability goals. At a workshop level, the workshops are actively working toward their own goals in terms of quality, the environment, and the work environment, which contributes to sub-goal 11:6 and to reducing the environmental impact of cities.

Our sales of rapid chargers and charging boxes, as well as other accessories for electric cars, are also contributing to the transition to reduced dependence on fossil fuels in society.

Preventive repairs for heavy vehicles, as well as the revision of gearboxes for trams carried out in our ZF service workshop, are helping to avoid the risk of breakdowns and downtime. This work is also improving safety and quality levels at our customers, contributing to more satisfied end users of various services in society.



Goal 13. Take immediate action to combat climate change and its consequences.

We are continually adapting our delivery and company car policy, and since 2021 we have been offering charging options for our staff’s and customers’ rechargeable vehicles. Our logistics center is constantly working to optimize the package sizes of those goods that require disposable packaging. This reduces the amount of waste at our customers’ premises and helps to consolidate the goods. We are reviewing our transport operations and identifying measures to reduce our carbon emissions.



Goal 16. Promote peaceful and inclusive societies to ensure sustainable development, provide access to justice for all, and build up effective, accountable and inclusive institutions at all levels.

For example, we have implemented an internal Code of Conduct for our staff aimed at increasing our transparency and preventing corruption. A whistleblowing channel in relation to misconduct is also available for staff.



Goal 17. Strengthen means of implementation and revitalize the global partnership for sustainable development.

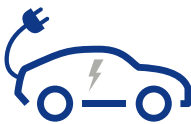
We support initiatives such as the 2030 Secretariat, the Roadmap for a Sustainable Uppsala County and Cradlenet. We are making a difference by working together within the sector and in cross-sector dialogues.

Our strategically important areas



Our goal is to be a leading player in the automotive industry and to participate in the challenges and opportunities that our strategically important areas entail – both now and in the future. Society’s rapid transition to a fleet of electric vehicles is placing demands on all our business areas and business units, and we are implementing clear initiatives to meet the needs of the market. With a focus on sustainability, we are carrying out various activities and evaluating how we can best act

to reduce our environmental impact and achieve a future with fossil-free, climate-neutral transport. We are actively working with diversity and inclusion, as well as to attract young people to the industry. In order to maintain and strengthen our position in a sector that is constantly changing, we continually adapt, improve, and streamline our processes and simplify our workflows with the aid of digitalization and automated work processes.



Electrification

Sweden is undergoing a major transition of its vehicle fleet, with a shift to electric powertrains. This will affect our current business to varying degrees, depending on the business area. In 2024, more than half of all new registrations were rechargeable vehicles, of which 35 percent were pure electric cars.

The transition will affect our customers and their need for products and services. This is a strategically important, long-term transition that requires clear initiatives for all business areas and business units in the coming years.

We have decided to take a leading role in respect of training, spare parts, accessories, components, and charging systems for the electrified vehicle fleet. We already offer workshop training and a wide range of accessories, spare parts, components, and charging systems. KGK also has a workshop staffed by trained and certified technicians who repair and refurbish electric driveshafts from ZF.

In 2024, we have:

- implemented specialized training courses for Tesla
- expanded our range of refurbished high-voltage parts
- installed charging points at PostNord
- installed charging points in apartment block and business parking facilities
- installed charging points for detached and terraced houses.

Final outcome of new registrations in 2024, compared with 2023

	2024	2023	24/23
Passenger cars, total	269,582	289,820	-7.0%
Proportion of rechargeable passenger cars	58.4%	59.8%	
Electric cars	94,333	112,179	-15.9%
Proportion of new registrations	35.0%	38.7%	
Plug-in hybrids	63,113	61,058	3.4%
Proportion of new registrations	23.4%	21.1%	
Trucks, total	44,120	50,897	-13.3%
Light trucks, ≤ 3.5 metric tonnes	38,328	43,713	-12.3%
Proportion electrically powered	22.1%	19.8%	
Heavy trucks, ≥ 16 metric tonnes	5,231	6,622	-21.0%
Proportion electrically powered	6.5%	4.3%	
Buses, total	783	1,118	-30.0%
Proportion electrically powered	31.7%	27.9%	



Sustainability

Preparations for the future

In 2024, we have taken important steps aimed at strengthening our sustainability work and creating long-term conditions at Group level.

We have focused on four main areas during the year:

- preparations for group-wide sustainability work and associated reporting*
- training of improvement leaders with an integrated sustainability focus
- involvement in the research project entitled "The circular car"
- implementation of an energy audit for parts of the Group.

Creating long-term conditions for our Group-wide sustainability work

During the year and going forward, we will be focusing on the foundations and structure of our Group-wide sustainability work, both of which include reporting, strategic development and improvement work, and follow-up. We have developed a new sustainability organization structure and working methods for KGK Holding.

We have also conducted a double materiality assessment for the entire Group, which has highlighted our most material sustainability issues. In addition, we have held stakeholder dialogues, mapped our value chains, performed a GAP analysis for the data points in the reporting standard (according to the CSRD*), and developed an implementation plan.

A double materiality assessment means that companies assess sustainability issues from two perspectives: financial materiality (how sustainability factors affect the company's finances) and impact materiality (how the company affects the environment and society).

* According to the CSRD. CSRD stands for the Corporate Sustainability Reporting Directive. It is an EU directive that aims to improve the quality, comparability, and transparency of corporate sustainability reporting. The directive is part of the sustainable finance agenda and a key component in achieving the EU's goal of making Europe climate neutral by 2050. It includes measures designed to reduce emissions, promote the circular economy, protect biodiversity, and create a sustainable economy.

8/10

The Group's analysis showed that 8 out of 10 sustainability topics are material: Climate change, pollution, water and marine resources, resource use and circular economy, own workforce, workers in the value chain, consumers and end users, and responsible business conduct.

Energy audit to make energy efficiency improvements possible

During the year, we have also begun an energy audit to identify opportunities for energy efficiency improvements in our operations, which may also provide us with insights for our strategic work going forward. The audit covers the Swedish companies in the Group, and this work will continue during the coming year.

Training improvement leaders with an integrated sustainability focus

In 2024, we have employed a comprehensive holistic perspective regarding the way we work with improvements and changes. For example, we have appointed and trained improvement leaders for each department. A central element in the training has been to link improvement work to sustainability in all its aspects – social, economic, and environmental – and to ensure that it becomes a natural and integrated part of decision-making in the business.

You can read more about this on page 54 in this Sustainability Report, as well as about our participation in the research project *The circular car* on page 48.



Employees of the future

KGK for everyone

It is becoming increasingly challenging to attract, engage, develop, and retain employees. The restructuring of the industry, electrification, and digital innovations require rapid transitions and, consequently, a shift in skills.

In order to meet this challenge, we are striving to create a work environment that is characterized by inclusion and curiosity, where all employees always feel welcome, regardless of who they are or where they come from. This is a long-term effort that requires commitment at all levels of the organization. By creating an inclusive work environment – a KGK for everyone – the company can benefit from a range of perspectives and experiences, leading to increased innovation and success.

We have implemented a number of measures and initiatives during 2024 aimed at strengthening KGK as an employer. For example, we worked on a survey of risks related to discrimination within the organization with the aid of an external consultant. We have also analyzed our recruitment process and trained managers within the organization in how to work with recruitment, in order to create conditions to become an even more inclusive workplace. You can read more about our efforts in the article on page 66.

We are also continuing our collaboration with Framtidsvalet and the Motor Industry College.

Development & learning

As our sector undergoes rapid change, driven by electrification and digital innovation, increasing demands are being placed on us as a company to provide the right conditions for skills development. The goal is for our employees to be able to grow both in their existing roles and in relation to new opportunities within the company. To succeed with this, we need to create clear structures that encourage and support development and learning and promote employee engagement, so that each individual feels and takes responsibility for their own development. Growing in their role and developing new skills should be a natural part of every employee's future.

We are also striving to create a positive and inspirational work environment, where employee engagement is the key to driving the company forward. The employee survey is a good indicator of this, and the results for 2024 show that we have a large number of ambassadors with a high level of dedication (eNPS value = +37 on a scale of -100 to +100, compared to the benchmark of -2). Of course, we will continue to strive to consistently improve this value.



Streamlining & Digitalization

The transition in our industry and our internal transition journey require us to adapt, improve, and streamline our processes and working methods quickly in order to remain an attractive supplier, partner, and employer. We will be focusing on digitalizing, automating, and simplifying our workflows by making use of the technological opportunities that are available.

Below are a few examples of areas of focus in 2024:

Continuous improvements

During 2024, we have developed our ability to work in a structured and well-thought-through manner, making small, continuous improvements. This is enabling us to lay the foundations for adjusting and developing our operations on a daily basis, which is key to long-term efficiency improvements and adaptation to changing needs. This approach not only has an impact on economic and environmental aspects, but also strengthens the understanding that, together, we can influence and improve our work.

At the logistics center in Enköping, the work on continuous improvements has involved all employees. A wall that presents opportunities for improvement is helping to promote transparency and engagement. This has created a culture where everyone contributes to developing working methods. The complaints team has reorganized its test benches by arranging them in a flow pattern in its premises. They now have fixed locations for the instruments that are needed at each station, which has reduced unnecessary movement and created a more structured working process. This change has led to shorter processing times and an improved work environment. You can read more about how we work with continuous improvements in the article on page 54.

Carsmart

Carsmart processes approximately 60,000 supplier invoices every year on behalf of our customers, and the volume is growing. Each invoice is currently handled both in our fleet management system and in the business system, which creates an inefficient, manual process. In 2024, we successfully launched a new function: with just one click in Carsmart, all the required information can be sent to the business system so that the supplier invoice can be approved for payment. This saves us hundreds of hours of administrative work in respect of invoice processing every year.

Complaints portal

In 2024, the complaints department has undergone significant improvements with the introduction of a new complaints system, which is aimed at streamlining and improving the handling of complaints. The new system offers a more structured and user-friendly platform for registering and following up complaints. By automating multiple steps in the process, we have succeeded in reducing processing times and increasing the accuracy of these cases. In addition, we have significantly reduced the number of damaged items being sent to our central warehouse; damaged items are now recycled directly in the Autoexperten stores.

Store establishment in Norway

KGK Norway has made major strides in its expansion efforts in 2024 with the launch of Verksted Grossisten. In this way, it is introducing a new business model on the Norwegian market. The vision is to grow and become a nationwide supplier in collaboration with driven contractors who act as local wholesalers. In order to support this initiative, we have developed a technical system solution that integrates business systems and e-commerce platforms, creating opportunities for increased growth and market share.

HR

The HR department, which serves most of the Swedish companies within the Group, has conducted a preliminary study that has led to the decision to implement a new HR system. This modernization is intended to streamline processes and improve efficiency by reducing the number of systems and improving the employee experience, both during recruitment and for existing employees. The goal is to create a more coherent and well-structured work environment at all levels of HR. The preliminary study was completed in 2024, and the implementation project will be launched in 2025.

Supplier invoicing system

Medius for KGK Norway was launched at the end of 2024. Like Sweden, Norway now has a modern and future-proof solution for handling our supplier invoices. Medius' strength lies in the fact that it automates a large proportion of our invoice flow within the Group, both in relation to goods invoices and for expense invoices. Matching invoices against purchase orders was previously handled by employees at the head office in Oslo, a repetitive task with a negative impact on stress levels. With the help of Medius, we now match goods invoices automatically, with minimal manual intervention.

The future of e-commerce

During the year, we have conducted several preliminary studies to select platforms for our new e-commerce solution. This represents a significant change that is aimed at modernizing and future-proofing our various systems and technical solutions. This initiative will pave the way for more efficient development and management, as well as new methods for digital sales. For example, we will achieve a higher hit rate for our purchasable products, which in turn will reduce the number of returns. The project will span the next three years and will result in new working methods, increased efficiency, and an improved customer experience in the purchasing process.

CRM - Salesforce

We have implemented a new and modern system support for sales and marketing. Salesforce is a world leader in its field, where efficiency and process control are a sacred mantra. With modern system support, we are able to work more efficiently with our sales activities and marketing efforts.

Governance and organization

At KGK, we are constantly striving to improve. For our customers, suppliers, employees and the outside world. To ensure that we achieve our goals, we follow a governance model that is based on management by objectives. The model promotes increased customer focus, greater efficiency, an open corporate culture, and strong commitment.

In order to increase customer satisfaction, streamline our working methods and reduce costs, we have a model based on management by objectives that, in a clearer and more structured manner, will direct our resources, initiatives, activities and projects to achieve increased value for our customers, suppliers and employees. The focus lies on streamlining our workflows through improved cross-functional collaborations, as well as creating clarity in respect of goals and guidelines for increased commitment. The goal is to increase dialogue and knowledge about how all employees can contribute at an individual level and collaborate in the day-to-day work towards our overall goals.

Functions

We are split into nine organizational functions, which should jointly deliver value to the stakeholders in all our processes. Each function breaks down the company's business plan into an underlying sales & marketing plan (within sales and marketing) or an operational plan (other functions). The plan is developed together with employees within the function, and sets out our intended areas of focus over the coming years so that we can work together to achieve the overall goals in the business plan. The plan addresses prioritized activities, risks, goals and various types of required improvements, that can be both function-specific or cross-functional.

During 2024, we have conducted training in respect of improvement and change management for most of our functions. We are confident that this will provide us with even clearer momentum, prioritizing the improvements that are important to us and our customers.

Improvement work and sustainability 2024

In 2024, we have strengthened our ability to work in a structured manner with improvements and root cause analysis. We have done this through investments in efficiency, flexibility, and quality, based on the sustainability areas of economy, environment, and work environment.

The initiatives this has given rise to include improvements in the pre- and onboarding process for new employees, the introduction of a working method within Finance for rapid root cause analysis when problems arise, and training of improvement leaders to build a long-term improvement culture. These efforts are creating a better work environment, increasing efficiency, and ensuring that we are driving sustainable improvements forward.

You can read more about how our improvement work goes hand in hand with sustainability in the article on page 54.

Sustainability work in the future

KGK is continuing its work to become an even more sustainable company.

Our strategic sustainability work will create new business opportunities, strengthen the brand and reduce business risks. It will also secure our future business operations, as customers in both the private and the public sectors are placing ever more and ever clearer demands on us.

The strategic sustainability work is governed by KGK's management team on the basis of our sustainable strategy. The day-to-day sustainability work is integrated into the line organization through our governance model, called "The way forward". KGK is certified in accordance with ISO 9001 and ISO 14001, and according to AEO with regard to customs and security issues.

The Business Development department is in charge of both the overall development of KGK's governance model as well as the sustainability work.

Monitoring and follow-up – the key to achieving set goals

To ensure that we achieve our strategic goals, it is crucial for us to set clear, relevant goals for our employees. During 2024, we have developed a structured goal management system that creates a shared direction, where each individual understands how their work is contributing to the whole.

However, setting goals is just the beginning – the thing that really makes a difference is continuous monitoring and follow-up. By means of regular reviews, we will ensure that we are on the right track, identify obstacles in good time, and provide the support needed to drive developments forward. Follow-ups also creates a culture of accountability, where each employee feels engaged, both regarding their own success and that of the organization. All of this will be launched in the organization during 2025.

By actively following up our goals and supporting our employees, we are able to provide them the best conditions for success, which in turn leads to increased motivation, better performance, and stronger results for the entire business.

The KGK way

The KGK way – our internal Code of Conduct – contains all our policies. It is part of KGK’s sustainable strategy, and the aim is to clarify our approach as employers and employees in issues that affect customers, employees, suppliers, partners, and society at large. Our Code of Conduct, *The KGK way*, helps us make the right decisions on issues such as leadership, employeeeship, the environment, anti-corruption, and the work environment. It also acts as a guide for the laws and regulations that we need to follow.

Our policies are updated regularly based on the requirements of our stakeholders and the expectations they place on us as a company.

Some of the policies relate to the following topics:

Anti-corruption

KGK has zero tolerance as regards corruption. Our anti-corruption policy is based on the Swedish Code of Business Conduct, which has been developed by the Swedish Anti-Corruption Institute (IMM). The policy also contains guidelines regarding entertainment. We have a separate Code of Conduct that is aimed at suppliers and that includes special requirements linked to anti-corruption.

Whistleblowing function

One element in actively preventing corruption is our use of a whistleblowing function. Through this channel, employees can report serious irregularities including financial crime, such as theft or bribery, conflicts of interest, serious environmental offenses, deficiencies in relation to safety in the workplace, as well as very serious forms of harassment and discrimination.

Environment

KGK’s greatest environmental impact is related to the fields of material consumption, energy consumption and climate impact, for example arising from transport. KGK is certified in accordance with ISO 14001.

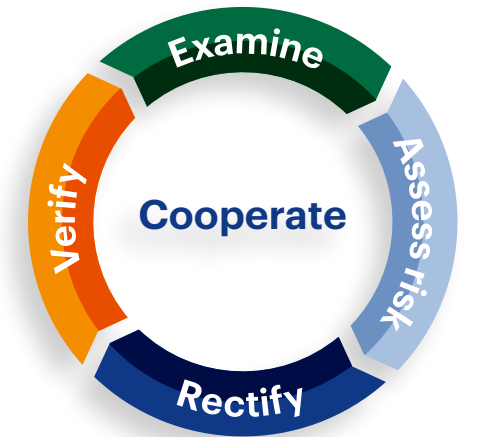
We are constantly reviewing opportunities to reduce our energy consumption, waste and greenhouse gas emissions. We have to handle chemicals safely.

Working alongside customers and suppliers, KGK is able to reduce the environmental impact of our sector and continually improve our environmental work. We have to comply with the binding requirements that are placed on us.

Work environment

A good, safe work environment is an important strategic issue for us. Through systematic work environment management in collaboration with our employees and safety representatives, we are able to promote a safe and pleasant workplace that offers good opportunities for development while at the same time preventing risks and ill health.

Our systematic work environment management includes aspect such as safety rounds, the management of accidents and incidents, staff appraisals, and staff surveys.



Quality

As an important part of our efforts to retain a high proportion of loyal customers and employees, we focus on matters that create value for customers, employees, and other stakeholders. A sustainable company is an efficient company, which is why we have to do the right things and do things right in order to reduce our costs and save resources.

We continually measure various aspects of our operations in order to create the conditions necessary to be the obvious partner for current and future customers and employees.

As part of our systematic approach to quality, KGK is certified under ISO 9001.

Diversity and equality

KGK prohibits all forms of discrimination. We work preventively with active measures to counter discrimination and contribute to a positive corporate culture.

Our workplaces should be characterized by openness, where everyone is accepted regardless of their gender, age, ethnic or social background, physical differences or other factors that have nothing to do with their actual skills or commitment.

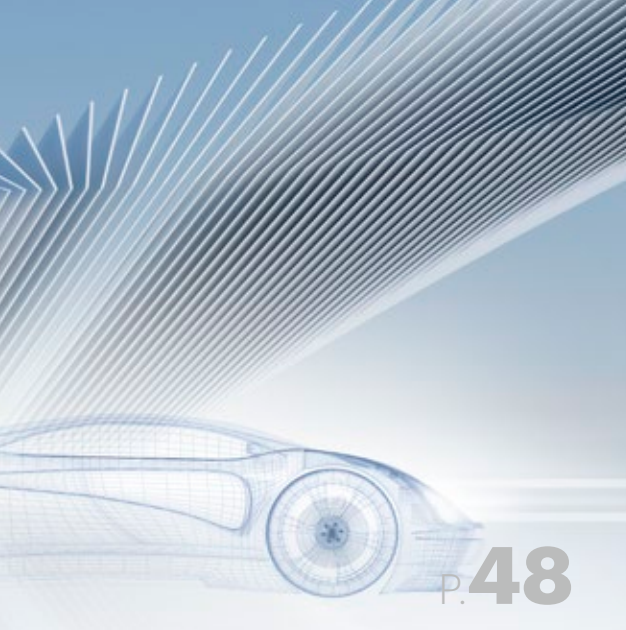
Risks and risk management

(KG Knutsson AB)

We are constantly working within the business to review risks. This takes place, for example, in the strategic work aimed at developing business plans, in the work of updating the environmental impact assessment, as well as in safety inspections, self-monitoring, and audits. Set out below is a selection of sustainability-related risks:

Description of risk	Management
Environmental and climate impact Our most significant negative environmental impacts primarily take the form of energy consumption in our premises and for transport, material consumption in the products we sell, as well as climate impact, for example through the sale of products such as refrigerants and the distribution of products. <ul style="list-style-type: none">Failure to comply with regulations and guidelines can cause harm to people, the environment or the brand.	We are certified in accordance with ISO 14001 and work systematically in relation to the environment. We are constantly working on safety inspections and self-monitoring in the more high-risk operations, such as workshops and warehouses, in order to identify any environmental risks. We offer recycled and regenerated refrigerants, as well as working to reduce emissions from our transport operations. We are constantly monitoring and adapting our operations in line with new laws and regulations. Internal and external audits are carried out in the business.
Employees <ul style="list-style-type: none">Extensive sick leave, personal injuries and health problems.Future skills supply.	Our systematic work environment efforts are performed in collaboration, and include ongoing risk assessments, self-inspections and safety rounds, investigation and follow-up of accidents, incidents and risk observations. Every year, we conduct staff appraisals and a staff survey. We continually monitor legislation and changes to safety regulations. As our operations vary in nature – offices, warehouses, and workshops – the risks can also vary. As a result, we conduct more frequent follow-ups in our more high-risk environments. We have clear instructions and procedures that, along with protective equipment, are designed to reduce risks. We also have ergonomic aids to prevent musculoskeletal injuries. We are continuing our collaboration with Motor Industry College and Framtidsvalet in order to attract young people to choose education in the automotive industry. In 2024, we collaborated with Järvaskolan and welcomed three secondary school students for a week of work experience. This was done to demonstrate our commitment to supporting young people in their educational journey and career choices.

Description of risk	Management
Suppliers <ul style="list-style-type: none">That our suppliers fail to satisfy requirements in areas such as the work environment, human rights, business ethics, and the environment.	We view our suppliers as key partners in our efforts to provide high-quality products to our customers. We value our partnerships and collaborations extremely highly. By working together, we believe that we can make the business process more favorable and more sustainable for both us and the environment. We have implemented a number of tools in our work on the supply chain: <ul style="list-style-type: none">Code of Conduct – our internal code of conduct. We expect our suppliers to comply with this code, which also forms part of our supplier agreements.Annual risk assessment of the supplier register – we conduct risk assessments related to areas such as human rights, employee rights, environmental protection, and corruption.SAQ (Self-Assessment Questionnaire) – if we suspect an increased risk in any of the above categories, we send out our SAQ to gather more information. The responses are assessed and, if necessary, we request supporting documentation (e.g. verification, policies, objectives, action plans, follow-ups, procedures, and other documentation). We consider that this work forms the basis for successful collaboration.
Customer and products <ul style="list-style-type: none">Returns and complaints have an unnecessary impact on the environment and entail extra work.Store products that do not comply with existing legislation or customer requirements.	In 2024, our complaints project was handed over to management. Our complaints technicians are now actively involved in training our stores regarding effective complaints management, the aim being to minimize the number of complaints and unnecessary transport operations to our central warehouse. In 2024, work began on improving our product data linked to compliance, in order that we can report to customers and authorities in an efficient manner.



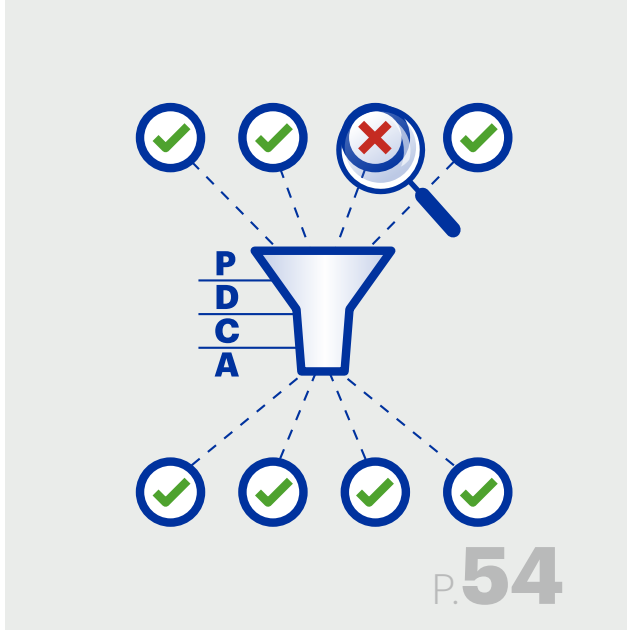
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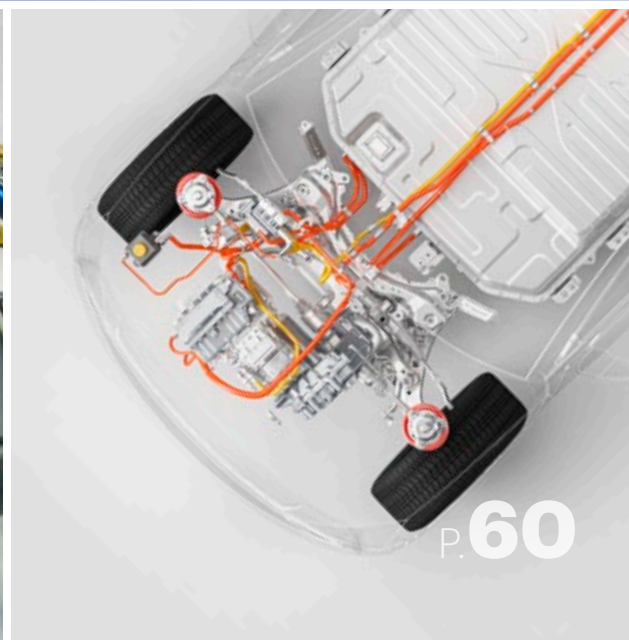


Sustainable business and activities

In this chapter, we explore how our business is contributing to sustainable development by promoting a circular economy, protecting lives, and striving to achieve sustainable transport operations. Through these initiatives, we are aiming to reduce our impact on the environment and the climate, as well as to be a driving force for positive change in the communities in which we operate.



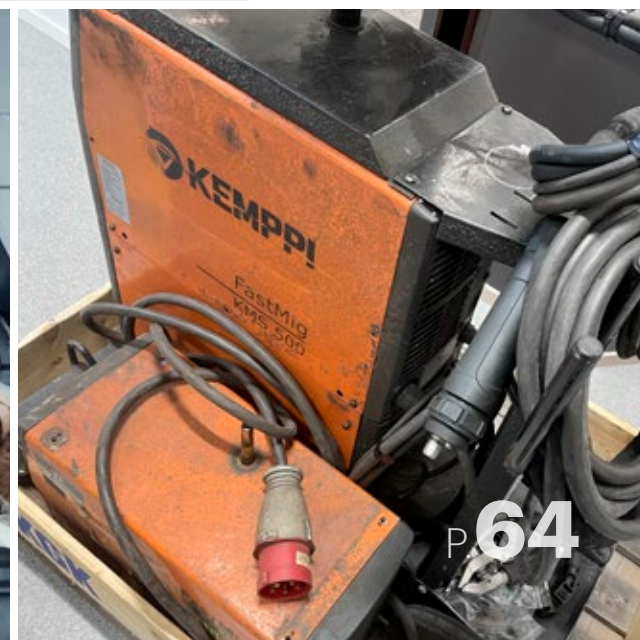
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The next step toward the sustainable car fleet of the future

At KGK, we are committed to sustainability and, since the launch of “The circular car” project, we have been a dedicated partner in the work to establish a more sustainable vehicle fleet in Sweden. The aim is to create a circular economy where car components are not only used for longer, but also refurbished to a greater extent than previously. The project has made significant progress during the year.

The background to “The circular car”

In order to meet future sustainability requirements, several players in the automotive value chain have joined forces in the project “The circular car”, an initiative by the RISE research institute (ri.se) that aims to create a circular economy for passenger cars. The project is bringing together car manufacturers, dealers, dismantlers, and other stakeholders with a shared vision: that Sweden’s car fleet will be circular by 2045. This entails materials and components being reused and refurbished to a greater extent, rather than becoming waste.

KGK has been an active partner in the project since its inception in November 2023, contributing with our expertise from the aftermarket and our close collaborations with leading suppliers.

Project participants:

RISE, KG Knutsson, Atlantiska byrån, Volvo Cars, Zeekr, Lynk & Co, Elmo Sweden, Bilia, Autocirc, Axxid, Borås bildemontering, Sverige Bilåtervinnings Riksförbund, Mobility Sweden, Göteborgs Stads Leasing, IF, CAB group, Twist solutions, Fordonskomponentgruppen FKG, Södertälje Science Park / SUPR

Focus on headlights – a critical component for the circular economy

The project has now entered a more tangible phase, where the focus is at component level. KGK’s project team has focused on headlights, one of the most complex and expensive components in today’s cars. LED headlights have become standard in many new vehicles, but they are also more difficult to refurbish and reuse due to their complexity and technology.

Magnus Norin, Head of Product Data Management and one of KGK’s representatives in the project, explains:

“We see a considerable need to find solutions to reduce waste from headlights. Many headlights are currently scrapped when they could just as easily have been refurbished and reused. The problem is that many components are locked, making it difficult to repair them and get them to work in new vehicles.”

The challenge posed by “locked” components – where parts cannot be recoded for use in new vehicles – is something that the project group is working to resolve. KGK is engaged in ongoing discussions with manufacturers such as Bosch, Valeo, and HELLA. One problem that has been identified, for example, is that the labels on the headlights can come off during cleaning. One solution might be to facilitate the reuse of headlights by making it possible to reset and recode parts, which has already been tested in some cases with varying degrees of success.

Impact on suppliers and changed design philosophy

One of our most important roles in the project is to encourage our suppliers to think more circularly right from the design phase. There is still a lot of resistance here, especially at the design level, where aesthetics are often prioritized over the product’s “second life”. In order to create truly circular components, changes are needed throughout the value chain.

“We are trying to encourage our suppliers to take more responsibility for the life cycle of their products,” says Magnus. “It’s about creating components that not only look good, but can also be reused and refurbished without compromising on safety.”

The project group also considers that insurance companies and dismantlers can play a key role. If more used headlights could be refurbished and reused instead of being replaced with new ones, this would reduce both costs and environmental impact.

KGK’s unique position in the circular economy

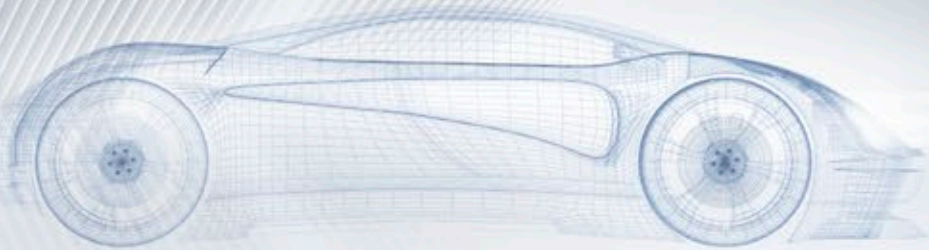
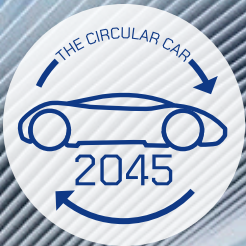
In addition to our participation in “The circular car”, KGK has already begun implementing circular solutions in our own operations. We now offer both new and used spare parts via our e-commerce platform, Autokatalogen. This combination of new, used, and refurbished is unique, providing workshops and customers with additional sustainable alternatives.

“The project has inspired us at KGK to think in an even more circular fashion. For example, we are seeing opportunities to offer more used and refurbished components in our range, thereby helping to reduce waste in the automotive industry,” says Magnus.

The vision for the future

Although the work within “The circular car” is long-term and moving forward step by step, the vision is clear – a circular passenger car fleet by 2045. For KGK, participation in the project is a matter of taking responsibility for the industry’s transition and influencing actors throughout the value chain.

“We want to be a leading partner in the transition to a circular economy in the automotive sector. Our involvement in the project is part of our ambition to drive sustainability issues forward, and we hope to be able to inspire more players to think along new lines,” concludes Magnus.



FFI The work has been carried out with support from FFI.



Plastic reduction and cardboard revolution

23microns ▶ 12microns = 2,589kg
Plastic thickness Plastic savings

Warehouse employee Mikael Nielsen at the plastic-wrapping machine

When KGK conducted its extensive packaging procurement process in 2024, the goal was clear: to combine economic and environmental objectives. The result was a solution that not only reduced climate impact, but also increased efficiency. With a new supplier, improved material choices, and smarter logistics, we are demonstrating that sustainability can be a profitable business.

From four suppliers to one

Four different suppliers were previously used to meet our packaging needs. The new solution, with a single supplier based in the Stockholm area, has both streamlined logistics and reduced transport emissions. By consolidating all deliveries with one operator, the number of transport operations to the warehouse in Enköping has been significantly reduced, saving both time and fuel.

“It was time for a change,” says Jussufo Jallow, shipping manager at KGK. “The agreement with our previous supplier was about to expire, and there was room for improvement. We wanted to create a solution that combines lower costs with reduced environmental impact.”

Smart material choices with thinner plastic and fewer cardboard boxes

A key measure in the change was to reduce material use. An analysis of stretch film, the plastic that is used to secure cargo pallets, revealed the possibility of switching to a thinner, more elastic plastic. The new plastic, with a thickness of 12 microns compared to the previous 23 microns, offers the same functionality but almost halves the amount of material required. This has resulted in a reduction in carbon emissions of 6.47 metric tonnes in the manufacturing process, as well as a saving of 2,589 kg of plastic in transport.

Another innovation was the introduction of a new carton size, called “the 0.5”. This is largely replacing the previous standard carton, “the 1”, and is used for smaller deliveries. Its smaller size saves material and increases the fill rate in transport.

“Switching from large cartons to smaller ones was a crucial step. This not only reduces our own material usage, but also makes it easier for customers to handle the packaging,” explains Jussufo.

Results that make a difference

The impact of these changes can be felt throughout the entire chain – from the warehouse to customer handling. The number of rolls of stretch film being transported and handled has been reduced by 157, and our customers’ handling of plastic has been simplified.

In addition to the environmental benefits, financial savings have also been achieved. The transition to a single supplier has reduced costs, and the higher fill rate in the trucks has contributed further to efficiency improvements.

“We are proud to have found a win-win solution. This project shows that environmental and business goals can go hand in hand,” concludes Jussufo.

The future of sustainable logistics

With the support of a successful packaging procurement, we are now looking ahead. One area that staff in the logistics center would like to focus on in the future relates to optimizing the use of plastic crates and thereby reducing the use of disposable packaging. This would further reduce both material consumption and handling time.

This work is a clear example of how companies can reduce their climate footprint by rethinking and innovating. For our customers and the environment, this is a change that really makes a difference.



Faster complaint management – fewer transport operations and happier customers

Improving a process is not just a matter of saving time and resources; it is also about creating a more sustainable business. In the complaints department, a conscious and structured improvement project has led to shorter processing times, fewer transports, and more dedicated staff.

Sanjay Hillstedt returns package

Complaints took too long

The project began with a growing challenge: the handling times for complaints had reached an average of 70 days. A team of business developers and employees in the complaints department addressed the problem using the PDCA (Plan-Do-Check-Act) methodology. They mapped out where time was being lost in the process and identified factors such as unnecessary checks, duplication of work, and the lack of clear areas of responsibility.

Changes and results

Employees were actively involved in the improvement work, which resulted in them taking the initiative to come up with new solutions themselves. By clarifying roles, mandates, and decision-making pathways, it was possible to save a significant amount of time. One of the most important outcomes was that the complaint handling time was reduced to an average of less than 20 days. The department has also introduced an improvement board, with the aim of continually identifying and implementing new optimizations.

In addition to shorter handling times, the project has had a direct impact on costs and resource efficiency. By reducing the number of shipments and eliminating the need to return certain products to suppliers, shipping costs and the environmental impact have been reduced.

Training and preventive work

An important element in the improvement work has been to provide workshop mechanics and store employees at Auto-experten with better knowledge about how they can reduce the number of incorrect complaints.

“Many mechanics have been working in the same way for decades without questioning old traditions. We have therefore launched training courses focusing on problem areas such as starter batteries, camshafts, and clutches. Complaints relating to starter batteries are a good example. Many workshops believe that a battery that does not start the car is automatically defective, but often it is because the car not being driven long enough distances and the battery is not being charged properly, which leads to sulfation. Thanks to the training courses, workshops and stores have learned to identify this problem and prevent unnecessary complaints,” says Niklas Strömberg, complaints technician.

The water pump in the timing belt kit

Another example of the important role of training can be observed when technicians replace water pumps in connection with timing belt replacement. According to old practice, it is common for technicians to turn the water pump to check it before installation. This is now prohibited, however, as the water pump has two seals that have to be shaped with each other first by installing the pump and filling it with coolant before use. If the pump is turned when dry, there is a risk that the seals may break, which can lead to leaks and, in the worst case scenario, engine failure. Our training courses enable workshops to avoid these problems and ensure correct installation.



Sustainability gains and future development

The project has also contributed to KGK's sustainability efforts. Reduced transport operations not only mean lower costs, but also lower emissions. Reduced consumption of packaging materials and more efficient handling of complaints have improved the working environment for employees, while at the same time enabling customers to receive faster service.

To further improve the process, the department is planning to develop better systems for master data on complaint errors, as well as to introduce more training to reduce handling errors. In addition, the possibility of renegotiating agreements is being investigated, so that even more complaints can be handled without products needing to be returned and instead being recycled directly.

Employee commitment is the key to success

In addition to direct improvements in terms of results, one of the biggest gains from the project is the way employees have grown in their roles.

“As a result of participating in the change process, everyone who works in the complaints department has become more independent, creative, and committed. Our employees have not only optimized their work, they have also created a culture where improvement is a natural part of everyday life,” explains Lars Lundberg, Group Leader for the Complaints and Returns Department.

A model project for the future

Efforts to streamline the handling of complaints are an example of how many small changes can lead to big gains. By combining analysis, employee engagement, and a long-term approach, the department has jointly created a more sustainable and efficient process that benefits both customers and the environment.





Marika Brine, Business Developer, teaches the course in improvement work.



Lars Lundberg, Logistics Center Team Leader, writes on the work improvement board

Continuous improvements creating a sustainable future for KGK

In 2024, we at KGK took a major step forward in terms of improvement work within the organization. A short pilot project in 2023 laid the foundations for a more wide-ranging implementation that is now permeating our entire company. At the heart of this work is a clear ambition: to link improvement efforts to all aspects of sustainability – social, economic, and environmental.

A structured approach to sustainability

Improvement work is not just about reducing costs and streamlining processes, but also about creating a long-term, positive impact. In 2024, we have adopted a comprehensive holistic approach regarding the way we work internally with improvements and change. This project has involved aspects such as appointing and training improvement leaders for each department. The method that employees are being trained in, and that is being implemented to work with improvements, is called “PDCA”, which stands for Plan, Do, Check, Act. This is a proven methodology for resolving problems and improving processes in organizations.

The focus on sustainability has been a key part of the training, and we want to ensure that this perspective is always included

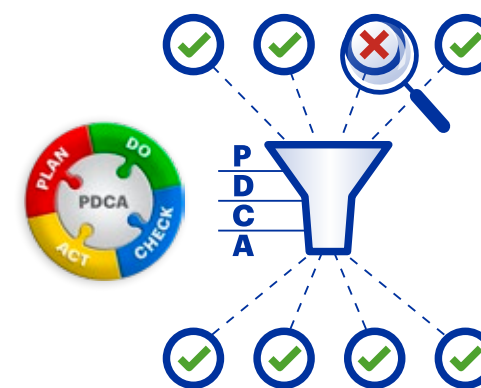
in decision-making. This enables us to identify and eliminate waste in all its forms – whether it involves resources, time or energy.

Jessica Dymén, Sustainability Manager at KGK, explains: “We want sustainability to be a natural part of every step we take. Working on improvement in a structured manner provides us with the tools to ask the right questions and create solutions that are sustainable in both the short and long term.”

From pilot to culture

What began as a small project has now grown to become part of KGK’s everyday life. The pilot project in the Finance Department in 2023, which was designed to reduce stress and workload, involved structuring the employees’ working day and focusing on resolving the problems that gave rise to stress. This resulted in a more balanced working environment and clearly demonstrated that the methodology works.

Marika Brine, Quality Manager, has been a driving force in both the pilot project and the ongoing implementation of the improvement work.



“We recognized early on that this was something that could benefit the entire organization. It’s about creating a culture where everyone asks themselves: How can we do this better? This is how we ensure long-term sustainability.”

Improvement work in practice

By implementing methods such as “5 Whys” and fishbone diagrams, we are able to identify the root causes of problems and can develop solutions that stand the test of time. Improvement work and sustainability are both intended to minimize waste and maximize value.

A good example of how improvement work and sustainability go hand in hand is the HR department’s work on developing a pre- and onboarding process. The goal is to create a smooth, structured introduction that provides security for both new employees and the company. By ensuring a clear and effective process, new colleagues are given the best conditions to quickly settle into their role, feel comfortable, and contribute right from the start. The ambition is to provide a positive experience of KGK and to create a stable foundation throughout the entire employment process – from recruitment to induction and beyond.

At the logistics center in Enköping, improvement initiatives have been posted on a wall in the middle of the facility, where they are visible to everyone. Ideas ranging from work environment improvements to environmental initiatives, such as reducing paper consumption by digitalizing delivery notes, are gathered here. One specific area of improvement that the logistics center has identified relates to the way we work with product data. By being thorough and ensuring that we enter the correct product data, such as quantity, weight, and dimensions, we reduce the risk of our customers ordering the wrong product or too many items. This, in turn, results in fewer returns and reduced waste. In addition, the correct product data ensures a better fill rate in transport operations, which avoids unnecessary transport.

Another successful example comes from the marketing department, which has also identified areas for improvement.

“By refining our ordering process and eliminating unnecessary steps, for example, we have not only saved time, but also ensured that resources are used more efficiently,” says Patrick Mattisson, Production Manager and Improvement Leader. “This is a concrete way of reducing waste and improving the quality of our deliveries.”

Sustainability as a guiding principle

A central aspect of the improvement work is that sustainability is always included as a part of decision-making. By working to make this a part of our culture, we are building an organization that is not only efficient, but also flexible and sustainable in the long term.

“Through our improvement work, we have learned that sustainability is not something that comes at the end of the process – it is something we think about from the very beginning. That’s how we create value for our customers, our employees, and the environment,” Marika summarizes.



Investment in plastic pallets and reduced waste in the logistics flow

KGK's logistics center in Enköping has taken another step toward more sustainable and efficient delivery management. By replacing traditional wooden pallets with plastic pallets made from 100% recycled material and introducing a new filling material, purchases and consumption have been reduced.

+200
Plastic pallets

100%
Recycled material



From wood to plastic – a natural development

Switching from wooden pallets to plastic pallets has long been on KGK's agenda. Plastic pallets used to be a more expensive option, but through a partnership with the Swedish supplier Impossible Plastics, we have now been able to invest in a sustainable alternative without compromising on the bottom line.

"We started by testing three plastic pallets to see how well they worked in our operation, and the results exceeded our expectations. We then purchased 200 pallets for a larger-scale evaluation," says Patrik Enberg, Logistics Manager at KGK.

The plastic pallets are mainly used for deliveries to Autoexperter stores, and they have quickly proven to be a better alternative. They last longer, are more durable, and can be used in a circular flow, where they are continuously reused rather than disappearing out of the system.

Reduced environmental impact and improved workflow

In addition to being more durable than wooden pallets, the plastic pallets also contribute to our sustainability goals, which Patrik views positively.

"A wooden pallet lasts a long time, but it doesn't always come back to us. We previously had to buy around 300 wooden pallets every two months to replace those that had disappeared. It feels better to work with recycled materials, as this reduces the need to cut down trees."

Another major advantage is the new filling material that is included in the deliveries. Before, large amounts of paper were used to protect the goods, but we have now switched to a shock-absorbing material made from recycled plastic.

"It's much more efficient. We previously used five to ten meters of paper to fill a carton. Now, five small cushions made from the new material are usually enough," says Patrik.

The new material also weighs less, making the packages easier to handle while reducing the environmental impact of the transport.

A sustainable circular flow

One of the major advantages of the plastic pallets is that, just like the new filling material, they can be recycled in their entirety. Once the pallets have reached the end of their useful life, they are sent back to Impossible Plastics, where they are ground down and used to manufacture new pallets.

"We now have a system in place that reduces waste, improves the workflow, and at the same time takes responsibility for our environmental impact. It's a good step forward," concludes Patrik.



First anniversary of Used Car Parts in Autokatalogen



A year ago, KGK launched the option of purchasing used car parts in Autokatalogen. Since then, the initiative has been well received by our Autoexperthen and Autopartner customers, with more than 1,800 parts sold in the first year alone.

The potential to purchase used car parts in Autokatalogen provides our workshops with a convenient and cost-effective alternative for their customers. One of the keys to its success is the simplicity when it comes to combining affordable used car parts with brand-new parts in a single order. This can be seen, for example, when a workshop needs to replace an alternator, and is able to easily order a brand-new belt together with a used alternator.

Calculated working hours

In addition, the workshops are notified of working hours for the majority of the used parts, estimated hourly rates, and the price of the part, directly upon ordering. With all this information readily available, it is easy to provide end customers with quotes, even for work that is carried out with used parts.

“Our aim now is to continue to spread awareness about our Used Car Parts offering and get more people to see the benefits. This is a fantastic opportunity for our workshops to contribute to the reuse of resources, waste reduction, and increased resource efficiency. The same applies to customers who choose to repair their cars or even vehicle fleets with used parts,” says Magnus Norin, the person in charge of the Used Car Parts offering.

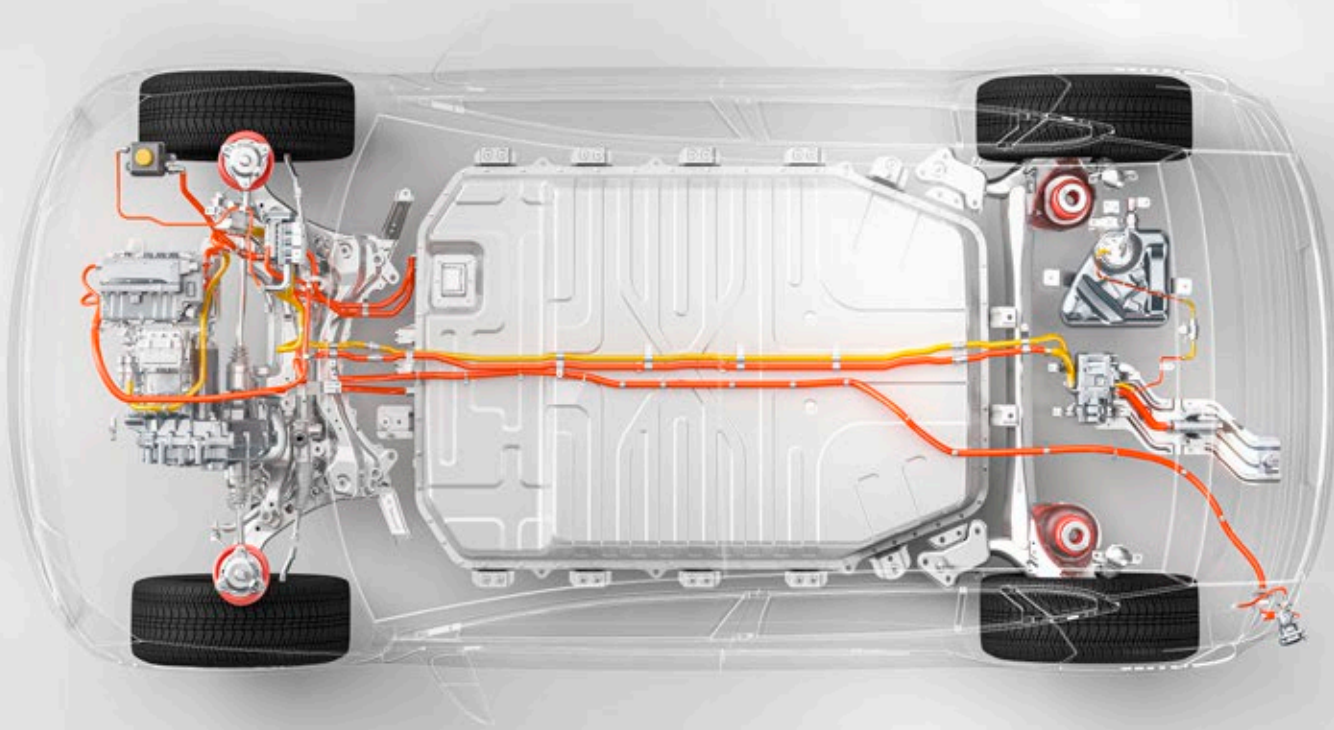
Larger number of products in the range

With the inclusion of used car parts, we have also expanded our offering with products that are not included in our regular range. This includes, for example, entire engines and gear-boxes. We are also proud to be able to offer refurbished

high-voltage parts for electric vehicles, thanks to our subsidiary EV Hub. Through this collaboration, we are taking a step toward a more circular market for high-voltage batteries, for example.

“The work with Used Car Parts is an important part of our efforts to strengthen the circular economy, which is one of the three areas of focus in KGK’s sustainability work. By reusing car parts and extending their service life, we are contributing to a more efficient use of resources. This reduces the need for newly extracted materials and helps us to build a more sustainable future. When cars need to be repaired, it is worth considering what choices we can make to reduce our environmental impact – choosing Used Car Parts is a step in the right direction,” says Jessica Dymén, Sustainability Manager.

Collaboration saving more electric cars and reducing climate footprint



Every year, electric cars are scrapped due to damage that could be repaired, often as a result of the high repair costs and the lack of spare parts. EV Hub, a subsidiary of KGK, has developed methods for repairing and reusing high-voltage components rather than discarding them. Through a partnership with Norwegian insurance company Tryg Forsikring, which was launched in 2024, it is now possible to extend the life of more electric cars at the same time as reducing both costs and climate impact.



Sustainable partnership

Tryg Forsikring, one of the largest insurance companies in the Nordic region and owner of Trygg-Hansa in Sweden, has been working actively for several years to reduce the climate impact of its claims. They highlighted a major challenge associated with the fact that electric cars were ending up in scrap yards to a large extent, even though many of their components were still functional. To find a solution, the insurance company conducted market research in Norway to identify players who could facilitate a more circular approach to handling damaged electric cars. The results clearly pointed to a need for expertise as regards repairing high-voltage components – a specialized skill that was proving difficult to find. When Tryg came into contact with EV Hub, it was clear that they had the knowledge, the technical capacity, and the business model to restore damaged electric car parts in a way that was both cost-effective and sustainable.

“We could see that many electric cars were being taken out of service unnecessarily because there were no cost-effective solutions for repairing high-voltage components. EV Hub had both the right expertise and the vision to resolve this problem, and the collaboration has grown from there,” says Rune Nilsen, COO at Tryg.

How the model works

The collaboration is currently in a pilot phase. When a damaged electric car that is insured by Tryg arrives at a workshop for assessment, the potential to repair and reuse the high-voltage components is now evaluated. In many cases, EV Hub is able to deliver refurbished components immediately, taking in the damaged units for restoration and upgrading so that they can be reused. In addition, they provide a long warranty for the refurbished parts.

“This isn’t just about fixing something that’s broken, but also about improving the parts so that they last longer. We replace wear parts and ensure that the components are as good as – or better than – they were originally,” says Morten Zakariassen, Business Developer at EV Hub.

For Tryg, this represents a tangible opportunity to reduce both repair costs and environmental impact. In the past, many damaged electric cars have incurred such high repair costs that they have been economically unviable to rescue – if the repair costs exceeded 30% of the car’s market value, it was not considered worth repairing. Now, however, there is clear potential for reuse.

“We have already seen that this model can save cars that would otherwise have been scrapped. For our customers, this means a greater opportunity for them to keep their cars, and for us as an insurance company, it reduces our carbon footprint,” says Reinar Brenna, Claims Manager at Tryg.



Considerable potential for the future

The collaboration between the parties offers considerable potential for further development and greater impact. Tryg believes that this method could become an important part of the insurance industry’s transition to more sustainable claims solutions.

“We believe that this is just the beginning. If we can reduce the proportion of electric cars that are scrapped unnecessarily, we will not only be helping the climate, but also our customers. We hope that more players in the industry will see the value of more circular damage repair,” says Rune Nilsen.

At the same time, EV Hub’s ambitions extend beyond the Norwegian market. At present, an average of one car per day is saved from scrapping, and the goal is to increase this number. With growing interest from international players, they can see the potential to take their expertise global.

“This is a first step toward a more circular approach to electric cars. We consider that the prospects for taking this further are good, both within the Nordic region and internationally,” concludes Morten Zakariassen.

Through the collaboration between Tryg and EV Hub, a new model for handling damaged electric cars has emerged – and there are many indications that this is just the start of a larger change.



Work experience students from Järvaskolan discovering life in the automotive industry

During the year, KGK, together with the Min Bil Autoexpertern workshops, welcomed five work experience students from Järvaskolan in a collaboration with Mentor Sverige, Rädda Barnen, and WorkStudio.

This unique work experience concept means that the students get to attend CV school, practice their interview technique, and apply to workplaces such as KGK and Autoexpertern, in order to gain an insight into what a real application process is like in the working world.

“At KGK and Autoexpertern, we are working to develop our industry as well as contribute to the growth of future employees within the industry. For KGK and Autoexpertern, this collaboration is also a commitment to supporting young people in their future educational journey and career choices,” says Daniel Edvall, Chief Marketing Officer at KGK.

Two weeks away from school

The internship lasted for two weeks and offered the students a chance to explore different career paths within the Group, at the same time as gaining a valuable insight into the automotive industry.

During their work experience, the students took on a range of different challenges and experiences. They began their internship in our marketing department, where they produced a broadcast in our professional studio, developing their skills as regards interview techniques and media production. The students participated in a creative workshop, where they gained an insight into marketing by contributing to the creation of a campaign concept. In addition to working at our head office, the students also visited our central warehouse in Enköping and did work experience at Min Bil Autoexpertern workshops.

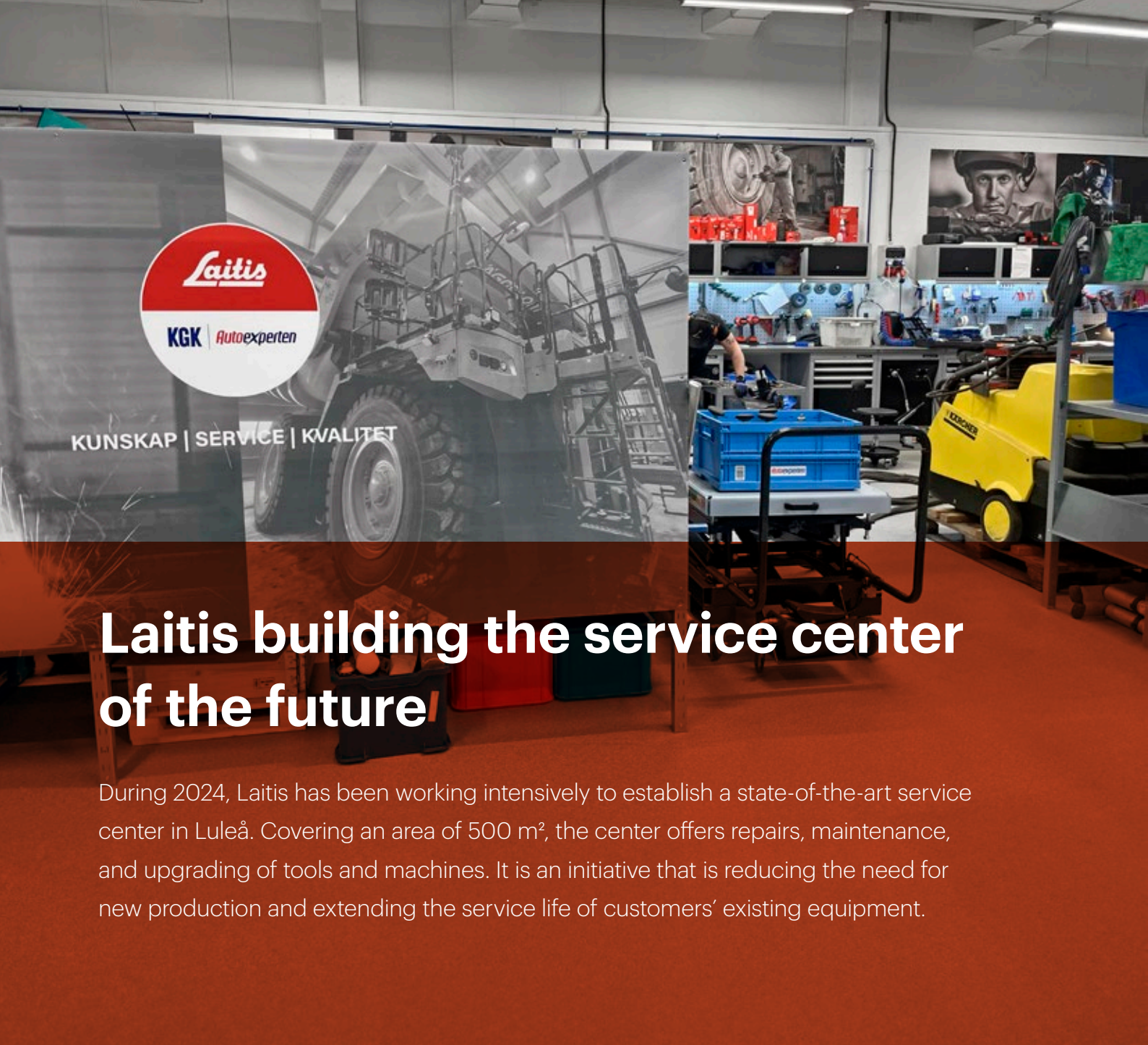
“No two days are the same at KGK and Autoexpertern – every day is filled with new and educational opportunities,” says intern Enes Kargin about his time at KGK and Autoexpertern.

An important experience for the students

“With this work experience concept, our students are given the opportunity to intern at some of Sweden’s best workplaces. Exploring what companies such as KGK and Autoexpertern offer, in terms of different types of professions and employment, is a valuable experience for the students.

“If anyone else is interested in giving future employees the opportunity to do work experience at their workplace, please feel free to contact us to discuss a collaboration,” concludes Manel Rodrick, Development Manager at Järvaskolan.





Laitis building the service center of the future

During 2024, Laitis has been working intensively to establish a state-of-the-art service center in Luleå. Covering an area of 500 m², the center offers repairs, maintenance, and upgrading of tools and machines. It is an initiative that is reducing the need for new production and extending the service life of customers' existing equipment.



During the year, Laitis has laid the foundations for more sustainable industries and workshops by creating a workshop that will repair and upgrade tools instead of replacing them with new ones. This work is an important element in reducing material consumption and emissions linked to production and transport.

High demand for service and repairs

The response to Laitis' service workshop has been very positive. There is a considerable need for the servicing and repair of machines and tools. There have not been any good alternatives before now, which has often led to defective products being discarded and replaced with new ones. Laitis has already handled around a hundred service requests during the development phase, as well as receiving many inquiries from both large and small companies and private individuals.

"Our team in the service workshop has worked hard to build up the business during the year. They have optimized workflows and created efficient procedures for received jobs. The future is looking bright, and we are looking forward to offering high-quality service to our customers in an area where there have previously been no good alternatives, says Andreas Hedlund, Marketing Manager at Laitis.

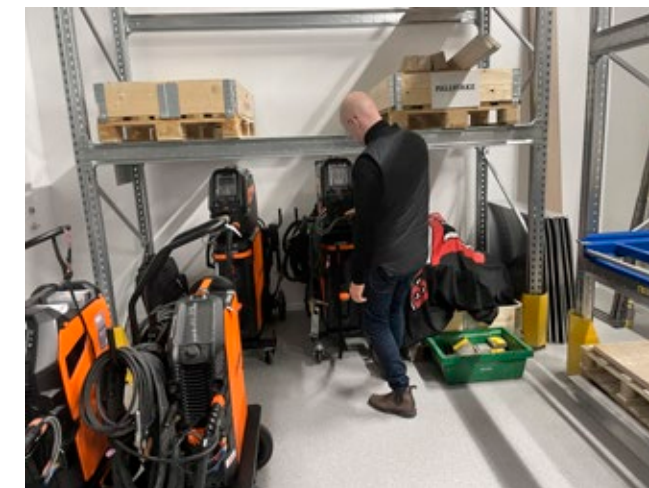
Wide range of repair services

With a broad customer base within both heavy industry and the construction sector, the service center handles a wide variety of repairs. To date, Laitis has repaired battery-powered and compressed air-powered handheld machines, such as high-speed sanders and impact wrenches, from well-known brands such as Milwaukee, Hikoki, and Atlas Copco. In addition, it has serviced and repaired electrical systems, diesel heaters, hot water pressure washers, and hose assemblies for welding.

An expansion of the calibration service is planned for the spring. In addition to Dräger breathalyzers and gas detectors, the service center will be able to calibrate press tools for the HVAC industry as well as torque wrenches for workshops and heavy industry.

Sustainable repairs with reused parts

Laitis can see great potential in using recycled and refurbished spare parts in its repairs. Components that can be used in future repairs are already being saved, and the plan is to gradually implement this when both suppliers and the market are ready. This is a natural and important part of Laitis' future offering.



Efficient transport with a focus on the environment

In order to minimize its climate impact, Laitis has developed a logistics solution during the construction of the service center, whereby products are transported via Bussgods and the company's own delivery vehicles, which are powered by electricity or renewable diesel (HVO). This means that customers from across the entire catchment area, from Örnsköldsvik to Kiruna, can easily get their tools serviced and transported.

Training initiatives and customer information

In parallel with the construction of the workshop, Laitis has developed a training program offering courses in areas such as fall protection, safety, and high-voltage technology for electric cars. Through this initiative, Laitis is aiming not only to offer service, but also to contribute to raising skill levels within the industry.

"In 2025, we will be intensifying our efforts to provide information about and to market repair services. Through our mini trade fairs in Laitis' stores and at the Load Up North machine fair in Umeå, we will be highlighting the importance of repairing rather than buying new. In addition, we already have new sales material to clearly communicate the sustainable alternatives to customers during visits and meetings," concludes Andreas.



Diversity and equality as driving forces for a stronger work culture



In recent years, issues relating to diversity and inclusion have become increasingly prominent in the workplace. At KGK, we have placed these topics at the heart of our business development activities during 2024. We have focused on putting values into action by strengthening internal processes and implementing practical initiatives. Through initiatives such as skills development, new tools, and improved risk management, we are working to ensure we have a work environment where everyone feels welcome and included.



An important step for the workplace of the future

It has never been more important to work with diversity and inclusion. At a time when the expectations society places on employers are increasing and the younger generation is demanding greater fairness and transparency, we believe it is crucial to stay ahead of the curve. For KGK, this is not just about meeting customer and legislative requirements, but also about strengthening our position as an attractive employer and long-term partner. Our commitment stems from a fundamental conviction that a safe, inclusive, and fair work environment is crucial for us to develop and thrive together as a company. By understanding and analyzing our own challenges, we have been able to identify specific areas where we can make a difference. We don't just want to meet society's expectations – we want to be involved in leading the way forward. This has led to a series of initiatives in 2024, ranging from training and tools designed to promote inclusion, to mapping risks associated with discrimination. These efforts are part of our long-term goal of creating a workplace where diversity is not only accepted, but valued as a driving force for innovation and development.

Risk analysis and long-term work

In 2024, we have enlisted the help of an external consultant to conduct a survey of risks related to discrimination within the organization. The consultant interviewed the entire management team individually, and the results gave rise to an analysis that provided us with a clear picture of the current situation and a basis for developing strategic measures going forward. The analysis has focused on the seven grounds for discrimination and identified areas where improvements are needed, such as within our recruitment processes and our work environment. In addition, HR has received in-depth training regarding how to work with active measures. The next step will be to put together a working group in 2025 that will look at these measures and come up with input regarding how they can best be incorporated into our day-to-day operations. This work is an important part of our efforts to create an inclusive workplace that is characterized by respect and equality.

Training for fair recruitment

The way we work with recruitment plays a central role when it comes to building an inclusive workplace. In 2024, we performed an analysis of our current recruitment process. We identified a need to create a common working method, as well as to provide our managers with the right conditions and tools to implement an even more fair, inclusive, and lawful recruitment process. With this in mind, we developed a training program for how KGK should work with recruitment. During our first training program at the Logistics Center in Enköping, we discussed matters such as how to avoid unconscious bias and why it is crucial to focus on candidates' skills and experience rather than personal circumstances. The work to continue training our managers will continue in 2025. "We want each recruitment to be based on a fair assessment of the individual's skills. Training our managers is an important part of our efforts to create inclusive processes," comments Ann-Helen Wallrud, HR Manager at KGK. Eventually, there will also be a need to evaluate our recruitment tools, with a view to future-proofing them through options such as anonymized applications. The goal is to create a process that eliminates unconscious barriers and strengthens our diversity efforts.

Tools for reflection and dialogue

Another initiative that was implemented at the end of 2024 was the introduction of the Inkludo tool, an interactive game developed by Prevent, that is designed to prevent workplace harassment. The game was tested by the management team and has already proven to be an effective way of encouraging reflection and new perspectives. The tool, which is based on scenarios with no right or wrong answers, is intended to raise awareness and facilitate conversations about difficult issues.



Ann-Helen Wallrud, HR Manager at KGK

"Inkludo has helped us open up discussions on topics that are important when it comes to creating a workplace where everyone is happy," says Ann-Helen Wallrud. The plan is to broaden the use of the tool throughout the organization, as a step toward making discussions about difficult topics a natural part of our working culture.

Focus going forward

By combining training, reflection, and analysis, we have taken tangible steps toward a more inclusive workplace in 2024. This is a long-term endeavor that requires continued focus, but every bit of progress brings us one step closer to our vision of being an employer that welcomes and includes everyone, regardless of their background. "It's a big and important task, where we are constantly taking small steps forward. There has been a significant change in recent years regarding how much space these topics and issues are given, and higher demands are being placed on us as employers, which is something we view very positively. It is an investment in our future and our work culture – a culture we are proud to build and develop," concludes Ann-Helen.



Sustainability data*

In preparing our Sustainability Report, we follow up sustainability indicators that we consider relevant to the Group’s operations and impact on an annual basis. These indicators help us to monitor progress, identify areas for improvement, and ensure that we are working with a long-term approach to reduce our negative impact.

Set out below is KG Knutsson AB’s and its subsidiaries’ sustainability index.**

*The data presented on the following pages is based on information we have received from the various companies and is not always complete. The availability and quality of data varies, partly depending on what we have been able to collect from suppliers. Indirect emissions of carbon dioxide equivalents from refrigerants are calculated according to (number of kg) x (GWP, Global Warming Potential). Most direct and indirect greenhouse gas emissions from transport are calculated using the well-to-wheel method.

If the tank-to-wheel method is used, this is clearly indicated. In previous years, the calculations have been based to a larger extent on tank-to-wheel, which means that the transition to well-to-wheel may result in certain emission values increasing compared with previous years. The lowered reduction obligation that entered into force at the beginning of 2024 may also affect emissions from transport.

**The subsidiary company KG Knutsson Verkstad AB does not provide sustainability data in this report, as the company’s business concept is based on short-term and temporary ownership.

Corrections relating to last year’s Sustainability Data for 2023:

We have identified the following errors in last year’s Sustainability Report:

Laitis AB:

In the section on staff demographics, the graph did not correspond with the number of employees. The total number of employees should be 139, of whom managers were not represented in the first graph, only in the second. The correct figures should be 16 men aged 26–35, 7 women and 27 men aged 36–45, 12 women and 23 men aged 46–55, and 12 women and 22 men aged 56 and over.

KG Knutsson AB

Description	Comments	Page
ABOUT THE SUSTAINABILITY REPORT		
Reporting period	2024	1, 69
Date of publication of the most recent report	May 6, 2025	69
Reporting cycle	Annually January 1 – December 31.	69
Contact person	Jessica Dymén, jessica.dymen@kgk.se	69
Policy and application as regards external verification of the sustainability report	The report has not been verified by an external auditor.	69
Information about sustainability governance		4-67, 69

Description	Comments	Page
THE ORGANIZATION, INCLUDING BOUNDARIES		
Name of the organization	KG Knutsson AB, including Carsmart AB.	4, 13
Ownership structure and corporate form		4, 13
Corporate governance	The company is privately owned and has a management team that makes decisions.	69
Companies covered by the report	KG Knutsson AB, Carsmart AB.	4, 13
Main brands, products and/or services		4, 5, 10, 11, 13
Location of the head office	Sollentuna	69
Countries in which the organization operates	Sweden	69
Markets on which the organization operates		10, 11, 13
Number of products	KG Knutsson AB: 984,000. Carsmart: 1 (service).	69
The organization’s supply chain	KG Knutsson AB: We have purchased goods from 490 different suppliers in 2024. Our 55 largest suppliers account for 80% of total purchases. Carsmart AB No suppliers of products.	69
External principles or other initiatives that are supported by the organization	KG Knutsson AB is a member of the 2030 Secretariat, Roadmap for a Sustainable Uppsala County, the Network for Sustainable Business. KG Knutsson AB is certified in accordance with ISO 9001 and ISO 14001.	69
Membership of trade associations	KG Knutsson AB: ATR International AG, Swe-boat Service AB, Svenska LCV Föreningen, Maskinleverantörerna, Sveriges Annonssörer, Svenska Fordonsbranschen.	69
Comments from the CEO		9

Description	Comments	Page
FINANCIAL PERFORMANCE		
Sales	KG Knutsson AB: SEK 2,171 million. Carsmart: SEK 19 million.	70
EMPLOYEE INFORMATION		
Number of employees	KG Knutsson AB: 417 Carsmart AB: 15	70, 88
Number of new employees during the year, broken down by form of employment, permanent/probationary and substitute	KG Knutsson AB: 66 employees, of whom 60 are permanent/probationary employees and 6 are substitutes. Carsmart AB: 5 employees, of whom 4 are permanent employees and 1 is a substitute.	70
Number of permanent and probationary staff who have left at their own request during the year	KG Knutsson AB: 29 Carsmart AB: 2	70
Parental leave	KG Knutsson AB: 52 days, of which women accounted for 21 days and men 31 days. Carsmart AB: 88 days, of which men accounted for 77 days and women 15 days.	70
Extent of injuries and sick leave	KG Knutsson AB: Incidents without injury: 27. Accidents involving injury: 7. Total sick leave during the year: 4.25%. Carsmart AB: Accidents involving injury: 1. Total sick leave during the year: 0.75%.	70
Incidents linked to discrimination and action taken	No incidents during the year.	70
Composition of the Board of Directors and the management team, and breakdown of the numbers of women and men	KG Knutsson AB: The management team consists of 11 people, made up of 2 women and 9 men. Carsmart AB: The management team consists of 4 people, made up of 1 woman and 3 men.	70
Proportion of employees who had a regular performance and career development appraisal during the reporting period	KG Knutsson AB: 88%. Carsmart AB 100%.	70

Description	Comments	Page
BUSINESS ETHICS		
Financial support received from public actors	No public subsidies were received during the year.	70
Confirmed incidents of corruption and actions taken	No known incidents.	70
Anti-corruption training	No training has been conducted during the year.	70
Proportion of business partners (suppliers) to whom the organization's anti-corruption policy and procedures have been communicated.	91%	70
The organization's values, principles and Code of Conduct	Our Code of Conduct, "The KGK way", is communicated internally and is available to everyone on our intranet. "The KGK way" clarifies the laws and regulations we have to comply with, along with our own policies that help us to determine how to approach issues that go beyond our legal obligations. We adhere to our core values: Reliable, Knowledgeable, and Open.	40, 70

Description	Comments	Page
SOCIAL IMPACT		
Employee representation on health and safety committees	Within KG Knutsson AB, we have one safety committee for Sollentuna and one for Enköping. These committees each meet round 4 times a year. The meetings have a fixed agenda, but at the same time they are an open forum for raising various issues and aspects relating to our work environment. The primary purpose of the committees is to ensure systematic work environment management. We follow up and attempt to improve our internal work environment procedures, such as internal inspections and safety rounds for the work environment, reporting of accidents and incidents, annual sick leave, etc. The members are made up of representatives of the employer with responsibility for specific areas within the work environment, such as property issues, personnel issues, and safety issues. We also have employee representatives, as well as safety representatives from Unionen, IF Metall and Lager- & E-handel.	71
Significant risks in the supply chain	No significant risks in the supply chain. We conduct new supplier reviews when we anticipate or are notified that the risk situation could change significantly. This might happen as a result of new export restrictions, for example, in which case we would need to review our suppliers to determine whether we or any of our customers are affected.	71
Incidents of non-compliance as regards the health or safety effects of products and services	No incidents during the year.	71
Insufficient compliance with rules and/or voluntary codes for product and service information and labeling	No incidents during the year.	71
Cases of insufficient compliance with rules and/or voluntary codes regarding commercial communications, including advertising, marketing and sponsorship	No reported cases during the year.	71
Substantiated complaints regarding customer privacy violations and leakage of customer data	No reported complaints.	71

Description	Comments	Page
ENVIRONMENTAL IMPACT		
Use of recycled materials	KG Knutsson AB: During 2024, we have collected 28,129 spare part cores. During the year, we have used approximately 3,000 kg of recycled packaging material at our warehouse in Enköping. In total, we have renovated and overhauled 313 units at the ZF workshop during the year.	71
Energy consumption within the organization	Total energy consumption at KG Knutsson AB amounts to 3,745 MWh, divided into 2,423 MWh of electrical energy and 1,322 MWh of heat energy. All electrical energy is 100% fossil-free and approximately 99% of the heat energy is fossil-free.	71
Direct emissions from consumed refrigerants	No refrigerant has been topped up or consumed during the year.	71
Indirect emissions of carbon dioxide equivalents from sold refrigerants	KG Knutsson AB: Refrigerant has been sold equivalent to 40,988,480 kg CO ₂ e. Of this, regenerated (recycled and purified) refrigerant accounts for 10,870,860 kg of CO ₂ e.	71
Hazardous waste	15,223 kg.	71
Non-hazardous waste	354,800 kg.	71
Recycling	350,316 kg.	71
Violations of environmental regulations and laws	No reported violations of environmental regulations and laws.	71
Suppliers reviewed on the basis of environmental criteria	1.8% (9 suppliers)*	71
Direct greenhouse gas emissions	KG Knutsson AB: 307 metric tonnes of CO ₂ e refers to emissions from company cars, pool cars, and service vehicles. Carsmart AB 0	71
Indirect greenhouse gas emissions	KG Knutsson AB: Indirect greenhouse gas emissions during the year from our freight transport amounted to 1,026 metric tonnes of CO ₂ e. Our business travel by air during the year gave rise to emissions totaling 148 metric tonnes of CO ₂ e. ** Carsmart AB: 9.92 metric tonnes of CO ₂ e from air travel.	71

* We conduct risk analyses every two years, and in 2023 we reviewed 59% of our suppliers.

** Business travel by air is measured according to Tank-to-wheel. Reporting of business travel refers to air travel carried out on business, based on statistics from the company's travel agency. Any annual passes or season tickets purchased directly from airlines are therefore not included.

Autoexperten Detaljist i Sverige AB

Description	Comments	Page
THE ORGANIZATION, INCLUDING BOUNDARIES		
Name of the organization	Autoexperten Detaljist i Sverige AB	72
Ownership structure and corporate form		12
Corporate governance		12
Companies covered by the report	Autoexperten Detaljist i Sverige AB 556078-8522 Autoexperten i Kalmar 559034-3579 Autoexperten i Södertälje AB 559056-7326 Autoexperten i Kronoberg AB 556564-1262 Autoexperten i Uppsala AB 556575-7340 Autoexperten i Täby AB 559137-9408 Autoexperten i Uddevalla AB 556411-1242 Autoexperten i Mora AB 559137-9366 Bildelar i Edsbyn AB 556294-6912 Nya Ystad Bildelar o Däckservice AB 559164-6657 Autoexperten i Enköping AB 559195-4572 Autoexperten i Värnamo AB 559198-5576	72
Main brands, products and/or services	The same as for KG Knutsson AB, a large and varied range, mainly of spare parts, although also accessories, for vehicles.	7, 11
Location of the head office	Sollentuna	72
Countries in which the organization operates	Sweden	72
Markets on which the organization operates	Workshops in the automotive sector, industries and hauliers, as well as private customers and real estate companies.	7, 11
Number of products	Number of items in stock: 50,685 item numbers.	72
The organization's supply chain	The supplier base consists of around 250 suppliers in 2024. The top 30 suppliers account for approx. 99% of purchases, of which 94% of purchases come from Group companies (KG Knutsson AB, KGK Motor AB, Autoexperten Detaljist).	72
External principles or other initiatives that are supported by the organization	Members of the 2030 Secretariat.	72
Membership of trade associations	ATR International AG, Swedish Trade Federation, Sweboat Service AB, Svenska LCV Föreningen, Maskinleverantörerna, Sveriges Annonssörer, the Swedish Association for Motor Retail Trades and Repairs, Svenska Fordonsbranschen.	72

Description	Comments	Page
FINANCIAL PERFORMANCE		
Sales	SEK 1,052 million.	72
EMPLOYEE INFORMATION		
Number of employees	248 employees.	72, 88
Number of new employees during the year, broken down by form of employment, permanent/probationary and substitute	Permanent/probationary 15.	72
Number of permanent and probationary staff who have left at their own request during the year	23	72
Parental leave	A total of 28 people, of whom 10 were women and 18 men.	72
Extent of injuries and sick leave	Accidents involving injury: 9. Incidents without injury: 3. Sick leave: 5.48%	72
Incidents linked to discrimination and action taken	No incidents during the year.	72
Composition of the Board of Directors and the management team, and breakdown of the numbers of women and men	3 women and 5 men.	72
Proportion of employees who had a regular performance and career development appraisal during the reporting period	67%	72
BUSINESS ETHICS		
Financial support received from public actors	Certain wage subsidy for employees.	72
Confirmed incidents of corruption and actions taken	No known incidents have occurred during the year.	72
Anti-corruption training	There has been no training during the year.	72
Total number and percentage of business partners (suppliers) to whom the organization's anti-corruption policy and procedures have been communicated.	91%	72
The organization's values, principles and Code of Conduct		72

Description	Comments	Page
SOCIAL IMPACT		
Employee representation on health and safety committees	No, no employee representative from Autoexperten Detaljist i Sverige AB.	73
Significant risks in the supply chain	No significant risks in the supply chain. We conduct new supplier reviews when we anticipate or are notified that the risk situation could change significantly. This might happen as a result of new export restrictions, for example, in which case we would need to review our suppliers to determine whether we or any of our customers are affected.	73
Incidents of non-compliance as regards the health or safety effects of products and services	No incidents during the year.	73
Insufficient compliance with rules and/or voluntary codes for product and service information and labeling	No incidents during the year.	73
Cases of insufficient compliance with rules and/or voluntary codes regarding commercial communications, including advertising, marketing and sponsorship	No reported cases during the year.	73
Substantiated complaints regarding customer privacy violations and leakage of customer data	No reported complaints.	73

Description	Comments	Page
ENVIRONMENTAL IMPACT		
Use of recycled materials	Same flow as KG Knutsson AB.	73
Energy consumption within the organization	Electricity and heat consumption 1,326 MWh.*	73
Direct emissions from consumed refrigerants	None	73
Indirect emissions of carbon dioxide equivalents from sold refrigerants	Total 17,394,080 kg CO ₂ e, of which 6,626,620 kg CO ₂ e comes from regenerated gas.	73
Hazardous waste	5,283 kg.	73
Non-hazardous waste	39,554 kg.	73
Recycling	44,836 kg.	73
Violations of environmental regulations and laws	No violations of environmental regulations and laws during the year.	73
Suppliers reviewed on the basis of environmental criteria	95% of suppliers are shared with KGK and are managed centrally.	73
Direct greenhouse gas emissions	562 metric tonnes of CO ₂ e from Autoexperten's delivery and service vehicles.**	73
Indirect greenhouse gas emissions	During the year, our business travel by air generated total emissions of 9.62 metric tonnes of CO ₂ e.***	73

* In some stores, electricity is included in the rent, in which case an estimate has been made.
The decrease compared to the previous year is due to our field sales staff changing companies during this period from Autoexperten Detaljist i Sverige AB to KG Knutsson AB, along with their company cars. We have also purchased more electric delivery vehicles.
*** Measured according to Tank-to-wheel.

Laitis Handels AB

Description	Comments	Page
THE ORGANIZATION, INCLUDING BOUNDARIES		
Name of the organi- zation	Laitis Handels AB	74
Ownership structure and corporate form	AB (limited liability company)	19, 74
Corporate governance	The company is privately owned and has a management team that makes decisions.	74
Companies covered by the report	Laitis Handels AB, Laitis i Kiruna AB, Laitis i Pajala AB, Laitis i Gällivare AB and Laitis i Örnsköldsvik AB.	74
Main brands, products and/or services	A wide range of auto parts, tools, machinery, and industrial supplies.	74
Location of the head office	Luleå	74
Countries in which the organization operates	Sweden	74
Markets on which the organization operates	The automotive and industrial markets.	74
Number of products	A total of 1,640,000 unique item numbers.	74
The organization's supply chain	730	74
External principles or other initiatives that are supported by the organization	Vilda Kids Stiftelsen Friends Stiftelsen Säkra varje unge Nattvandarna Företagarna i Piteå Sponsorship of both children's/youth sports and senior activities ISO 9001:2015 and ISO 14001:2015	74
Membership of trade associations	Företagarna i Piteå Swedish Commerce Swedish Federation of Small Businesses Umeå Marketing Association Norrbotten Chamber of Commerce	74
FINANCIAL PERFORMANCE		
Sales	SEK 445 million.	74

Description	Comments	Page
EMPLOYEE INFORMATION		
Number of employees	149, of whom 44 are women and 105 are men. 12 are employed on an hourly basis. 6 are on probation, and 3 are substitutes.	74, 89
Number of new em- ployees during the year, broken down by form of employment, perma- nent/probationary and substitute	16 new employees, of whom 15 are perma- nent/probationary and 1 is a substitute.	74
Number of permanent and probationary staff who have left at their own request during the year	14	74
Parental leave	A total of 27 days, of which women accounted for 8 days and men 19 days.	74
Extent of injuries and sick leave	Incidents: 4 Accidents: 5 Travel accidents: 3 Total sick leave during the year: 5%.	74
Incidents linked to discrimination and action taken	No incidents during the year.	74
Composition of the Board of Directors and the management team, and breakdown of the numbers of women and men	Board of Directors: 7 members, all men. Management team: 8 members, of which 1 woman and 7 men.	74
Proportion of employ- ees who had a regular performance and career development appraisal during the reporting period	57%	74
BUSINESS ETHICS		
Financial support received from public actors	Wage subsidies. Regional aid employer contributions.	74
Confirmed incidents of corruption and actions taken	No known incidents.	74
Anti-corruption training	No training has been conducted during the year.	74
Total number and percentage of business partners (suppliers) to whom the organiza- tion's anti-corruption policy and procedures have been communi- cated.	44%, 18 of our 41 largest suppliers.	74
The organization's values, principles and Code of Conduct	Group-wide policy for Laitis; Code of Conduct containing the desired approach regarding: Values and business principles, Employees, Market, customers and suppliers, Environment, Social commitment.	74

Description	Comments	Page
SOCIAL IMPACT		
Employee represen- tation on health and safety committees	Comprehensive safety rounds are conducted annually by the site manager together with the safety representative at each location. Basic safety rounds are conducted on an ongoing basis by the safety representative.	75
Significant risks in the supply chain	95% of our remaining suppliers are Swedish. Purchases via KGK and BIG-gruppen are monitored centrally.	75
Incidents of non-com- pliance as regards the health or safety effects of products and services	No incidents.	75
Insufficient compliance with rules and/or volun- tary codes for product and service information and labeling	No incidents.	75
Cases of insufficient compliance with rules and/or voluntary codes regarding commercial communications, including advertising, marketing and spon- sorship	No reported cases during the year.	75
Substantiated complaints regarding customer privacy violations and leakage of customer data	No reported complaints.	75

Description	Comments	Page
ENVIRONMENTAL IMPACT		
Use of recycled materials	We recycle 95% of our packaging materials and cartons, and we use recycled packaging.	75
Energy consumption within the organization	Electrical energy: A total of 987 MWh, where all electricity contracts relate to 100% renew- able energy, except for 23 MWh from Luleå Energi, which is not 100% green electricity. Heat energy: A total of 981 MWh, with all heating provided by district heating or geo- thermal energy. The heat energy is from 90% renewable sources.*	75
Direct emissions from consumed refrigerants	0	75
Indirect emissions of carbon dioxide equivalents from sold refrigerants	1,722,470 kg CO ₂ e.	75
Hazardous waste	6,440 kg.	75
Non-hazardous waste	74,731 kg.	75
Recycling	23,829 kg.	75
Violations of environ- mental regulations and laws	No reported violations of environmental regulations and laws.	75
Suppliers reviewed on the basis of environ- mental criteria	44%, 18/41 of our largest suppliers.	75
Direct greenhouse gas emissions	Own delivery vehicles 48.2 metric tonnes of CO ₂ . Company cars 112 metric tonnes of CO ₂ . Total 160.2 metric tonnes of CO ₂ .	75
Indirect greenhouse gas emissions	Carriers, shipping: 3.27 metric tonnes of CO ₂ e and 0.516 metric tonnes of CO ₂ **. These account for approximately 90% of all shipments. Business travel by air: Air: 33.9 metric tonnes of CO ₂ e. **	75

* In Piteå, geothermal heating is not sufficient and needs to be supplemented with a diesel boiler during the coldest months. In October 2024, Piteå joined the district heating network.
** Measured according to Tank-to-wheel.

EV HUB AS, Norway

Description	Comments	Page
THE ORGANIZATION, INCLUDING BOUNDARIES		
Name of the organi- zation	EV HUB AS	76
Ownership structure and corporate form	KGK 65% & Noor Holding 35% & Aksjeselskap	15, 76
Corporate governance	Board of Directors, private company.	76
Companies covered by the report	EV HUB AS	76
Main brands, products and/or services	Status report for electric cars as a service & repair of the 11 high-voltage components in electric cars, including the battery, for reuse in electric cars.	76
Location of the head office	Strømsveien 179, 0656 Oslo, Norway.	76
Countries in which the organization operates	Norway	76
Markets on which the organization operates	Norway, Sweden & UK.	76
Number of products	Sells more than 100 parts for various electric cars and offers three digital services.	76
The organization's supply chain	10+	76
External principles or other initiatives that are supported by the organization	Guide Against Greenwashing.	76
Membership of trade associations	Not a member of any trade association.	76
FINANCIAL PERFORMANCE		
Sales	NOK 13.5 million.	76

Description	Comments	Page
EMPLOYEE INFORMATION		
Number of employees	10	76, 89
Number of new em- ployees during the year, broken down by form of employment, perma- nent/probationary and substitute	4 permanent/probationary employees.	76
Number of permanent and probationary staff who have left at their own request during the year	3	76
Parental leave	No parental leave has been taken.	76
Extent of injuries and sick leave	Total sick leave during the year: 0.003%.	76
Incidents linked to discrimination and action taken	No known incidents.	76
Composition of the Board of Directors and the management team, and breakdown of the numbers of women and men	Men only.	76
Proportion of employ- ees who had a regular performance and career development appraisal during the reporting period	100%	76

Description	Comments	Page
BUSINESS ETHICS		
Financial support received from public actors	No public subsidies were received during the year.	77
Confirmed incidents of corruption and actions taken	No known incidents.	77
Anti-corruption training	No training has been conducted during the year.	77
Total number and percentage of business partners (suppliers) to whom the organiza- tion's anti-corruption policy and procedures have been communi- cated.	Approximately 50%	77
The organization's values, principles and Code of Conduct	Safety, Quality, Customer Satisfaction, and Loyalty (SKKL)	77
SOCIAL IMPACT		
Employee represen- tation on health and safety committees	Representative has been employed.	77
Significant risks in the supply chain	No significant risks have been identified in the supply chain.	77
Incidents of non-com- pliance as regards the health or safety effects of products and services	No incidents during the year.	77
Insufficient compliance with rules and/or volun- tary codes for product and service information and labeling	No incidents during the year.	77
Cases of insufficient compliance with rules and/or voluntary codes regarding commercial communications, including advertising, marketing and spon- sorship	No reported cases during the year.	77
Substantiated complaints regarding customer privacy violations and leakage of customer data	No reported complaints.	77

Description	Comments	Page
ENVIRONMENTAL IMPACT		
Use of recycled materials	We have supplied more than 100 batteries and more than 200 high-voltage compo- nents for electric cars during the year.	77
Energy consumption within the organization	Electricity consumption: 1,000 kWh, all of which is 100% renewable energy.	77
Direct emissions from consumed refrigerants	No direct emissions from consumed refrigerants.	77
Indirect emissions of carbon dioxide equivalents from sold refrigerants	No indirect emissions from sold refrigerant.	77
Hazardous waste	1,000 kg.	77
Non-hazardous waste	300 kg.	77
Recycling	60,000 kg.*	77
Violations of environ- mental regulations and laws	No reported violations of environmental regulations and laws.	77
Suppliers reviewed on the basis of environ- mental criteria	No suppliers have been reviewed based on environmental criteria during the year.	77
Direct greenhouse gas emissions	No measurement data available.	77
Indirect greenhouse gas emissions	No measurement data available.	77

* Includes repaired parts.

KGK Norge AS

Description	Comments	Page
THE ORGANIZATION, INCLUDING BOUNDARIES		
Name of the organi- zation	KGK Norge AS	78
Ownership structure and corporate form		14, 78
Corporate governance	The company is privately owned and has a management team that makes decisions.	78
Companies covered by the report	KGK Norge AS	78
Main brands, products and/or services	Companies that trade in industrial products, primarily in relation to the manufacture of vehicles and machinery for use on land, at sea and in the air, as well as activities related to this, including service operations and the acquisition of commercial agency contracts. The company may engage in activities of a similar nature and may establish branches.	78
Location of the head office	Strømsveien 177, 0664 Oslo.	78
Countries in which the organization operates	Norway	78
Markets on which the organization operates	Aftermarket automotive, boat, agriculture. ZF workshop.	78
Number of products	Same number of products as KGK Knutsson AB.	78
The organization's supply chain	Same suppliers as KG Knutsson AB.	78
External principles or other initiatives that are supported by the organization	UNG300	78
Membership of trade associations	Member of ABL (Autobransjens Leverandør-forening).	78
FINANCIAL PERFORMANCE		
Sales	NOK 222 million.	78

Description	Comments	Page
EMPLOYEE INFORMATION		
Number of employees	62	78, 89
Number of new em- ployees during the year, broken down by form of employment, perma- nent/probationary and substitute	Permanent/probationary 20.	78
Number of permanent and probationary staff who have left at their own request during the year	6	78
Parental leave	No parental leave during the year.	78
Extent of injuries and sick leave	Varied from 7.8% to 13.3% during the year.	78
Incidents linked to discrimination and action taken	No incidents during the year.	78
Composition of the Board of Directors and the management team, and breakdown of the numbers of women and men	89% men and 11% women. The management team consists of 5 men and 1 woman. The Board of Directors consists solely of men.	78
Proportion of employ- ees who had a regular performance and career development appraisal during the reporting period	67.74%*	78

* The remaining employees were hired late in 2024, so these will be conducted during 2025.

Description	Comments	Page
BUSINESS ETHICS		
Financial support received from public actors	Mentoring support has been provided to three individuals during the year, with a total support amount of NOK 57,750.	79
Confirmed incidents of corruption and actions taken	No known incidents.	79
Anti-corruption training	No training has been conducted during the year.	79
Total number and percentage of business partners (suppliers) to whom the organiza- tion's anti-corruption policy and procedures have been communi- cated.	Same suppliers as in Sweden. See index for KG Knutsson AB.	79
The organization's values, principles and Code of Conduct	KGK Norway AS Our values: Talk to each other, not about each other. Ask questions if anything is unclear to avoid misunderstandings and assumptions. In the event of disagreements, try to find a solution in cooperation with your manager and/or safety representative. In this way, we can improve and learn from each other. All employees have a duty to contribute. This means that if you see someone who is not feeling good, you should take an interest and try to help. All KGK employees represent KGK. Our aim is to stand together and move in the same direction. We have to know, not believe. Find out, and we'll all be a little wiser. We operate in an industry that is constantly changing, which makes us an innovative company. As employees at KGK, we need to be open to new ideas and organizational changes. We want to have an open dialogue when changes are made, with room for opinions and ideas. We are going to create a suggestion box that we hope you, as an employee, will actively want to participate in.	79

Description	Comments	Page
SOCIAL IMPACT		
Employee represen- tation on health and safety committees	A new safety representative has been appointed during the year, and a training course has also been conducted.	79
Significant risks in the supply chain	Same suppliers as in Sweden. See index for KG Knutsson AB.	79
Incidents of non-com- pliance as regards the health or safety effects of products and services	No incidents during the year.	79
Insufficient compliance with rules and/or volun- tary codes for product and service information and labeling	No incidents during the year.	79
Cases of insufficient compliance with rules and/or voluntary codes regarding commercial communications, including advertising, marketing and spon- sorship	No reported cases during the year.	79
Substantiated complaints regarding customer privacy violations and leakage of customer data	No reported complaints.	79
ENVIRONMENTAL IMPACT		
Use of recycled materials	Inspection/repair of gearboxes etc. for commercial vehicles and the marine depart- ment (ZF department).	79
Energy consumption within the organization	Energy consumption in 2024: 265 MWh.	79
Direct emissions from consumed refrigerants	No direct emissions from consumed refrig- erants.	79
Indirect emissions of carbon dioxide equivalents from sold refrigerants	761,780 kg of CO ₂ e.	79
Hazardous waste	Not collected in 2024.	79
Non-hazardous waste	17.45 metric tonnes.	79
Recycling	Sorting rate of approx. 44%, corresponding to around 7.72 metric tonnes.	79
Violations of environ- mental regulations and laws	No reported violations of environmental regulations and laws.	79
Suppliers reviewed on the basis of environ- mental criteria	We do not continuously review the supply chain based on environmental criteria. We only enter into agreements with reputable suppliers who have gained all the necessary legal approvals.	79
Direct greenhouse gas emissions	No statistics available.	79
Indirect greenhouse gas emissions	Transport operations generated 186 metric tonnes of CO ₂ emissions in 2024, and our business travel by air generated total emis- sions of 11 metric tonnes of CO ₂ e**. Total 197 metric tonnes of CO ₂ .	79

** Business travel by air is measured according to Tank-to-wheel.

Oy Kaha AB, Finland

Description	Comments	Page
THE ORGANIZATION, INCLUDING BOUNDARIES		
Name of the organi- zation	OY KAHA AB	80
Ownership structure and corporate form	Privately owned limited liability company.	15, 78
Corporate governance	CEO and management team.	80
Companies covered by the report	OY Kaha AB and KL Parts Oy.	80
Main brands, products and/or services	Webasto, Calix, Bosch, ZF, Hella, Dräger.	80
Location of the head office	Ansatie 2, 01740 Vantaa, Finland.	80
Countries in which the organization operates	Finland	80
Markets on which the organization operates	Spare parts, accessories, industrial compo- nents.	80
Number of products	520,000 in the overall product portfolio.	80
The organization’s supply chain	286 suppliers in 2024.	80
External principles or other initiatives that are supported by the organization	Kaha is certified in accordance with ISO9001:2015 and also applies 5S lean standards.	80
Membership of trade associations	ATR International AG, co-owner of the Finnish car importers’ association SVOK RY.	80

Description	Comments	Page
FINANCIAL PERFORMANCE		
Sales	Kaha Group approximately EUR 119 million. Kaha EUR 99 million and KL Parts EUR 20 million.	80
EMPLOYEE INFORMATION		
Number of employees	Kaha 125, KL Parts 77.	80, 89
Number of new em- ployees during the year, broken down by form of employment, perma- nent/probationary and substitute	Kaha: Total: 8. Fixed-term positions: 2 summer jobs. KL: Total: 19. Fixed-term positions: 4 (2 summer jobs, 1 on-demand position, 1 other reason).	80
Number of permanent and probationary staff who have left at their own request during the year	Kaha: Permanent employees: 3. Permanent employment due to retirement (including at own request): 4. Total: 7 KL: Permanent employees: 4. Fixed-term employment: 1. Total: 5 at own request.	80
Parental leave	Kaha: A total of 4 people, for a total of 120 days. Of these, 3 were men (54 days) and 1 was a woman (66 days). KL: 5 men, total of 276 days.	80
Extent of injuries and sick leave	Total sick leave during the year: Kaha: 3.07% KL: 2.26%	80
Incidents linked to discrimination and action taken	No known incidents.	80
Composition of the Board of Directors and the management team, and breakdown of the numbers of women and men	Kaha: Board of Directors: 6 men, Management Team: 8 men. KL: Board of Directors: 5 men, Management Team: 3 men	80
Proportion of employ- ees who had a regular performance and career development appraisal during the reporting period	60%	80

Description	Comments	Page
BUSINESS ETHICS		
Financial support received from public actors	No public subsidies were received during the year.	81
Confirmed incidents of corruption and actions taken	No known incidents.	81
Anti-corruption training	No training has been conducted during the year.	81
Percentage of business partners (suppliers) to whom the organiza- tion’s anti-corruption policy and procedures have been communi- cated.	More than 70% of Kaha’s suppliers are well- known Tier 1 automotive manufacturers that have their own anti-corruption policies. Very limited imports from third countries.	81
The organization’s values, principles and Code of Conduct	Kaha’s values are communicated to all Kaha employees via the intranet.	81
SOCIAL IMPACT		
Employee represen- tation on health and safety committees	One work environment manager and two deputy managers are elected by a free vote every other year from among the employees. They meet both HR and occupational health representatives on a regular basis.	81
Significant risks in the supply chain	No audits of the supply chain have been conducted.	81
Incidents of non-com- pliance as regards the health or safety effects of products and services	No incidents.	81
Insufficient compliance with rules and/or volun- tary codes for product and service information and labeling	No incidents.	81
Cases of insufficient compliance with rules and/or voluntary codes regarding commercial communications, including advertising, marketing and spon- sorship	No incidents.	81
Substantiated complaints regarding customer privacy violations and leakage of customer data	No incidents.	81

Description	Comments	Page
ENVIRONMENTAL IMPACT		
Use of recycled materials	Approximately 25% of the material used in logistics is recycled, for example as filling material.	81
Energy consumption within the organization	Electrical energy 2,002 MWh, heat energy 3,860 MWh.*	81
Direct emissions from consumed refrigerants	No measurement data.	81
Indirect emissions of carbon dioxide equivalents from sold refrigerants	2,426,780 kg CO ₂ e.	81
Hazardous waste	364 kg.	81
Non-hazardous waste	251,977 kg.	81
Recycling	211,408 kg.	81
Violations of environ- mental regulations and laws	No incidents.	81
Suppliers reviewed on the basis of environ- mental criteria	This is done at KGK Group level.	81
Direct greenhouse gas emissions	No measurement data available.**	81
Indirect greenhouse gas emissions	Business travel by air 112.90 metric tonnes of CO ₂ e. Emissions from deliveries not currently available.***	81

* There is no data regarding the proportion of renewable energy; work on this will be carried out during the year.
Data collection for our own vehicles commenced in January 2025.
*** Measured according to Tank-to-wheel. We have only received data from certain carriers and are therefore unable to provide information for 2024.

AS K.G. Knutsson, Estonia

Description	Comments	Page
THE ORGANIZATION, INCLUDING BOUNDARIES		
Name of the organi- zation	AS K.G. Knutsson	82
Ownership structure and corporate form	Limited liability company	18, 82
Corporate governance	The company is privately owned and deci- sions are made by the management team.	82
Companies covered by the report	AS K.G. Knutsson.	82
Main brands, products and/or services	A wide range of spare parts and accessories, mainly for cars.	82
Location of the head office	Saeveski 12, Tallinn, Estonia.	82
Countries in which the organization operates	Estonia	82
Markets on which the organization operates	Estonia	82
Number of products	Approximately 1,000,000 products.	82
The organization's supply chain	Supplier base of approximately 160 suppli- ers. The 50 largest suppliers accounted for approximately 90% of purchases in 2024.	82
External principles or other initiatives that are supported by the organization	No	82
Membership of trade associations	Estonian Chamber of Commerce, Finnish- Estonian Chamber of Commerce, Swedish Chamber of Commerce in Estonia, FICE, ATR.	82

Description	Comments	Page
FINANCIAL PERFORMANCE		
Sales	EUR 17.6 million.	82
EMPLOYEE INFORMATION		
Number of employees	95 (8 temporary employees).	82, 89
Number of new em- ployees during the year, broken down by form of employment, perma- nent/probationary and substitute	15 new employees (7 permanent employees and 5 probationary employees).	82
Number of permanent and probationary staff who have left at their own request during the year	18 people have left at their own request.	82
Parental leave	58 days (all men (4)).	82
Extent of injuries and sick leave	No injuries during the year. Total sick leave during the year at KG Knutsson AS was 1.24%.	82
Incidents linked to discrimination and action taken	No incidents during 2024.	82
Composition of the Board of Directors and the management team, and breakdown of the numbers of women and men	One Board member (man), the management team comprises 2 women and 4 men.	82
Proportion of employ- ees who had a regular performance and career development appraisal during the reporting period	96% have had a performance and career development review.	82

Description	Comments	Page
BUSINESS ETHICS		
Financial support received from public actors	No public subsidies were received during the year.	82
Confirmed incidents of corruption and actions taken	No known incidents.	82
Anti-corruption training	No training has been conducted during the year.	82
Percentage of business partners (suppliers) to whom the organiza- tion's anti-corruption policy and procedures have been communi- cated.	Of the 50 largest suppliers, approximately 70% are shared with KG Knutsson AB and are managed centrally.	82
The organization's values, principles and Code of Conduct	Our Code of Conduct, "The KGK way", has largely been integrated.	82
SOCIAL IMPACT		
Employee represen- tation on health and safety committees	One specialist as regards occupational health care, no safety committees.	83
Significant risks in the supply chain	Of the 50 largest suppliers, approximately 70% are shared with KG Knutsson AB and are managed centrally.	83
Incidents of non-com- pliance as regards the health or safety effects of products and services	No incidents during the year.	83
Insufficient compliance with rules and/or volun- tary codes for product and service information and labeling	No incidents during the year.	83
Cases of insufficient compliance with rules and/or voluntary codes regarding commercial communications, including advertising, marketing and spon- sorship	No reported cases during the year.	83
Substantiated complaints regarding customer privacy violations and leakage of customer data	No reported complaints during the year.	83

Description	Comments	Page
ENVIRONMENTAL IMPACT		
Use of recycled materials	All corrugated cardboard packaging from incoming deliveries is either reused for customer orders or recycled. The pallets are reused or sold. No new corrugated card- board packaging or pallets were purchased during the year.	83
Energy consumption within the organization	Electricity consumption amounted to 131,031 MWh. Heat energy amounted to 320,852 MWh.	83
Direct emissions from consumed refrigerants	No direct emissions from consumed refrig- erants.	83
Indirect emissions of carbon dioxide equivalents from sold refrigerants	8,665,800 kg CO ₂ e.	83
Hazardous waste	1,057 kg.	83
Non-hazardous waste	22,170 kg.	83
Recycling	20,390 kg.	83
Violations of environ- mental regulations and laws	No reported cases during the year.	83
Suppliers reviewed on the basis of environ- mental criteria	Of the 50 largest suppliers, approximately 70% are shared with KG Knutsson AB and are managed centrally.	83
Direct greenhouse gas emissions	113.16 metric tonnes of CO ₂ e from company cars and delivery vehicles.*	83
Indirect greenhouse gas emissions	40.96 metric tonnes of CO ₂ e from freight transport and 6.53 metric tonnes of CO ₂ e from business travel. Total: 47.49 metric tonnes CO ₂ e.	83

* Measured according to Tank-to-wheel.

KG Knutsson SIA, Latvia

Description	Comments	Page
THE ORGANIZATION, INCLUDING BOUNDARIES		
Name of the organi- zation	KG Knutsson SIA	84
Ownership structure and corporate form	Limited liability company	16, 84
Corporate governance	The company is privately owned and deci- sions are made by the management team.	84
Companies covered by the report	KG Knutsson SIA	84
Main brands, products and/or services	ZF, Continental, Robert Bosch, Thule, Clarios (Varta), Webasto, Denso.	84
Location of the head office	Green Park Lidosta, Dzirnieku Street 24, Mārupe, Mārupes County, LV-2167, Latvia.	84
Countries in which the organization operates	Latvia	84
Markets on which the organization operates	Latvia	84
Number of products	In total, there are more than 19,052 different products in stock at the main warehouse in Riga (airport area, and growing). More than 912,000 products are available via B2B e-commerce.	84
The organization's supply chain	We purchased from 77 different suppliers in 2024. Both direct contracts and the number of suppliers are growing.	84
External principles or other initiatives that are supported by the organization	No	84
Membership of trade associations	Member of the Latvian Authorised Auto- mobile Dealers Association (LAADA), Zero Emission Mobility Support Society (BIMAB in Latvian), Society LATVIA ASSOCIATION OF AUTOMOBILE ENGINEERS (LAIA), and ATR International AG.	84
FINANCIAL PERFORMANCE		
Sales	EUR 11.1 million.	84

Description	Comments	Page
EMPLOYEE INFORMATION		
Number of employees	46	84, 89
Number of new em- ployees during the year, broken down by form of employment, perma- nent/probationary and substitute	12, of whom 9 are permanent employees and 3 are on probation.	84
Number of permanent and probationary staff who have left at their own request during the year	0	84
Parental leave	A total of 2 people, both men, each with 10 working days.	84
Extent of injuries and sick leave	Total sick leave during the year: 2.26%	84
Incidents linked to discrimination and action taken	No incidents during 2024.	84
Composition of the Board of Directors and the management team, and breakdown of the numbers of women and men	One board member (one man), management team – two women (chief accountant and marketing manager) and four men (sales manager, product manager, logistics manag- er, Autoekspert chain manager).	84
Proportion of employ- ees who had a regular performance and career development appraisal during the reporting period	98% have had a performance and career development review.	84
BUSINESS ETHICS		
Financial support received from public actors	No public subsidies were received during the year.	84
Confirmed incidents of corruption and actions taken	No known incidents.	84
Anti-corruption training	No training has been conducted during the year.	84
Percentage of business partners (suppliers) to whom the organization's anti-corruption policy and procedures have been communicated.	Of the 77 largest suppliers, approximate- ly 47% are shared with Sweden and are therefore managed centrally. The 20 largest suppliers are all shared with KG Knutsson AB.	84
The organization's values, principles and Code of Conduct	Here at KG Knutsson Latvia, we are an automotive industry company that values stable and long-term partnerships. We are continuing to collaborate with strong brands and are striving to create mutually beneficial relationships. Although we do not have a formal, written code of conduct, we prioritize and uphold a number of important principles. For us, it's all about delivering a high level of service to both our customers and employees, as well as creating a sustainable and capable work environment. We are also in the final stages of completing an Employee Handbook, which we plan to implement at the start of 2025. This handbook is being developed in collaboration with all the departments to en- sure that it meets the needs of our employees and simplifies their day-to-day work.	84

Description	Comments	Page
SOCIAL IMPACT		
Employee represen- tation on health and safety committees	The employer (in their capacity as CEO) is responsible for the health and safety of the staff. Together with the external occupational health and safety company, the occupa- tional risks for each position have been assessed based on the current job. Security assessments and guidelines have been developed for these positions. Depending on the position that is held, a referral is made to occupational health services for a medical examination, usually once every 1–3 years (depending on the position). The work environment risks are reassessed annually, including repeated reviews and training for employees. The General Manager has global responsibility for health and safety. Locally, at Autoekspert service centers, the service manager is responsible for the work environ- ment. The responsible persons have received relevant training and certification.	85
Significant risks in the supply chain	Of the 77 largest suppliers, approximately 47% are shared with Sweden and are therefore managed centrally. The 20 largest suppliers are all shared with KG Knutsson AB.	85
Incidents of non-com- pliance as regards the health or safety effects of products and services	No incidents during the year.	85
Insufficient compliance with rules and/or volun- tary codes for product and service information and labeling	No incidents during the year.	85
Cases of insufficient compliance with rules and/or voluntary codes regarding commercial communications, including advertising, marketing and spon- sorship	No reported cases during the year.	85
Substantiated complaints regarding customer privacy violations and leakage of customer data	No reported complaints during the year.	85

Description	Comments	Page
ENVIRONMENTAL IMPACT		
Use of recycled materials	We are continuing to use old pallets and corrugated cardboard trays from other sup- pliers to send goods to customers, including Autoeksperts. We also utilize reusable trays for transporting goods. Old pallets that are not required for internal use (EPAL pallets and disposable pallets) are sold. Corrugated cardboard trays, used trays, and paper waste are recycled, and the handling of recycled materials is free of charge for us without any additional fees. However, we have not yet calculated the weight in kilograms.	85
Energy consumption within the organization	Electricity - 100.3 MWh (Autoekspert + warehouse + offices), Gas consumption (Heat energy) 4,812.6 m³ (Warehouse & Offices)	85
Direct emissions from consumed refrigerants	No direct emissions from consumed refrig- erants.	85
Indirect emissions of carbon dioxide equivalents from sold refrigerants	4,622,260 kg CO ₂ e.	85
Hazardous waste	10,610 kg.	85
Non-hazardous waste	33,910 kg.	85
Recycling	9,965 kg.	85
Violations of environ- mental regulations and laws	No reported cases during the year.	85
Suppliers reviewed on the basis of environ- mental criteria	Of the 77 largest suppliers, approximate- ly 47% are shared with Sweden and are therefore managed centrally. The 20 largest suppliers are all shared with KG Knutsson AB.	85
Direct greenhouse gas emissions	76.96 metric tonnes of CO ₂ from company cars.*	85
Indirect greenhouse gas emissions	20.66 metric tonnes of CO ₂ e from freight transport and 1.45 metric tonnes of CO ₂ e from business travel. Total: 22.11 metric tonnes CO ₂ e.	85

* Measured according to Tank-to-wheel.

UAB KG Knutsson, Lithuania

Description	Comments	Page
THE ORGANIZATION, INCLUDING BOUNDARIES		
Name of the organi- zation	UAB KG Knutsson	86
Ownership structure and corporate form	Legal form: Private limited liability company. Ownership structure: KG Knutsson UAB is directly owned (100% of the shares) by KG Knutsson AB.	17, 86
Corporate governance	The highest management body in the company is a director.	86
Companies covered by the report	UAB KG Knutsson.	86
Main brands, products and/or services	VDO, Thule, Webasto, ZF, Brink, Hella. Remanufacturing of Volvo's steering systems and installation of products from the biggest brands.	86
Location of the head office	Jočionių 14, Vilnius, Lithuania.	86
Countries in which the organization operates	Lithuania	86
Markets on which the organization operates	Lithuania	86
Number of products	120,000 products.	86
The organization's supply chain	34	86
External principles or other initiatives that are supported by the organization	KGK is certified in accordance with ISO 9001:2015, ISO 14001:2015, and 45001:2018.	86
Membership of trade associations	Member of: Swedish Chamber of Commerce in Lithuania, Finnish Chamber of Commerce in Lithuania, Lithuanian Defense and Security Industry Association, Manufacturers and Importers Association.	86

Description	Comments	Page
FINANCIAL PERFORMANCE		
Sales	EUR 8.3 million.	86
EMPLOYEE INFORMATION		
Number of employees	18	86, 89
Number of new em- ployees during the year, broken down by form of employment, perma- nent/probationary and substitute	4	86
Number of permanent and probationary staff who have left at their own request during the year	3	86
Parental leave	No parental leave during the year.	86
Extent of injuries and sick leave	Total sick leave during the year: 0.01%.	86
Incidents linked to discrimination and action taken	No incidents during the year.	86
Composition of the Board of Directors and the management team, and breakdown of the numbers of women and men	Board of Directors: 3 members, all men. Management team: 2 members, 1 man, 1 woman.	86
Proportion of employ- ees who had a regular performance and career development appraisal during the reporting period	100%	86
BUSINESS ETHICS		
Financial support received from public actors	No public subsidies were received during the year.	86
Confirmed incidents of corruption and actions taken	No known incidents.	86
Anti-corruption training	No training has been conducted during the year.	86
Percentage of business partners (suppliers) to whom the organization's anti-corruption policy and procedures have been communicated.	63%, a total of 138 companies.	86
The organization's values, principles and Code of Conduct	We have developed our Corporate Code of Conduct on the basis of the United Nations Global Compact, an international initiative supported by companies around the world to ensure accountability in the above areas. The Code of Conduct covers areas such as human rights, labor standards (employment conditions, elimination of discrimination and child labor), working conditions (health and safety), the environment, and anti-corruption. Compliance: KGK requires that the supplier and its subcontractors comply with the Code of Conduct, which may require higher stan- dards than those that are set out in national legislation.	86

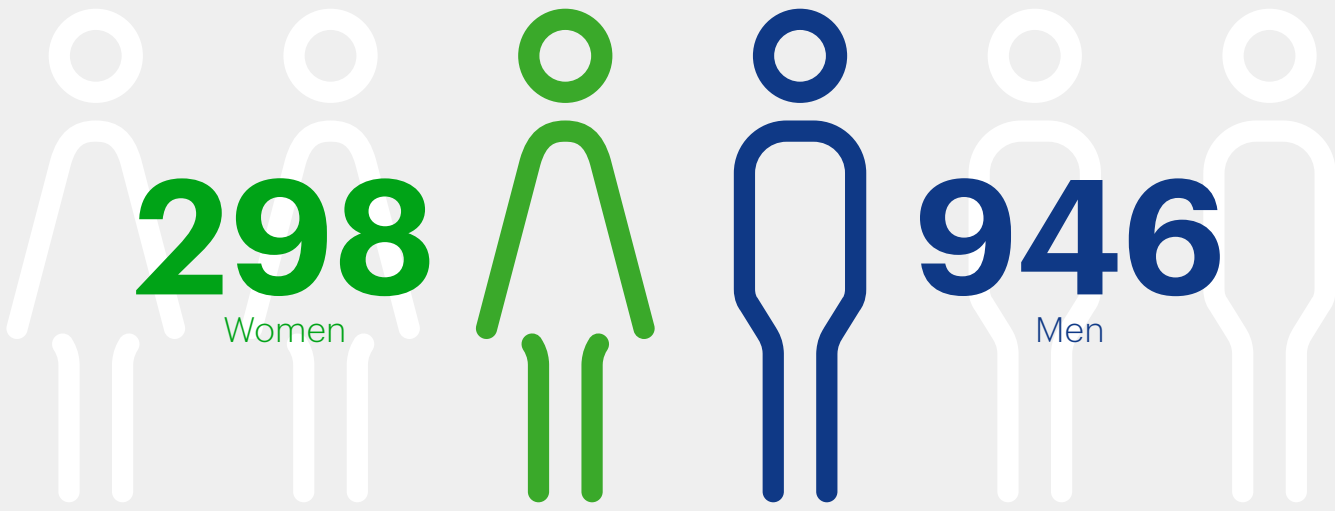
Description	Comments	Page
SOCIAL IMPACT		
Employee represen- tation on health and safety committees	Within the framework of health and safety systems (ISO 45001), there are employee representatives who discuss work environ- ment issues in the workplace.	87
Significant risks in the supply chain	Supplier audits are not carried out. However, the day-to-day work is carried out with key suppliers. Weaknesses or risks are known. We use higher stock levels or pre-orders to manage delivery risks.	87
Incidents of non-com- pliance as regards the health or safety effects of products and services	No incidents during the year.	87
Insufficient compliance with rules and/or volun- tary codes for product and service information and labeling	No incidents during the year.	87
Cases of insufficient compliance with rules and/or voluntary codes regarding commercial communications, including advertising, marketing and spon- sorship	No reported cases during the year.	87
Substantiated complaints regarding customer privacy violations and leakage of customer data	No reported complaints during the year.	87

Description	Comments	Page
ENVIRONMENTAL IMPACT		
Use of recycled materials	830 gearboxes.	87
Energy consumption within the organization	Electrical energy: 96.5 MWh, 100% renewable.	87
Direct emissions from consumed refrigerants	No direct emissions from consumed refrigerants.	87
Indirect emissions of carbon dioxide equivalents from sold refrigerants	1,965,678 kg CO ₂ e.	87
Hazardous waste	13,346 kg.	87
Non-hazardous waste	39,491 kg.	87
Recycling	52,837 kg.	87
Violations of environ- mental regulations and laws	No reported violations of environmental regulations and laws.	87
Suppliers reviewed on the basis of environ- mental criteria	30	87
Direct greenhouse gas emissions	50.20 metric tonnes of CO ₂ e from company vehicles.*	87
Indirect greenhouse gas emissions	6.31 metric tonnes of CO ₂ e from freight transport.	87

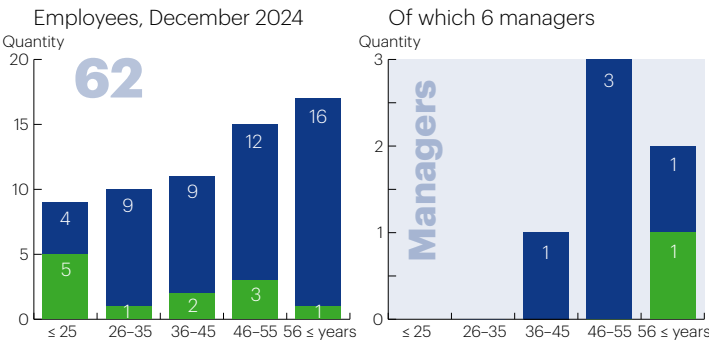
* Measured according to Tank-to-wheel.

Staff demographics

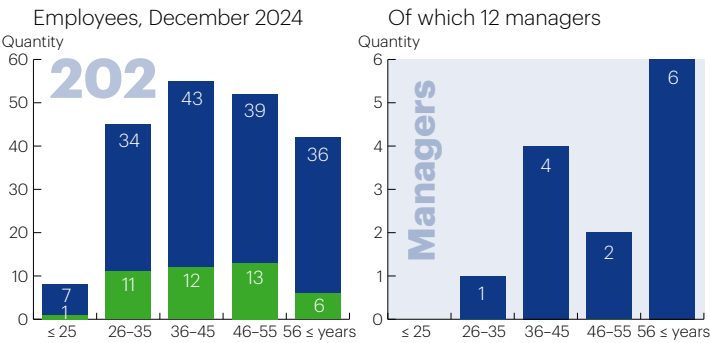
Our workplaces should be characterized by openness, where everyone is accepted regardless of their gender, age, ethnic or social background, disabilities or other factors that have nothing to do with their actual skills or commitment. We believe that diversity benefits our competitiveness and contributes to better results. Women and men must have equal opportunities for employment, training and development at work, and it must be possible to reconcile working life and parenthood.



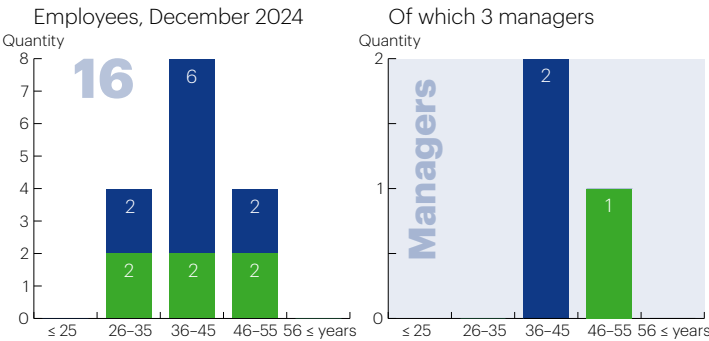
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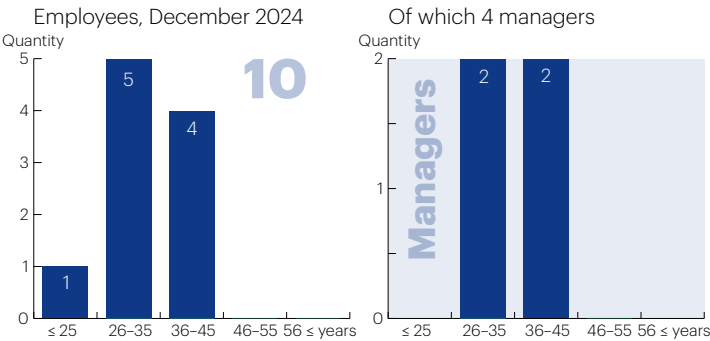
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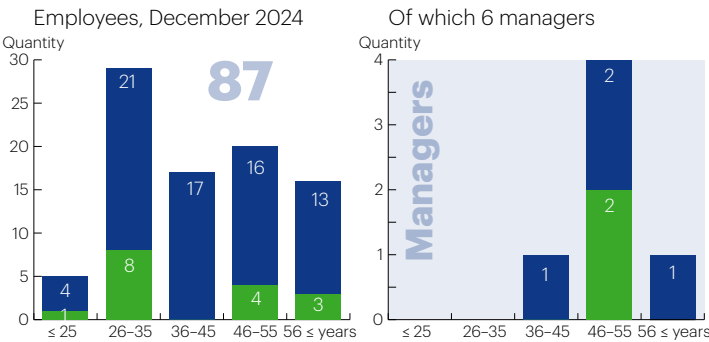
CARSMART



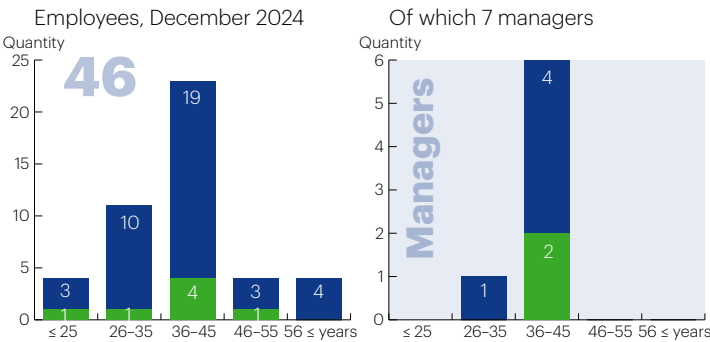
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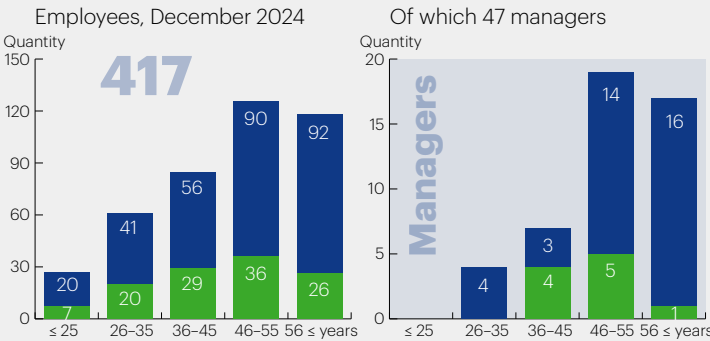
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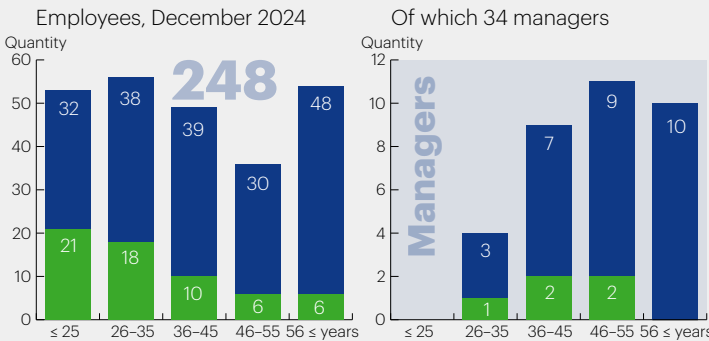
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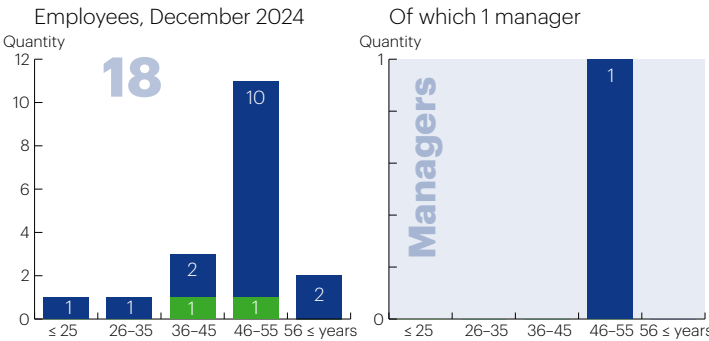
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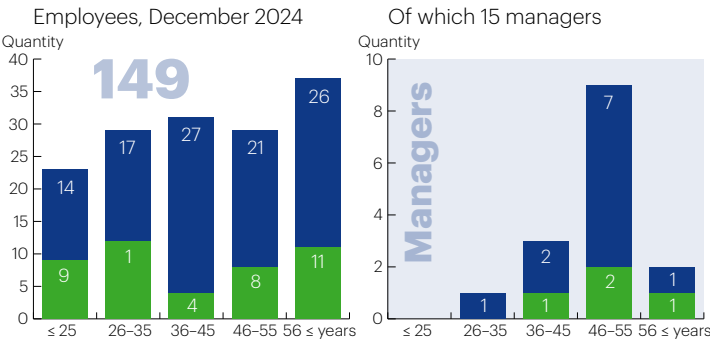
AUTOEXPERTEN DETALJIST I SVERIGE AB



KGK LITHUANIA



LAITIS



Prioritized goals

Agenda 2030

PRIORITIZED GOALS	IN-TERIM GOALS	ESSENTIAL FOR KGK’S STAKEHOLDERS	A SELECTION OF KGK’S CONTRIBUTIONS TO AGENDA 2030
3 GOOD HEALTH AND WELL-BEING 	3.5	Prevention guidelines regarding drug abuse.	Alcohol and drug testing.
	3.6	No fatalities or serious injuries in road traffic.	Accessories that improve road safety, such as warning lights and alcohol interlocks. Maintenance and service at our workshops.
	3.8	Improved medical equipment.	Products that are included in assistive devices that improve patients’ quality of life.
	3.D	Risk reduction and management of health risks.	Wellness activities.
5 GENDER EQUALITY 	5.5	Equal opportunities for women and men.	Salary reviews are conducted annually to ensure that all employees have equal terms of employment and benefits. There must be equal pay for equal work. Everyone has the same opportunities for development, regardless of gender. Managers within the organization have been trained in how to work with recruitment, in order to create conditions to become an even more inclusive workplace.
7 AFFORDABLE AND CLEAN ENERGY 	7.2	Higher proportion of renewable energy.	100% fossil-free electricity in our operations.
	7.3	Higher energy efficiency.	Energy optimization in our properties. KGK offers Carsmart customers the opportunity to monitor CO2 emissions and energy consumption in a “Fuel Cost and Environment Report”. We provide solutions for the electric car market through our sales of charging posts and boxes, as well as other accessories for electric cars.
8 DECENT WORK AND ECONOMIC GROWTH 	8.3	Promoting policies for job creation and increased enterprise.	Encouraging and supporting entrepreneurship and co-ownership within Autoexperten.
	8.4	Improved resource efficiency in production and consumption.	Business model and circular economy area of focus in our sustainable strategy.
	8.8	Safe workplaces.	Systematic work environment – internal inspections of the work environment and safety committee.
11 SUSTAINABLE CITIES AND COMMUNITIES 	11.2	Improved road traffic safety and reliable public transport.	Renovation of heavy vehicles.
	11.6	Improved air quality.	Solutions for the electric car market. Improved complaints process leading to fewer transport operations.
12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	12.4	Safe handling of chemicals.	The KemDB chemicals database. Safe chemical warehouse in Enköping.
	12.5	Reduced amount of waste.	Long warranty periods. Brake component management with deposit system. Improved picking and packing. Products that can be upgraded instead of being replaced. Purchase of reconditioned IT equipment.
13 CLIMATE ACTION 	13.1	Reduced climate change.	Products that contribute to reduced fuel consumption, such as: Reusing packaging materials at the logistics center. We provide solutions for the electric car market through our sales of charging posts and boxes, as well as other accessories for electric cars.
16 PEACE, JUSTICE AND STRONG INSTITUTIONS 	16.2	Respect for the human rights of the people in the manufacturing chain.	Code of Conduct for the supply chain.
	16.5	Transparency and anti-corruption.	External Code of Conduct. Internal Code of Conduct, “The KGK way”.
	16.7	Ensure responsive, inclusive and representative decision-making.	Workplaces that promote a culture where all employees contribute with suggestions for improvement. KGK trains improvement leaders.
17 PARTNERSHIPS FOR THE GOALS 	17.16	Partnerships leading to sustainable development.	Improved quality, environment and safety through Approved Auto Repair Shop (GBV). Skills-enhancing activities and collaborations. Members of the 2030 Secretariat and trade associations. Also members of Cradlenet and the Network for Sustainable Business.



We move people forward



KGK

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