



2025

**SUSTAINABILITY  
REPORT**

**TKL**  
**LOGISTICS**

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# ABOUT TKL LOGISTICS

In 1994, 32 years ago, the twins Kent and Kjell Lundgren founded TKL Spedition och Mäkleri, which later on became TKL Logistics.

TKL Logistics is a modern freight forwarding company with long experience in complex transport solutions. Our business concept is to offer a wide range of high-quality, cost-effective, and reliable transport solutions. We assist both large and small companies in shipping everything from the smallest package to entire containers, finding the most optimal solution within sea, air, rail, and truck freight.

## GLOBAL PRESENCE

With multiple own offices in Asia and a global network of partners, we can strategically offer tailored end-to-end solutions for diverse needs. Our customers receive a dedicated contact person and can manage all their shipments through a single point of contact.



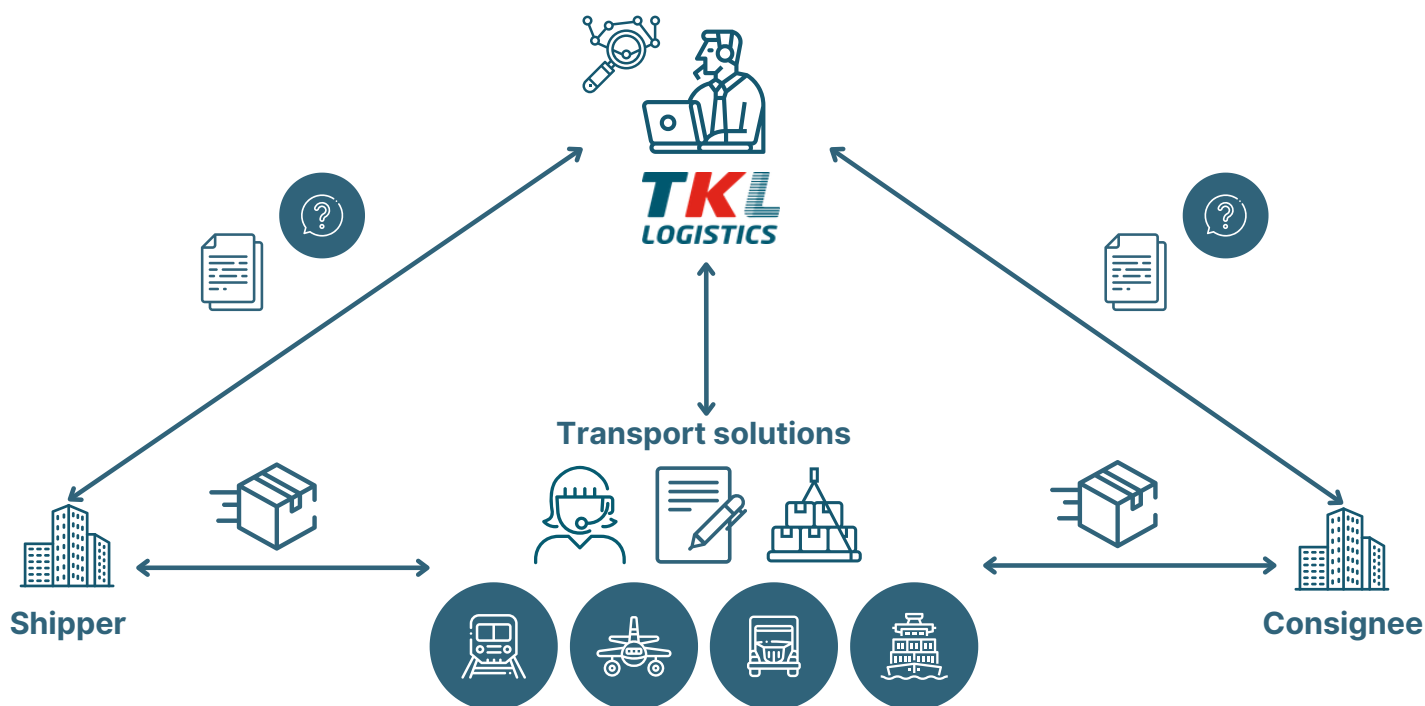
● TKL LOGISTICS OFFICES

## FLEXIBLE BUSINESS MODEL

Our business model is based on offering freight solutions for all needs and occasions. Therefore, we maintain a broad repertoire of logistics and freight services through our global and extensive network of external partners. Our wide industry network provides flexibility and the ability to quickly adapt to changing customer demands.

### Value chain

As a freight forwarder, we act as the central hub for our customers, suppliers, and other parties in the transport chain. In addition to comparing factors such as price, quality and lead time to ensure the most optimal freight option, we also manage everything from customs clearance and documentation to insurance and claims handling. Our goal is to provide our customers with an efficient, comprehensive solution for both their transports and related services.



## CUSTOMER IN FOCUS

At TKL Logistics, we offer our customers personalized consulting to develop tailored comprehensive solutions that meet their specific needs and requirements. Each of our customers is assigned a dedicated freight forwarder who gains a deep understanding of their business to ensure the best possible service and support in daily operations.

# A MESSAGE FROM THE CEO

During the past year, we have continued to take important steps forward – strengthening our sustainability efforts, accelerating our digital development, and beginning to integrate AI into our operations.

We have further advanced our work to reduce emissions by continuing our investment in sustainable fuels. Our customers can choose biofuel options for their sea shipments, enabling significant CO<sub>2</sub> reductions of up to 100%. We see this as a key step in driving real change in the transport sector and supporting our customers in reaching their sustainability targets.

At the same time, 2025 has marked a shift in how we leverage technology. Building on the launch of TKL Dispatch, we have started integrating AI-driven features to enhance visibility, automate workflows, and improve decision-making. By combining our industry expertise with intelligent systems, we are creating smarter, faster, and more proactive logistics solutions for our customers.

Our digital platform continues to evolve based on customer feedback, and I would like to extend my sincere thanks for your continued engagement. Your insights are essential in helping us shape services that truly add value.

During the year, we have also continued to strengthen our organization by expanding our commercial capabilities and bringing in new talent. This not only broadens our network but also positions us to capture new opportunities in an increasingly data-driven and competitive market.

2025 has been a year of transformation – where sustainability, digitalization, and AI have come together to define the next phase of TKL Logistics. We remain committed to our personal service, ensuring that every customer receives tailored solutions for a more efficient and sustainable supply chain. Finally, I would like to thank our customers, suppliers, employees, and partners for your trust and collaboration. Together, we will continue to push the industry forward and make 2026 even smarter and more sustainable.

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CEO, Oscar  
Lundgren

# 2025 AT A GLANCE

## From small boxes to full containers

### NUMBER OF SHIPMENTS

**56 539**

In total, when combining freights by sea, truck, train and air, **56 539 shipments** were handled in 2025. This corresponds to almost **152 000 tonnes\*** of cargo.



### GLOBAL PRESENCE

With our global network, we arrange deliveries all over the world. In 2025 we handled shipments between **93 different countries**.



### DIFFERENT MODES OF TRANSPORT

If we split the shipments from 2025 based on their mode of transport, it can be seen that we handled around **29 329** shipments by truck, **588** by train, **6350** by sea, **18 029** by courier och **1 815** by air.

### HIGHEST VOLUMES BY SEA

**74%**

According to chargeable weight, sea freight have had the highest volumes during 2025 with almost **74%**. Truck shipment corresponds to the second-highest volumes with **23%**.



### CHINA LARGEST MARKET

Our highest volumes during 2025 was transported between Sweden and China. In total, we handled almost **65 000 tonnes\***, where almost 97% was transported from China to Sweden. Transports between Sweden and Norway represented the second largest volumes with around **18 100 tonnes\***, where 96% was export to Norge.

\*chargeable weight

# SUSTAINABILITY AT TKL LOGISTICS

## IMPACT, RISKS AND OPPORTUNITIES

We strive for continuous improvement of our operations by developing related strategies and policies. We place a strong focus on optimizing workflows, minimizing risks in the value chain, and meeting and exceeding customer needs.

We have identified key development areas and have strategically analyzed and prioritized relevant sustainability aspects. The analysis includes impact, risks, and opportunities and is based on an evaluation rooted in our core business and the perspectives, requirements, and needs of our stakeholders. The identified key sustainability aspects form the foundation of TKL Logistics' sustainability efforts and are divided into three main areas: people, business operations, and climate.



### PEOPLE

- Pleasant working environment for all employees
- Diversity and equality
- Human rights



### BUSINESS

- Responsible entrepreneurship
- Collaborations throughout the value chain
- Continuous value creation



### CLIMATE

- Reduced emissions of greenhouse gases
- Digital development
- Development of more sustainable transport solutions

# PEOPLE

To maintain our customer-oriented focus with high-quality, personalized service, our employees are of utmost importance. Therefore, we strive for an equal and inclusive workplace where all our employees feel comfortable in their work environment and with their colleagues. In line with this, TKL Logistics offers employees benefits such as wellness allowances, monthly massage, regular performance reviews, and encourages open dialogues in a flat organization with a culture of openness and transparency. Strong relationships are a fundamental pillar that permeates our entire business.

RISK AREAS	DESCRIPTION
Competence management	Attract and retain our current and future employees, with focus on supporting development and job satisfaction.
Diversity and equality	Ensure an inclusive and equal work culture, with equal pay for equal work and workforce diversification.
Well-being and safety of employees	Promote physical and mental health through a good working environment and safe conditions. Ensure employees' opportunities for work-life balance.
Work in the value chain	Respect and support human rights.

To ensure a sustainable business from a human resources perspective, we continuously work on the development and compliance of our established policies, such as our diversity and equality policy and work environment policy.

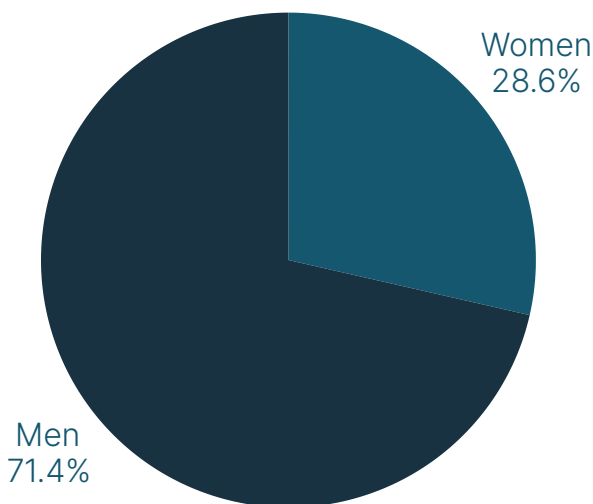
TKL Logistics is committed to protecting the rights and freedoms of every individual. We recognize our responsibility to ensure that our operations comply with applicable laws and regulations and that we, through our value chain, neither cause nor contribute to any negative impact on human rights. We stand for fair employment and equal treatment with respect and dignity.

# OUR EMPLOYEES

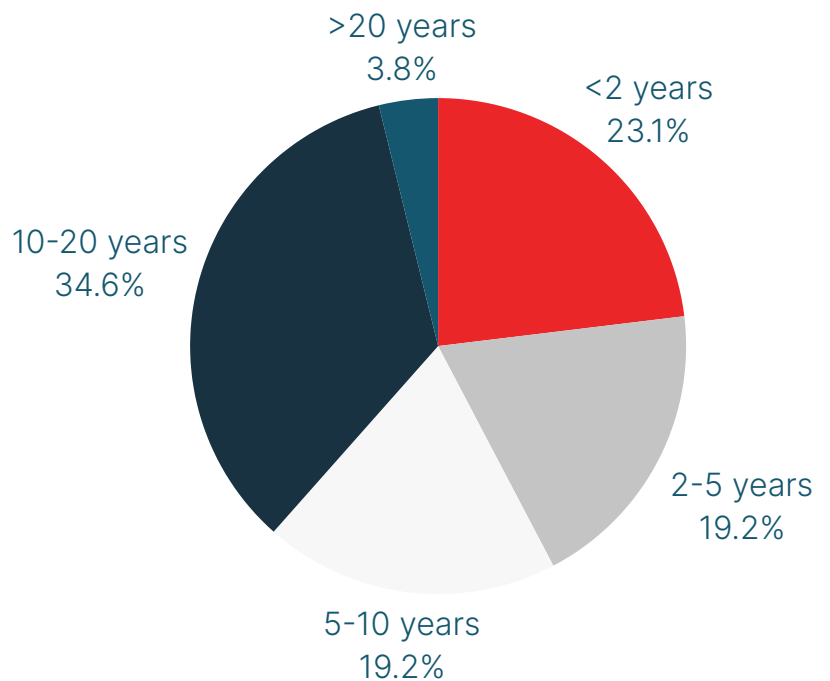
At TKL Logistics, we strive to create a pleasant and stimulating work environment with opportunities for development and the retention of knowledge and skills. We see our low employee turnover and high proportion of long-term employment as confirmation that we are achieving this. With a continuously growing business, we also have a proportion of employees with shorter employment durations.

Employment	Total at TKL Logistics AB	Age group		
		Younger than 30 years	Between 30-50 years	Past 50 years
Number of full-time employees	28	4	17	7
New employees	4	2	2	0
Terminated employments	2	0	1	1
Employee turnover	7%			

## FULL-TIME EMPLOYEES



## EMPLOYMENT DURATION



To attract and ensure future employees, TKL Logistics have a close collaboration with Jönköping University and other higher vocational educations in the nearby area. As a part of the collaboration, we offer internship for up to 7 students per year. A few of them has later on been employed at TKL Logistics, which shows that the collaboration is successful for both parts. In addition, we provide scholarships each year for students at the logistics management programs at Jönköping University.

## SOCIAL RESPONSIBILITY

Except taking care of our own employees, we also believe that it is important to take our social responsibility to make sure that we take care of future generations. We sponsor a number of smaller, non-profit sports associations in the local area, mainly with focus on kids and youth. In addition, we are gold sponsor of Team Rynkeby, a charity project that aims to raise money to Barncancerfonden.

We are also proud to financially support the project "Värnamo-modellen" by K-Bemanning. The project aims to help people that have had or still have difficulties to find a job. The focus is to attract and find people that are ambitious and willing to work, rather than focusing on previous experiences and education. By matching them with companies that are willing to give them a chance and take care of them, and later on hopefully continue and employ them, we can create a more inclusive working life.

## DIVERSITY AND EQUALITY POLICY

TKL Logistics aims to promote both diversity and gender equality, where equal treatment is a given. We will actively work to ensure that no one is discriminated against based on gender, gender identity or expression, sexual orientation, political or union activities, ethnic background, religion or other beliefs, disability, or age.

*For TKL Logistics, this means:*

- All employees shall have equal rights, opportunities, and responsibilities.
- Equal pay shall be ensured for equivalent work.
- Equal opportunities shall be provided for employment, training, and promotion.
- Everyone shall have the same opportunity to combine work with parenthood.
- Workplaces, work methods, and working conditions shall be organized to suit the individual.

It is the responsibility of the company management to ensure that diversity and gender equality intentions are followed. Employers and employees work together to integrate equality throughout the organization.

## WORK ENVIRONMENT POLICY

The work environment at TKL Logistics shall have a positive impact on employees, both physically and mentally. The workplace should not cause ill health or injury. We comply with applicable work environment legislation to safeguard our employees and ensure a safe and pleasant workplace for everyone. We strive to create a welcoming work environment where interactions with colleagues, customers, and business partners are characterized by respect. No form of abusive behavior, such as bullying, harassment, threats, or oppression, is acceptable.

*For TKL Logistics, this means:*

- Work environment efforts are carried out in collaboration between employers, employees, and safety representatives.
- Proactive measures are taken in health promotion and health insurance for issues related to stress, pain, or mental well-being.
- Ensuring that those responsible for the work environment have the necessary knowledge, competence, and resources to create a safe and healthy workplace.
- All employees receive sufficient information and training to perform their work safely and securely.
- Regular evaluations and risk assessments are conducted to implement necessary actions for designing and improving a workplace that protects employees from health hazards and accident risks.
- All incidents are reported and investigated to develop action plans and implement corrective measures.
- Our systematic work environment efforts are reviewed annually.

# BUSINESS

We strive for responsible business practices across economic, social, and environmental aspects. We follow guidelines and policies for good business ethics and have zero tolerance for all forms of corruption, such as bribery and extortion. The value creation of our business is built on trust and strong collaborations with our subcontractors, and our global presence also includes international partners. It is therefore of utmost importance that we communicate our guidelines and values to them, as well as to our own employees, to maintain a sustainable value chain.

The past year has been marked by geopolitical tensions and conflicts, which have indirectly affected our operations in various ways. We manage and mitigate related risks by leveraging our flexible business model and swiftly adapting our operations to changing opportunities and needs.

RISK AREA	DESCRIPTION
Corruption and bribery	All parties in our value chain must act with integrity and any form of corruption is unacceptable.
Sustainable procurement	Ensure a sustainable value chain through business that is characterized by good business ethics.
Geopolitical changes	Maintain a flexible business model in response to changing market situations and customer needs.
Continuous value creation	Understand and meet customer needs with long-term, effective and flexible solutions.

# POLICY FOR ANTI-CORRUPTION AND SUSTAINABLE PROCUREMENT

TKL Logistics does not tolerate any form of corruption, bribery, or extortion, and our employees and business partners must conduct business ethically, impartially, and in compliance with applicable laws.

*For TKL Logistics, this means:*

- Avoiding situations that may lead to a conflict of interest.
- Ensuring that relationships with business partners are not exploited for personal gain.
- Not providing benefits with the intent to influence business decisions.
- Always reporting corrupt or potentially corrupt activities.
- Never directly or indirectly offering or accepting bribes or similar incentives intended to influence business decisions.
- Ensuring that bidding and procurement processes comply with competition laws.

## QUALITY POLICY

TKL Logistics aims to deliver high-quality services while continuously improving our processes and systems. Our work is characterized by precision, accountability, and a strong commitment to always delivering results that meet our customers' needs.

*For TKL Logistics, this means:*

- Maintaining regular dialogue and oversight of our suppliers to ensure that quality requirements are met. If cooperation between partners is unsatisfactory, corrective measures will be taken.
- Collaborating with carefully selected partners whom share our view on quality.
- Striving to build long-term relationships with our customers, focusing on offering tailored solutions that meet their specific needs.
- Maintaining regular dialogue with customers to ensure that their needs are met by our operations.
- Continuously developing our digital solutions through a customer portal, to provide customers with detailed information about each shipment.
- Systematically working on continuous improvements within internal quality management and actively engaging employees in the process.
- Conducting systematic sustainability efforts and actively seeking for new solutions to reduce both our own and our customers' environmental impact.
- Investing in employee development to ensure high competence and engagement.

# CLIMATE

Throughout the year, an increased awareness of the environmental impact of transportation has been seen, as well as a growing demand for services related to calculating and reducing greenhouse gas emissions. In parallel, an increased number of sustainable freight-related services has been launched and we place great importance on exploring and implementing these, to ensure a sustainable and value-creating customer offer.

RISK AREA	DESCRIPTION
Environmental impact	Reduce our environmental impact through efficient resource utilization and more sustainable freight options.

The transport industry accounts for a significant share of global greenhouse gas emissions and therefore plays a critical role in the transition to a sustainable future. As a freight forwarder, we recognize our responsibility to reduce the industry's climate impact, especially since the majority of our operational emissions origins from our shipments.

At TKL Logistics, we are committed to promoting and developing collaborations with suppliers, to continuously expand our range of environmentally friendly transport services. We place great emphasis on helping our customers make more sustainable choices and reduce greenhouse gas emissions. This is achieved through greenhouse gas calculations and comparisons between transport modes, efficient freight consolidation, and expanded opportunities for more sustainable transport options and fuels.



#### EFFICIENT CONSOLIDATION

Through controlled and efficient cargo management, we ensure that your transports are co-loaded. Goods from different actors are consolidated to optimize the fill rate, reducing the need for additional transport. Through this, we consequently decrease emissions.



#### ANALYZE AND CALCULATE THE SUPPLY CHAIN

We offer a complete analysis of your supply chain for environmental impact optimization. By consolidating your transports in the TKL Portal, you can easily generate an environmental report with a few clicks.



#### COMPARE FREIGHT OPTIONS

When you book your transports in the TKL Portal, you immediately get various freight options and can easily choose the one with the lowest climate impact.



#### TRANSITION TO SUSTAINABLE FUELS

The transportation industry is undergoing renewal, and environmentally friendly fuel alternatives are increasingly being used. Through book and claim of sustainable fuel insetting, you can easily opt for more sustainable transports and reduce your company's carbon footprint.



TKL Logistics is assessed by the independent, third-party company EcoVadis every second year. EcoVadis uses an established method to assess sustainability work within companies and is used around the world. In 2025, we received the badge “Committed” for our sustainability work. For the latest review, we were moved to a new, bigger category of companies to be compared with. As bigger companies usually have more other resources than us, we see our badge as a proof for our sustainability work.

## SUSTAINABILITY REGULATIONS

In order to speed up the transition towards a sustainable future, the European Union have implemented new regulations to enforce the companies to act. The new regulations that was implemented over the last year and that have affected TKL Logistics and its customers are listed below. The regulations are usually implemented over multiple years, which means that they also will continue to effect our business during the upcoming years as well.

- **ETS** (Emission Trading System): all shipping companies needs to buy emission allowances for their emissions, which increases the sea rates. In 2025, the system covered 70 % of the CO<sub>2</sub>-emissions, but this will be increased in the upcoming years and cover all emissions from 2026.
- **CBAM** (Carbon Border Adjustment Mechanism): customers that import carbon-intensive products have to report their imports in a digital system and calculate their embedded emissions. Customers will then have to buy emission allowances for their embedded emissions. While Omnibus have reduced the number of companies that needs to report, its range might be extended in the future.
- **CSRD** (Corporate Sustainability Reporting Directive): EU has implemented a new standard for sustainability reporting from 2025. The directive requires more detailed reporting on scope 3 emissions, where transportation is one of the main objectives. Omnibus have reduced the number of companies that needs to report, however this still affects the whole value chain as sub contractos still are involved in the reporting.

We welcome the new regulations and see them as an important tool to accelerate the sustainability work. As a part of many different value chains, it is our responsibility to help our customers to comply with the regulations. We are providing our customers with necessary data through our customer portal, inform our customers monthly with a newsletter that summarize the latest updates and have established solutions to help customers to report and comply with the directives.

# SUSTAINABILITY WORK 2025

To minimize risks associated with climate change, we continuously work to contribute to the green transition and reduce our climate impact. Over the past years, we have focused on identifying opportunities for a more sustainable customer offering and exploring ways to collaborate with both customers and suppliers to reduce greenhouse gas emissions in the transport industry.

Our efforts have resulted in an expanded range of environmentally friendly transport services and increased marketing efforts to inform and assist our customers on issues related to the climate impact of transportation. We prioritize to build a long-term relationships with our customers, actively working together to find better transport solutions that reduce emissions and exploring new ways to lower emissions through innovative solutions. Sustainability is a key topic in our customer dialogues, and we keep our customers informed about new opportunities through regular marketing efforts. Our environmental work also involves engaging in dialogue with subcontractors and partners regarding available alternatives and new sustainable options.



Dialogue with partners



Dialogues with customers

In addition to our internal efforts, we have also collaborated with colleges and universities to strengthen the connection between industry and academia. Students at Jönköping University and Chalmers have, among other things, conducted projects on how detailed transport emission data can be collected and shared throughout the value chain. A project has also been done to understand how CSRD should be applied on freight forwarding companies.



Collaboration with university

In order to reduce our emissions and make it easier for our customers to reduce their carbon footprint, we have expanded our use of sustainable biofuels. We believe that biofuels is an important tool towards more sustainable transports, due to its effectiveness and availability.

Since 2024, all of our shipments with DHL Express has **GoGreen Plus** automatically included. For 2025, we have also included carbon insetting in the contracts with some of our major carriers for sea freight.

During 2025, we launched our new sustainable option for sea freight. Carbon insetting can now be used for all sea shipments with TKL Logistics, in collaboration with STX Group. By doing this, the customers switch from fossil fuel to maritime biofuel (BioLNG), which can reduce the emissions with up to 100%. It is handled through a book and claim-system, which makes it an easy and effective option for customer whom strives to lower their emissions. We have also had our first customers buying carbon insets during the year.



## Use of biofuels

In 2024, we launched our updated customer portal, TKL Dispatch, which makes it even easier for customers to take control over their emissions. The statistics for emissions have been improved during the year, to make it easier for customers to compare data and understand their emissions. Emissions from all shipments are calculated individually and presented for the customers for free. From 2025 we have switched to EcoTransit for all calculations. They provide a detailed and well established methodology that is used by many forwarders, which results in both more detailed and reliable data. The methodology is also compatible with ISO Standards and the GLEC Framework. Our mission is to make it easy for the customers to track their carbon footprint and choose more sustainable options.



## Improved sustainability statistics and calculations in customer portal

# ENVIRONMENTAL POLICY

TKL Logistics are dedicated to maintaining established organizational environmental practices and to continuously review and improve environmental aspects related to TKL Logistics' daily operations. TKL Logistics aims to contribute to an environmentally sustainable development within the transportation industry.

Our primary objectives are to:

- Comply with relevant environmental legislation.
- Encourage and commit to cooperation with all stakeholders to enhance environmental performance.
- Sufficiently communicate the environmental policy and related practices to our employees.
- Support our customers in lowering the environmental impact of their transportation by for example providing statistics and comparing transportation solutions in terms of CO2 emissions.
- Reduce, reuse and recycle office materials such as paper and other consumables.
- Reduce the energy usage in our daily operations through for example, operating in an environmentally certified office building, investing in sustainable IT solutions and electrified company vehicles.
- Contribute to research within environmentally sustainable development by for example collaborating with universities to facilitate knowledge-sharing between business and academia.

# Towards a sustainable future

After EU adopted the Omnibus package, TKL Logistics is no longer subject to reporting in accordance with CSRD (Corporate Sustainability Reporting Directive). This gives us the opportunity to switch focus in our sustainability work. Instead of preparing for complex reporting, we will focus on solutions that actually can reduce the emissions and make difference, such as carbon insetting.

The use of data is another key in the transition, where AI can be used to help analyze statistics. In the development of TKL Dispatch, we will explore how AI can help customers to gain valuable insights of their emissions and help them understanding how they can ship more sustainable.

Sustainable shipping shouldn't be complicated.

We thank all our customers and partners for 2025, and look forward to continued collaboration for a sustainable future!

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