

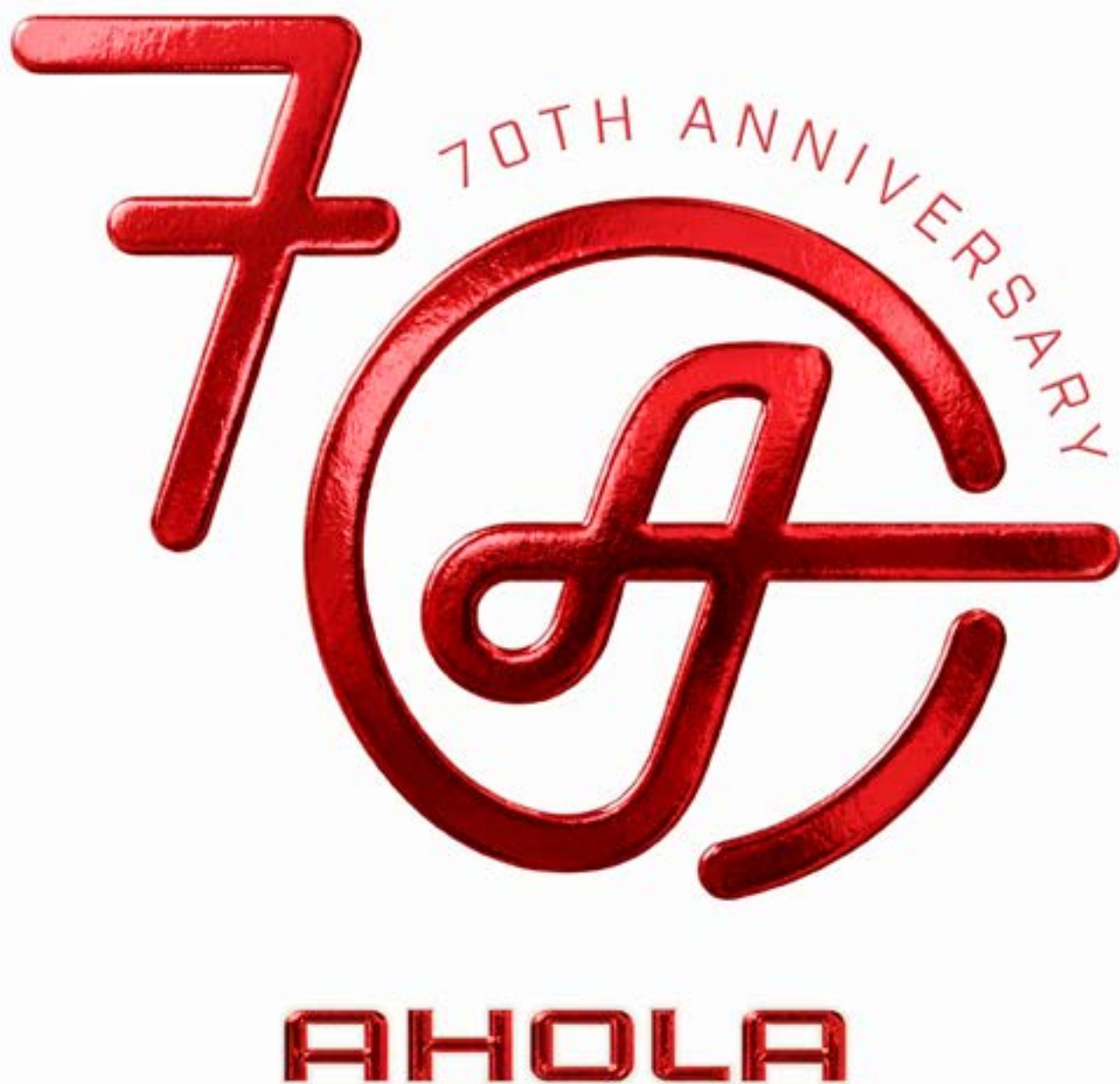




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» Without our customers, partners and dedicated staff, this journey wouldn't have been possible.

- IDA SAAVALAINEN



>>> GROUP CEO'S REVIEW

Sustainable growth comes from people

The year 2025 was exceptional for Ahola Group in many respects. The operating environment was marked by geopolitical uncertainty, economic fluctuations and pressures for change affecting the entire logistics sector. At the same time, with Ahola celebrating its 70th anniversary, the year offered moments of celebration and connection. Between these two parallel themes, one thing stood out above everything else: a belief in what we do and the people behind it.

IN THE TRANSPORT SECTOR, few years have ever been "ordinary", and 2025 was no exception. As supply chains evolve, industrial investments are postponed and customer expectations grow, our task is to keep everything moving. Despite the challenges, we were able to look ahead with confidence and work purposefully in all our business areas.

Now that the year is behind us, we can say that it was successful overall. We are satisfied with the results achieved, but even more, with the progress we made together.

The anniversary year brought joy, moments of reflection and shared experiences. The celebrations held in Kokkola in the spring and in Naantali in August brought together staff, families, customers and partners. Many appreciated that their families could join – a clear reflection of what Ahola represents: a family business that genuinely places people and relationships at the centre.

Growth, development and bold commitment

Of our business sectors, Ahola Special succeeded in increasing its turnover. The large industrial and wind-power projects carried out in Sweden required the entire team to demonstrate courage, competence and the ability to take on exceptionally demanding assignments. This growth did not happen by chance, but as a result of long-term work, a strong local presence and thorough advance planning.

For us, Sweden has increasingly become a second home market. In northern Sweden, massive industrial investments are rapidly reshaping logistics needs, while in the south, industrial production and logistics demand smooth daily operations and high reliability. Having local staff enables us to respond to customer needs quickly and with confidence.

At Ahola Transport, the year was characterised by stable and consistent work. At the same time, we advanced several new solutions that support energy efficiency and operational reliability. The development of the Naantali charging station, battery solutions and charging optimisation are concrete examples of how technology and practical operations intersect. Change does not happen overnight. New solutions are built step by step through testing, piloting and real-world experience. This is why collaboration with customers and partners is essential to us.

At Ahola Digital, the focus remained on system development and the next steps in digitalisation. The ERP renewal progressed as planned, financial management systems were updated, and the utilisation of artificial intelligence became concrete, for example, with the introduction of our own AI-based camera application. The role of digitalisation continues to grow across the Group: the solutions developed by Ahola Digital have a direct impact on operational reliability, the smoothness of daily work and the meaningfulness of tasks.

» When people enjoy their work,
it directly reflects on the
customer experience as well.

Ahola turns 70 – a source of pride and gratitude

Seventy years is a significant milestone in the Finnish business landscape. We are genuinely proud of this and, above all, grateful. Without our customers, partners and dedicated staff, this journey wouldn't have been possible.

In his review on page 8, Board Chair **Hans Ahola** recounts Ahola's 70-year history and the transformation of the transport sector from the 1950s to the present day.

The anniversary also reminded us that a long history is not just about looking back. It is an obligation: we must renew ourselves, develop our operations and look ahead so that Ahola remains strong and vibrant in the coming decades.

Ahola is its people

Ahola's operations are based on values that guide our actions every day: total responsibility, openness and respect for the individual. They are visible in everyday life; in the way we interact and in how we work together.

A supportive corporate culture gives people the space to succeed, develop and bring forth new ideas. It creates an entrepreneurial mindset that we need in an ever-changing operating environment. When people enjoy their work, it directly reflects on the customer experience as well.

In 2025, we strengthened this philosophy on a structural level too. A new HR Director, **Annele Heikkilä**, joined the Group's executive management team to bring a stronger people-focused approach to our strategy work. The Board of Directors gained valuable project expertise and industrial insight with the addition of **Olli-Matti Airiola** as a member. External board members serve as important sparring partners and challengers, helping us to stay on course.

Without our drivers, not a single consignment would reach its destination. Their professional skills form the cornerstone of our operations. A strong, well-functioning system can only be built through collaboration, with the support of our links: the experts, dispatchers, developers, specialists and all the professionals working behind the

scenes in our logistics centres. Each of them plays an equally important role in keeping our operations running and enabling us to serve our customers reliably every day.

Social responsibility as part of daily life

In 2025, we wanted to take concrete actions outside the work community as well. Traffic Safety Days, school visits and anti-bullying initiatives are examples of how we want to contribute positively beyond our own operations. In honour of the anniversary, we also gave out 70 stipends to students and made a donation to the city of Kokkola for a playground, with the aim of supporting the local community and children's well-being.

Social responsibility actions and the measures taken in 2025 are described in more detail in a separate article on page 12.

Where is Ahola headed?

Looking ahead, the direction is clear. Technology, digitalisation and artificial intelligence bring new opportunities that we want to utilise responsibly and practically. Our strategy aims for profitable, sustainable growth while keeping people at the centre of everything we do.

Sustainability is embedded in everything we do. Overall environmental efficiency guides our choices from vehicles to systems and operating models. At the same time, we recognise that the industry is constantly evolving and expectations continue to rise. This is why we want to develop together with our customers, partners and staff.

We are heading into the coming years with confidence and enthusiasm. Ahola is not just its fleet, systems or supply chains – Ahola is the people behind them. And that is exactly what will make us strong in the decades ahead.

Read our sustainability report starting on page 42.

Ida Saavalainen
Group CEO

Ahola Group – Key figures 2025

TURNOVER
145.9 M€
[2024: 128.4 M€]

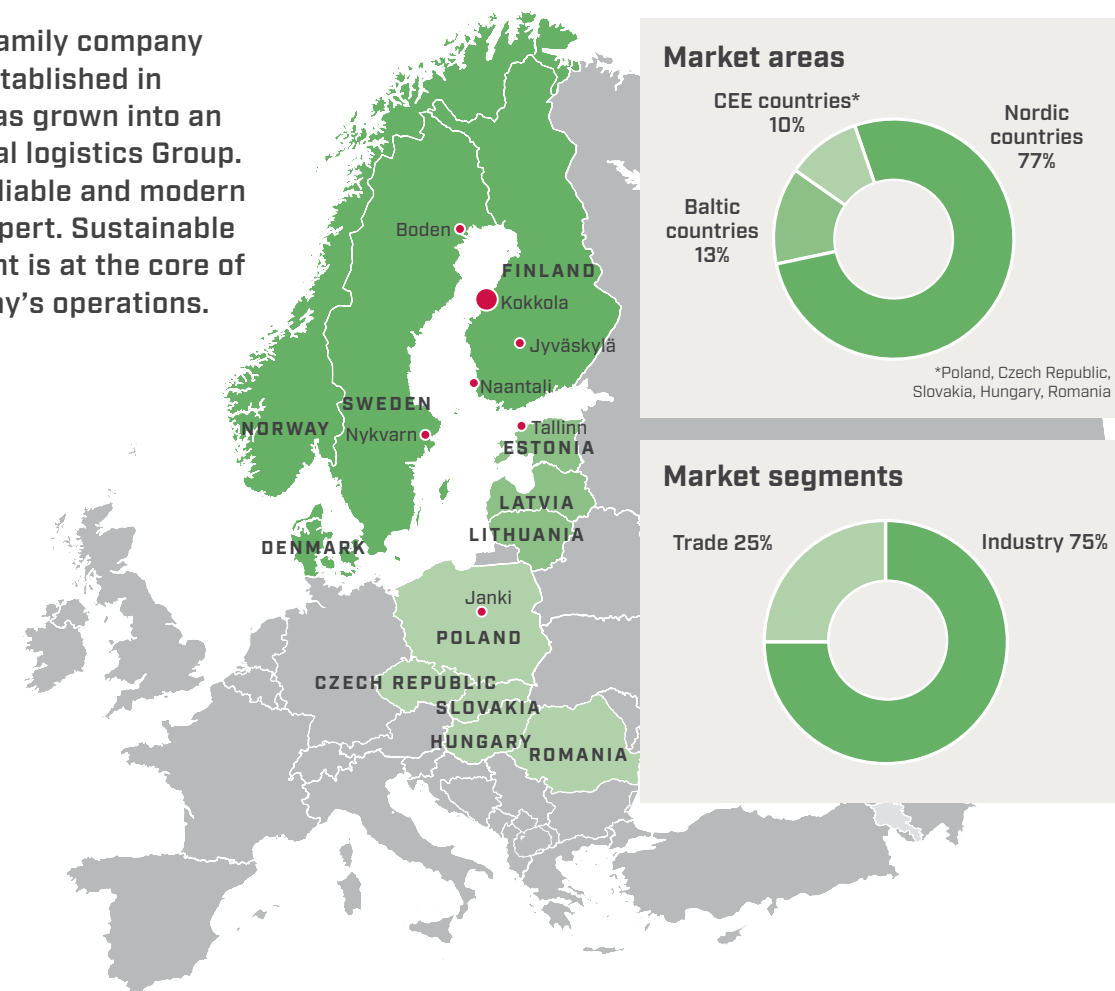
OPERATING PROFIT
4.4 M€
[2024: 4.5 M€]

NET PROFIT
3.3 M€
[2024: 3.2 M€]

An experienced and innovative logistics partner

>>> AHOLA IN BRIEF

Ahola is a family company that was established in 1955 and has grown into an international logistics Group. We are a reliable and modern logistics expert. Sustainable development is at the core of our company's operations.



>>> CHAIRMAN OF THE BOARD'S REVIEW

70 years of Ahola: our roots, our journey and our road ahead

Ahola celebrated its 70th anniversary last year. It is a milestone that invites us to pause and reflect on the past, while also inspiring us to keep moving forward. In the span of seven decades, the world, society and the transport industry have changed fundamentally, and Ahola has had to change along with them.

AHOLA HAS ALWAYS BEEN more than just a business to me – it has been part of my life and part of Finnish society. I have been interested in societal issues and business for as long as I can remember, and both themes are intertwined in Ahola's story.

My earliest memories from the 1950s are of the post-war era. Although the conditions were often difficult, there was also a strong sense of optimism regarding the future. In the transport industry, the challenge was the availability of vehicles: it was difficult to obtain good trucks, but if one could be acquired and there was enough work, the truck could pay for itself within a year.

My decision to enter the transport industry was made early on. I was about three years old when my father lifted me into the driver's seat of a new truck. In that moment, I knew that this is my path.

I also remember the harsh winters, when we lacked transport assignments. My mother sewed leather jackets so that we could get by. These experiences taught me early on that in business, one must be prepared for ups and downs.

Finland and society advanced significantly in the 1960s: infrastructure developed, roads improved and the transport industry took on a more professional character. In 1965, with the start of fuel transports for Oy Union Öljy Ab, our operations became more clearly centred around the transport business. At a young age, I gained hands-on experience by working as a driver's assistant.

First foreign transport in the midst of the oil crisis

The 1970s were a pivotal decade in many ways. Infrastructure development continued, while at the same time the first oil crisis emerged. Our first international transport in 1973 coincided with the crisis: streetlights went out, fuel was scarce and the feeling of uncertainty was palpable. For me, it served as a strong reminder of how quickly the operating environment can change. In the same decade, I joined the company as a driver and later as a partner. Financially speaking, it was a challenging time.

Over the next decade, we learned to lead operations in a more systematic way. We built simulation models to understand cost structures and profitability. It was the beginning of knowledge-based management, which has remained an integral part of Ahola and a cornerstone of our operations through the decades.

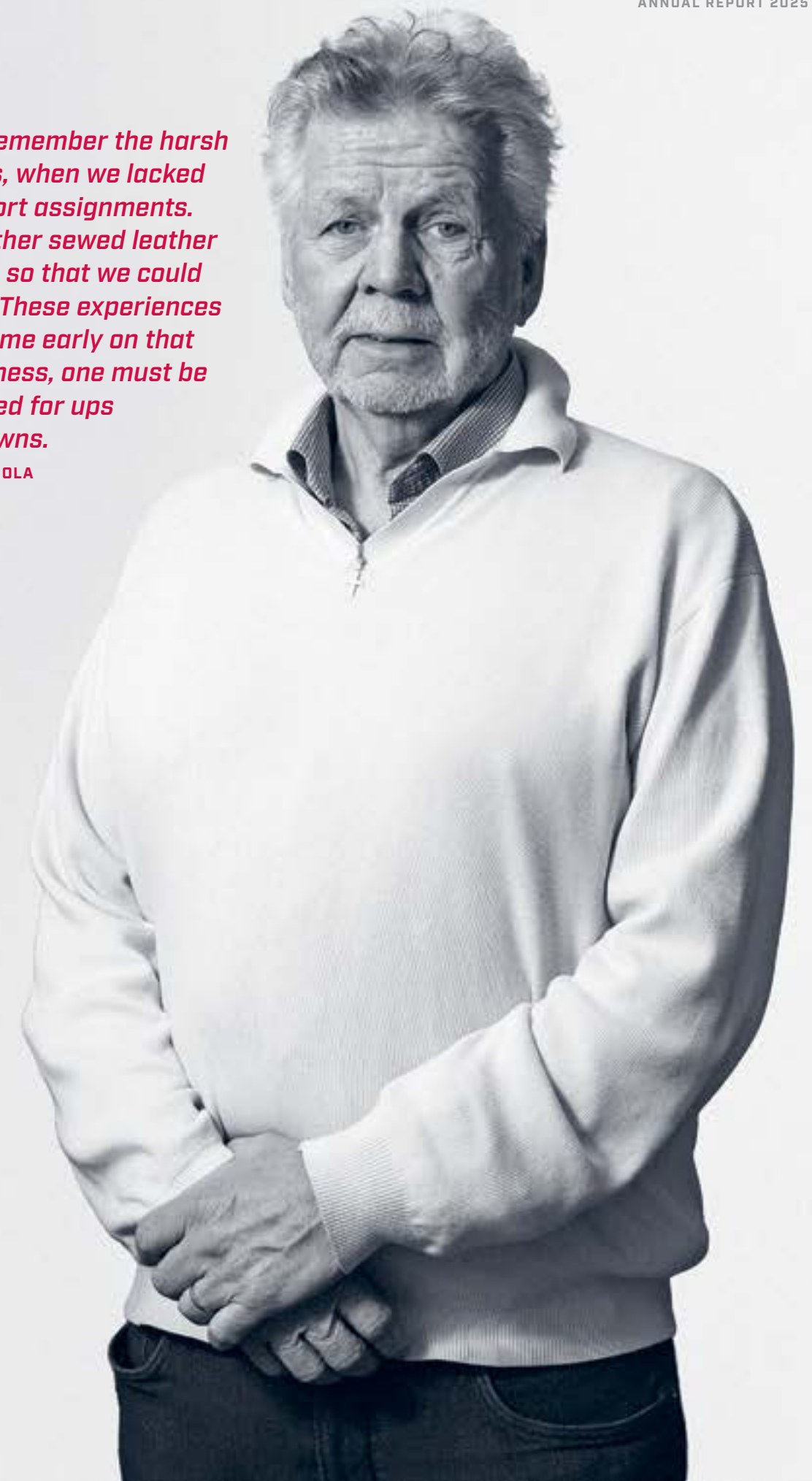
We made strategic choices, expanded our customer base and hired our first contract carriers. We understood that we could not build a sustainable future based on a single industry or customer.

Start of the digital era

Despite the recession, the 1990s were a time of digitalisation and strong growth for Ahola. We developed our own system, Attracs Online, because the market offered no solution that

» *I also remember the harsh winters, when we lacked transport assignments. My mother sewed leather jackets so that we could get by. These experiences taught me early on that in business, one must be prepared for ups and downs.*

– HANS AHOLA



» *Ultimately, however, it all boils down to people. Business is conducted between people, and long-standing partnerships and relationships are at the heart of Ahola's success.*

supported our chosen customer-oriented operating model. Even back then, discussions were already shifting toward emissions measurement and reporting.

Growth continued for quite some time, but we also made mistakes. The financial crisis of 2008 and the decisions made prior to it temporarily weakened our profitability. We also learned that volume alone is not enough; operations must be built on a sustainable footing. The solution was ultimately to further develop our service model and clarify roles. I would like to especially thank Åke Nyblom and his team at Ahola Transport for the significant role they played in developing the solution.

The road to the future is electric

The 2020s have brought new crises and transformations globally. The coronavirus pandemic demonstrated how crucial the transportation industry and logistics sector are to the functioning of society. At the same time, it accelerated a change that is now more visible than ever: the green transition, electrification and digitalisation are shaping the entire industry.

In 2022, **Ida Saavalainen** took over the role of Group CEO. The generational handover was a significant step for the entire Group, and it has allowed me to focus even more strongly on development work and future issues. It was natural to transfer operational responsibility to the next generation and to use my experience for long-term planning and promoting new solutions.

To support this development, we established the Future Lab innovation forum, whose mission is to support long-term business development and strategic renewal.

In recent years, the focus has been particularly on electrification. The goal is to develop scalable, energy-efficient solutions that promote the operations of the entire transport industry. One concrete example of this is the development of the e-trailer.

When I look at the development of the transport industry, one thing is certain: change is permanent. Technology, industry regulation and customer expectations are constantly changing. Successful operators are those who listen, learn and dare to develop their operations proactively.

Ultimately, however, it all boils down to people. Business is conducted between people, and long-standing partnerships and relationships are at the heart of Ahola's success. We learn more by listening than by talking. This principle has guided me throughout my career, and it will continue to light Ahola's path forward for the next 70 years.

Hans Ahola
Chairman of the Board



A restored Scania-Vabis L-51, similar to Ahola Transport's first vehicles, alongside our anniversary vehicle at the celebration in Naantali.

>>> SOCIAL RESPONSIBILITY

People are at the heart of Ahola

While our transport operations are built on vehicles, systems and schedules, behind everything are the people who carry out their work with professionalism and a shared commitment to our values.

EVERY DAY, we are building a work community in which well-being, safety and a sense of unity are a priority. In 2025, we implemented several concrete measures extended from our personnel to their families, and children, co-operation partners and our local communities.

Traffic safety is a daily responsibility

As a Group operating in the heavy transport sector, we feel a special responsibility for promoting road safety across society. Traffic safety is a theme we promote every year in dedicated events at our locations. During our Traffic Safety Days, pre-school and primary school children get to see the world from a truck driver's point of view and learn, for example, how easily blind spots form. At the same time, we teach children to navigate traffic safely.

The encounters have been genuinely rewarding: we have received positive feedback from children, teachers and parents about the events. Ahola's Traffic Safety Days have established their place as part of our social responsibility work. The goal is to have an impact at an early stage: to increase understanding through concrete actions and to prevent accidents before they occur.

Maintaining a presence where children grow

Safety work is also reflected in our efforts to be involved in children's everyday environment where they move and grow. In honour of our 70th anniversary year, we made a donation to families with children in collaboration with the City of Kokkola. The playground at Kokkola's Meripuisto Park was expanded with three new pieces of play equipment that encourage children to move and play together. The carousel, log swing and interactive game device encourage fun and physical activity to countless children and families.

Standing strong against bullying

Finland's strongest man **Mika Törrö** is well-known for his competition success, but more and more people also know him for publicly encouraging young people and adults to



Schoolchildren had the opportunity to experience what the traffic looks like from a driver's perspective.

» During our Traffic Safety Days, pre-school and primary school children get to see the world from a truck driver's point of view and learn, for example, how easily blind spots form.



At the Naantali site, children practiced how to move safely around heavy traffic vehicles.

act against bullying. Last spring, Mika, representing Ahola Transport, spoke to schoolchildren and students of different ages to convey an important message: strength does not mean just being tough, but rather having the courage to speak up when things aren't right.

The theme *The Strong Do Not Bully* reached schools and young people, and the same message was also strongly present at the events of Ahola's 70th anniversary year. In honour of the jubilee year, we awarded 70 schoolchildren with a *The Strong Do Not Bully* scholarship in recognition of their courage and consideration for others.

These anti-bullying efforts are directly linked to Ahola's values: Respect for the individual, Openness and Total responsibility. We want to live these values both within our work community as well as outside of it.

Sense of collectivity arises from encounters

We celebrated Ahola's 70-year journey at two events, in Kokkola and Naantali. In the spring, a celebration was organised in Kokkola for the employees and their families, featuring activities for all ages.

In August, a celebratory weekend held in Naantali brought together our employees and their families, as well as our partners and customers to celebrate Ahola's 70-year history. The events showcased, side by side, the history and future of the Group: the technology of past decades and current solutions. Sharing the experience gave us an opportunity to show our gratitude for our journey together. Meeting in person strengthened our sense of unity and encouraged open interaction without roles or titles.

Shared learning advances the entire industry

As part of the ACE LIFE project, we also organised a *Demo Day* event in Naantali, which brought together transport industry stakeholders, authorities, researchers and companies. The goal was to share insights and experiences on how to advance responsibility and efficiency in the logistics industry.

At Demo Day, practical solutions and lessons learned were presented on topics such as reducing emissions, improving energy efficiency, and integrating new operating models into daily processes.

The event underscored that sustainable operations are not the responsibility of any single party; rather, they arise from collaboration, dialogue, and the ability to learn from one another. Openly sharing experiences creates the conditions for the entire industry to develop. Collaboration, dialogue, and continuous learning will remain essential in advancing the transport industry sustainably in the years ahead.

People make Ahola – now and in the future

At Ahola, social responsibility is a natural part of everyday life and of how we operate. Employees, families, children, partners and communities are at the heart of everything we do.

Safety, unity and mutual respect create the foundation of trust on which we build long-term cooperation with our customers and partners. It is this trust and the people behind it that form the cornerstone of our company. •



Despite the cool weather, the atmosphere at the Meripuisto playground opening was warm and joyful.



Aholas 70th anniversary brought together employees, families, and multiple generations under one roof.

>>> AHOLA TRANSPORT

A record year of fleet investments for robust future growth



ÅKE NYBLÖM
Managing Director
Ahola Transport

2025 was a positive year for Ahola Transport. Our business grew across all market areas, and we continued to purposefully develop our operations to be more environmentally efficient. The year was marked by exceptionally large investments in our fleet.

» During the year, we acquired a total of 100 new trailers and 100 trucks, some of which are electric.

TO RESPOND TO THE MARKET DEVELOPMENT, we are investing heavily in new equipment. During the year, we acquired a total of 100 new trailers and 100 trucks, some of which are electric. Ahola Transport currently has four electric vehicles, and their role in operational activities is being gradually expanded.

In addition to the new additions to our fleet, we are also focusing on extending the lifecycle of our existing equipment. In 2025, we carried out extensive refurbishments of our dollies: they were sandblasted and painted, and their axles, fifth wheel top plates and all technical components were renewed. With regular maintenance and proactive measures, we ensure transport safety and reliability also in the coming years.

Major leaps in electrification

Electric heavy-duty vehicles have evolved in leaps and bounds in recent years. Just a few years ago, the range of

a 32-tonne electric vehicle was around 140 kilometres, whereas today a 50-tonne vehicle has a range of up to 600 kilometres. This development makes the planning and execution of transports significantly more flexible.

To support electrification, we improved the capacity of the Naantali charging station by adding three 200-kilowatt batteries. We also introduced an Automatic Frequency Restoration Reserve, which supports both optimised charging and participation in the electricity system's reserve markets. With this solution, charging can be scheduled for the most affordable periods on the electricity spot market, and stored energy can be utilised flexibly for the next day's needs.

AI supports transportation safety

Together with Ahola Digital, we continued to develop an AI-based smartphone application for securing cargo loads. The app has been in use for more than a year now. It uses camera

technology to scan secured cargo and assess its compliance with safety regulations. A new feature added to the app is a notification function that communicates deviations to the driver and the control centre, thereby improving overall transport safety.

Security for supply chains and the future

In 2025, Ahola Transport was granted Authorised Economic Operator (AEO) certification, which supports the security and smooth flow of international supply chains. In addition, we implemented an agreement reform (agreement kilometres) that guarantees our contract carriers at least the minimum compensation stipulated in the agreement, which provides them with better financial predictability.

Based on the moderately positive signals in the markets, we have made the decision to invest in 30 vehicles for the year 2026. We will continue our determined work to improve our energy efficiency, safety and operational reliability. •



Ahola Transport in 2025

FREIGHT TONS
1,697,081

NUMBER OF DISPATCHES
219,000

VEHICLES ON THE ROAD
500

NUMBER OF SHIP DEPARTURES
48,607

KILOMETRES DRIVEN
40,701,504

NET PROMOTER SCORE (NPS)
56



Anniversary truck AT-70

IN HONOUR OF AHOLA'S anniversary year, one of Ahola Transport's trucks was decked out with a unique look. In addition to a new appearance that sets it apart from the conventional branding, the truck is equipped with personalised license plates referring to Ahola's 70-year history. The AT-70 anniversary truck was a joint surprise for the company's owners from

the staff at Ahola Transport and our long-standing partner Scania Finland. It is also thanks for years of collaboration. AT-70 symbolises Ahola's long history, trusted partnerships, and the day-to-day work that keeps society moving. The operations will continue to be guided by continuity and accountability in the years ahead.

The message on the back of the anniversary truck "Ilman teitä ei olisi meitä" roughly translates to "We wouldn't be here without you" honouring our shared years together.

>>> AHOLA TRANSPORT: CASE OVAKO

Decades of partnership in the steel industry supply chain

Our collaboration between Ahola Transport and Ovako goes back to the early 1990s. The partnership is based on high delivery reliability, mutual trust and continuous development work. In the future, our collaboration will focus particularly on efficiency, responsibility and the opportunities brought by the industry's ongoing transformation.

OVAKO IS A MANUFACTURER of engineering steel, and one of the largest users of scrap metal in the Nordic countries. Recycled steel scrap makes up 97% of the raw material used at the company's three mills in Imatra, Hofors, and Smedjebacken.

The company takes a long-term approach to its operations, aiming to reduce the environmental footprint across all product categories. For example, Ovako has reduced its emissions significantly since 2015, reflecting the fact that low-carbon steel is rapidly becoming a customer requirement. Alongside sustainability, occupational safety and supply chain reliability remain key focus areas in the company's operations.

Transports play a crucial role in the steel industry's competitiveness

An efficient supply chain is a critical success factor for Ovako. Ensuring that their high-quality, sustainable steel reaches customers on time makes the transportation stage a vital part of the overall service. Transport is also a key customer service touchpoint, so we ensure that the quality of our logistics matches the quality of Ovako's products.

» *The strength of our collaboration lies in our ability to assess our operations openly and find better solutions together.*



Sustainability is a shared value for Ovako and Ahola: both companies build their operations on responsible principles and continuous improvement.

The significance of the transport partner extends far beyond traditional logistics. The partner's role is to ensure that the supply chain flows predictably and without interruptions under all circumstances. This requires not only cost-effectiveness but also reliability, flexibility and the ability to develop processes together with the customer.

Collaboration with Ahola began in the early 1990s

Ahola Transport has been responsible for the transports from Ovako's Imatra factory for several decades now.

– A collaboration of this length is a good indication that the partnership has worked well for both parties. The transport sector and industry have faced both highs and lows over the years, but collaboration has continued because



Up to 97% of Ovako's metal is recycled.



Ted Lundström, Head of Global logistics, Ovako

both parties are committed to developing operations and staying competitive in changing circumstances, says Ovako's Head of Global Logistics **Ted Lundström**.

A long-standing partnership does not mean always doing things the same way. On the contrary: the strength of our collaboration lies in our ability to assess our operations openly and find better solutions together. This has been particularly important in situations where customer requirements or the operating environment have changed rapidly. Thanks to continuous development, the supply chain has remained efficient and reliable even during periods of transformation.

Joint development work is visible in everyday life

The collaboration emphasises direct dialogue and a shared understanding of what is important to both

parties. Over the years, operating models have been developed especially to strengthen service levels and delivery reliability.

One concrete step forward in recent years has been the introduction of HCT (High-Capacity Transport) combinations. The Ovako steel mill in Imatra has a 76-tonne and 34-metre combination vehicle in operation, and its performance has been closely monitored. Utilising greater capacity improves transport efficiency and significantly reduces relative emissions. The solution is a concrete example of logistics development, where cost-effectiveness and environmental responsibility go hand in hand.

Focus on the future: efficiency, responsibility and transformation

For the future, Ovako sees Ahola's strength in the fact that they are not just a transport company, but a comprehensive provider that actively develops new solutions.

– Ahola's investments in areas such as HCT development, electric vehicles and e-trailers indicate that the company is actively involved in the renewal of the industry. This provides a good foundation for developing our cooperation in the coming years, Lundström adds.

We continue to collaborate with Ovako to reduce environmental impacts

We will continue to work together with Ovako to reduce the environmental impacts of transports, increasingly utilising alternative energy sources as part of sustainable solutions.

The advancement of digitalization and the strategic use of data in planning are improving energy efficiency and optimization across the entire transport chain. This is how we are building a long-term, low-emission, and transparent partnership together with Ovako. •

» *Ovako sees Ahola's strength in the fact that they are not just a transport company, but a comprehensive provider that actively develops new solutions.*

>>> AHOLA IN SWEDEN

Local presence builds trust and facilitates growth



Ahola has operated in Sweden since the 1970s, and the importance of the market has continued to grow over the decades. Sweden is a natural operating environment for Ahola due to its geographical proximity and strong industrial base. In particular, the major investments in green steel, battery production, and energy solutions in Northern Sweden further strengthen Sweden's position as a strategic growth market for Ahola.

THE ONGOING INVESTMENT wave in Northern Sweden is one of Europe's most significant industrial initiatives supporting the green transition. New steel and battery plants, along with the related infrastructure, are being built in phases, which substantially increases the need for transport services, intermediate storage, and project coordination. Ahola is actively building connections with companies in the region already in the early stages of these investments.

Our goal is to be involved in the planning and start up phases to map out future transport needs. Responding to large scale industrial projects also requires local knowledge, physical presence, and the ability to operate as part of the customer's daily business. In 2025, we strengthened our presence in both Northern and Southern Sweden by recruiting new talent and deepening customer collaboration locally. It is easier for customers to trust a

partner when matters can be handled face to face and in their own native language.

The Swedish Team Is Small but Strategically Important

Ahola's Swedish team is compact in size, yet its role in the Group's growth strategy is central. Our goal is to strengthen Ahola's position in the Swedish market and enable long term, profitable growth.

In Northern Sweden, Ahola Special's Area Manager, **Nina Collin**, operates in the Luleå and Boden regions, where industrial activity is expanding rapidly. Her work focuses on new customer acquisition, networking, and increasing Ahola's visibility in an area that attracts new operators every month due to major investments.

Our aim is to be involved in identifying future transport needs already at an early stage. Although Ahola is familiar, true collaboration is built on trust. In a fast developing market, local presence and in-person meetings play a significant role.

In Southern Sweden, Project Manager at Ahola Special **Tero Luomala** plans and coordinates demanding project transports. His work covers the entire chain from port to construction site: ship unloading, loading heavy industrial components, route planning, scheduling, and ensuring safe delivery to the destination. These projects involve numerous details, and anticipating them is a key part of risk management and delivery reliability.

The operational hub for Ahola Transport's Swedish activities is the Nykvarn site. It serves as an important centre for Swedish transports, combining transport operations, intermediate storage, and terminal services. Site Manager **Rasha Sabri** is responsible for the unit's daily operations.

Nykvarn employs 14 people working in two shifts, enabling extended operating hours and flexible responses

» *It is easier for the customer to trust a transport partner when matters can be handled face to face and in their own native language.*

to customer needs. The team consists of drivers, forklift operators, and shift supervisors, and the work requires close cooperation and operational agility.

Long Term Partnership with Scania

Our collaboration with Scania is a central part of operations in Nykvarn. Ahola is responsible for several logistics flows, including the transfer of vehicle components, freight transports, intermediate storage of special purpose vehicle chassis, and their delivery for further processing or to their final destination.

In 2025, for example, 120 special chassis were handled through Nykvarn. The operations require precise capacity management, scheduling, and minimization of deviations.

Quality and delivery reliability have become key competitive factors. Feedback from Scania has confirmed that Ahola's operations are valued particularly for their flexibility, responsiveness, and low deviation rates. While price is always part of the discussion, in long term partnerships overall quality is what truly matters.

– Scania has given us feedback that Ahola is especially appreciated for quality and flexibility. This kind of trust is built in everyday work – in the ability to perform consistently even when situations change quickly, says Rasha Sabri, Site Manager of the Nykvarn unit. Supporting growth also requires sufficient physical capacity. To prepare for future expansion, new facility solutions are being actively evaluated.

Capabilities to Support Industrial Growth in Sweden

Sweden holds strategic importance for Ahola. While economic growth in Finland remains moderate, Sweden offers a larger, investment driven market where industrial transformation creates long term demand for logistics services.

Ahola's competitive advantage in Sweden is built on consistent performance, operational agility, delivery reliability, and a strong local presence. At the same time, the Swedish operations strengthen the Group's Nordic market position and deepen long standing customer relationships.

Over the next 3–5 years, our goal is to strengthen our market position in a controlled manner – not only by increasing volumes, but by being a partner that creates value throughout the entire supply chain.

For Ahola, Sweden is not a secondary market, but an essential part of the company's overall growth platform. •

Nina Collin and Tero Luomala joined Ahola Special's ranks while Rasha Sabri joined Ahola Transport's team in Nykvarn.





JONAS AHOLA
Managing Director
Ahola Special

>>> AHOLA SPECIAL

Massive transports for wind power and industrial projects in the Nordics

For Ahola Special, 2025 was a year of robust activity and major undertakings. Our work focused particularly on wind power projects and demanding industrial assignments, the most significant of which were located in Sweden. At the same time, we continued our determined efforts to strengthen our presence across the Nordic countries.

THE IMPLEMENTED WIND POWER projects required exceptionally extensive project management by Ahola Special. The project carried out in the High Coast (Höga Kusten) area was exceptional in both scale and complexity. It involved transporting components to roughly 80 wind turbines, and at its peak, around 20 Ahola Special trucks were operating on the site simultaneously.

Such projects emphasise careful advance planning and the ability to respond to changing circumstances. Schedules are tight, and in order for a project to succeed, extensive coordination of resources is required. It is precisely in projects like these that Ahola Special's experience and operating model truly shine.



Over 60 transports of wind turbine components were carried out from the port of Uddevalla to the Fröskog wind farm, helping to build Sweden's renewable future — one tower at a time.

Sweden as a strategic home market

Sweden's role in our business has strengthened steadily, and we now consider it one of our core home markets. We have purposefully reinforced our presence in the country: our operations are headed by the regional manager in the Boden and Luleå areas, projects in southern Sweden are managed from the Uppsala region, and several Ahol Special drivers work permanently in the country. The operations are also supported by equipment registered in Sweden, which facilitates operations in the internal market and brings flexibility to project implementation. Our local team and fleet are essential in projects that require a high level of reliability and trust. You can read more about our team and activities in Sweden on page 24. 

» *We transported five exceptionally large components, with a unit weight of up to 500 tonnes.*

Demanding special transports to Kemi and Boden

In addition to wind power projects, we carried out several large-scale and demanding industrial transports both to Sweden and within Finland. One of the largest projects was the Boden steel mill project, which involved standard, heavy and oversized special transports. Components were transported from around the world via ports to sites in Finland and Sweden using multiple vehicles. The project encompassed thousands of loads and required extensive route surveys and changes, taking into account, among other things, the load-bearing capacity of the roads. Co-operation with Boden will continue in 2026.

The largest individual transports were carried out in Kemi. We transported five exceptionally large components, with a unit weight of up to 500 tonnes. The transported components were related to key parts of industrial processes, such as steel and hydrogen production, as well as gas systems. Extremely precise advance planning and fleet knowledge were required to carry out the transports safely.

Planning and practice go hand in hand

3D modelling plays a key role in the planning of demanding transports. Route feasibility is ensured through preliminary

surveys, where critical points are analysed and modelled, and solutions are simulated in advance. This enables more accurate measures, improved safety and sustainability assessments even before the transport begins.

The collection of data is efficient nowadays, but its analysis requires time and expertise. Ahola Special's strength is the result of a combination of engineering expertise, practical experience and profound knowledge of fleet and equipment. Read more about our Ahola Engineering service on page 32.

Ready for the next projects

Overall, 2025 was a year of steady, well-coordinated progress for Ahola Special. Wind power, steel and other industrial projects kept our operations strong, with new projects already on the horizon. Going forward, we will continue to solidify our position in the Nordics in line with our goals.

Ahola Special's role as a provider of demanding project transports is based on local presence, careful advance planning and the ability to combine technical expertise with practical execution. The same principles will guide our operations in the coming years as the scale and requirements of projects continue to grow. •



Some of our largest individual transports were carried out in Kemi. Five evaporator units weighing up to 500 tonnes were transported safely thanks to meticulous pre-planning.

A so called "cold box" weighing approximately 400 tonnes on its way to the steel plant in Boden as part of a large-scale project.





Fieldwork forms a central part of Niklas Björn's and Viktor Ahola's roles within the Engineering team at Ahola Special.

>>> AHOLA SPECIAL: AHOLA ENGINEERING

Transport planning adds certainty to demanding projects

Ahola Special's Engineering service is a key part of the success of demanding special transports. The service aims to ensure that transports are carried out safely, in a controlled manner and cost-effectively before the operational work begins. Planning is especially important in projects involving heavy, oversized or otherwise technically demanding cargo.

OUR ENGINEERING SERVICE is often integrated into projects at an early stage, enabling the proactive management of routes, schedules and costs. For customers and partners, the value lies in the smooth and predictable progression of projects.

The planning work covers everything from route feasibility assessments and load-securing planning to

axle-load calculations and solutions for lifting and vehicle configuration. At the same time, the necessary drawings and transport-permit applications are prepared. The goal is to create an overall solution in which technical implementation, schedules and safety support one another.

Our team is made up of experts with diverse backgrounds and strengths. It includes professionals with both strong technical education and extensive practical experience. The common thread is a practical approach: the plans must work in real conditions, not just in theory.

Proactive planning supports sustainable and efficient implementation

The size of the cargo, the length of the route and the terrain each set their own requirements for planning. Although Finland's road network provides good conditions for special transports, each project is assessed individually. The goal of route planning is to avoid unnecessary changes to the environment as well as infrastructure, which supports both cost-effectiveness and the sustainability of transports.

» *As part of our Engineering service, we offer heavy transport services, meaning we transport heavy and oversized cargo in places where the use of lifting equipment is restricted or impossible.*

Careful planning reduces the need for temporary structural changes and helps ensure smooth transports even in demanding locations.

Modern tools support decision-making

Transport planning employs modern tools and methods. 3D scanning, drone imaging and computer simulation make it possible to assess routes and critical points even before transports begin. Intersections, narrow road sections and urban environments can be modelled in advance, allowing for an accurate assessment of the behaviour and space requirements of the combination vehicles.

Decisions are based on measured data and simulations, which strengthens operational certainty and reduces risks throughout the project.

Jacking and skidding service complements the whole

As part of our Engineering service, we offer heavy transport services, meaning we transport heavy and oversized cargo in places where the use of lifting equipment is restricted or impossible.

The method is a safe and cost-effective alternative to heavy cranes and is particularly suitable for tight or otherwise challenging construction site conditions. The service supports overall project planning and ensures that the installation and final transfer phases proceed in a controlled manner and without interruptions.

Engineering as an integral part of successful project delivery

The Engineering service's work is inherently continuous problem-solving. Some of this takes place in the field, mapping routes and lifting locations, while the rest takes place in the office, through calculations, drawings and analyses. Fieldwork and office-based work are mutually supportive, and information flows seamlessly between the different phases of a project.

When technical solutions, routes and equipment are planned carefully in advance, the transports proceed in a controlled manner and on schedule.

As the demands placed on transports continue to grow, the Engineering service is – and will remain – an essential element of Ahola Special's approach to executing demanding project logistics. •

>>> AHOLA DIGITAL

Towards a smarter and more scalable whole



TOMMI HOLLSTRÖM
Managing Director
Ahola Digital

For Ahola Digital, 2025 was a year of strategic focus. Digital solutions play an increasingly integral role in the Group's day-to-day operations, and Ahola Digital is more clearly evolving into a service organisation that supports the entire Ahola Group. The goal of the development work is to strengthen the company's long-term competitiveness and support business operations with solutions that improve reliability, safety and efficiency.

AHOLA DIGITAL'S OPERATIONS were streamlined by clarifying the organisational structure and targeting resources toward the Group's key tasks. The changes improve our responsiveness and enable systematic development well into the future. The goal is to provide the Group with solutions that are easy to maintain, scalable and support operational needs.

AI and automation as drivers of change

Digitalisation has become increasingly prominent in our operations. The industry is undergoing a transition in which technological solutions are shaping daily tasks. A few years ago, there was still a lot of talk about and expectations related to artificial intelligence, but by 2025, the development had progressed to a concrete level. AI's capabilities have clearly improved, and the outcome of its use has also started to show in daily life.

Our goal is to leverage AI where it adds value and frees up resources from routine tasks. We estimate that the use of AI and automation can help save working hours, especially in administrative and technical tasks. The development allows expertise to be targeted to tasks where human skills, judgement and experience have the greatest impact.

The utilisation of artificial intelligence is concretised in the AI camera application we piloted last year as part of the Group's safety and automation development. The solution combines camera technology, AI and backend systems, and it is used in critical transportation stages.

» *We estimate that the use of AI and automation can help save working hours, especially in administrative and technical tasks.*

ERP development progressing as planned

The renewal of the Group's ERP system is progressing according to schedule. The system will be implemented in parallel with the current system in the course of 2026, and the goal is for the entire system to be ready by the end of 2027. This is a significant development project that aims to build a harmonised and modern foundation for the Group's operations.

Through the system, we manage, among other things, the gate controls at our cargo centres, surveillance camera solutions and our customer and partner portals. It is built to be technically and architecturally easy to maintain, which is important in an operating environment like ours, where technologies change rapidly.

Development work continues

The role of AI, automation and scalable systems will grow in the future. Ahola Digital's goal is to build secure and reliable digital solutions that support Ahola's operations today and create strong capabilities for the needs of tomorrow. •

AI camera application brings transparency and certainty to securing cargo

The AI camera app launched in 2025 was developed in collaboration with SSAB. It automatically recognises the cargo-securing equipment and assesses whether the load is sufficiently secured. The app digitally verifies the securing of cargo and helps reduce human errors.

THE AI APPLICATION UTILISES data from backend systems based on the load number, automatically retrieving the product information and weights of the load to be transported. It then calculates the binding capacity of the chains and straps in relation to the total cargo weight and ensures that the quantity and capacity of the securing equipment are sufficient.

The system is supported by an alarm system that sends alerts about missing scans. Transport planning monitors the situation and contacts the driver if necessary, which improves the safety and transparency of the transports.

The introduction to object recognition technology began in autumn 2023, and the first practical application was implemented for the automatic recognition of license plates at the gates of the Nykvarn Cargo Center. With practical experience, we quickly realised the technology could be used more widely in other applications as well.

We see the use of AI growing significantly in the coming years, especially when integrated into the Group's broader automation and security solutions.



1. Cameras are stationed at the gate at our customer's premises.



2. The secured cargo is photographed, and an AI-powered app verifies if the load has been properly secured.



3. The cargo's barcode is also scanned.



4. The app provides a confirmation when the cargo data is correct and the load is properly secured.

>>> AHOLA DIGITAL: A SOFTWARE DEVELOPER'S PERSPECTIVE

A coder's work streamlines Ahola's daily routines

In the logistics sector, digitalisation is most evident in seamless transport chains and smooth information flows. This framework is supported by the systems and applications developed by Ahola Digital that ensure smooth work and transparent processes.

AT AHOLA DIGITAL, a coder's job involves not only programming but also design, collaboration and problem-solving. Lead Developer/Architect **Jonne Nauha** has worked at Ahola since 2018, and his work focuses on the design and development of new systems. In practice, that means close interaction with the end users of these systems.

Digital solutions as the foundation of competitiveness

In logistics, efficiency and transparency do not happen on their own. They require systems that support the various functions of the transport chain. At Ahola, systems are being developed for receiving orders, route planning, communication between drivers and dispatchers as well as guiding transport hub processes.

Drivers have their own applications through which they can communicate with dispatchers and share information in real time. At the transport hubs, digital applications support key work stages, such as transferring shipments and recording them in the system.

The objective is straightforward: to develop systems that are both user-friendly and well-suited to operational requirements. This is reflected in efficiency, reliability and an enhanced service experience.

Old and new go hand in hand

Ahola Digital's operations combine two different development paths. The cornerstone of the Ahola Group's operations

is still the long-established ERP system Attracs Online, which dates back to the 1990s. The system has been developed over decades and continues to serve the operational needs of the Group even today.

More modern, web-based systems and new solutions are being built alongside Attracs. The development work underscores controlled progress, with new elements introduced gradually alongside existing ones. This approach demands precision, as the system is complex and must operate reliably every day.

When a solution works, it shows

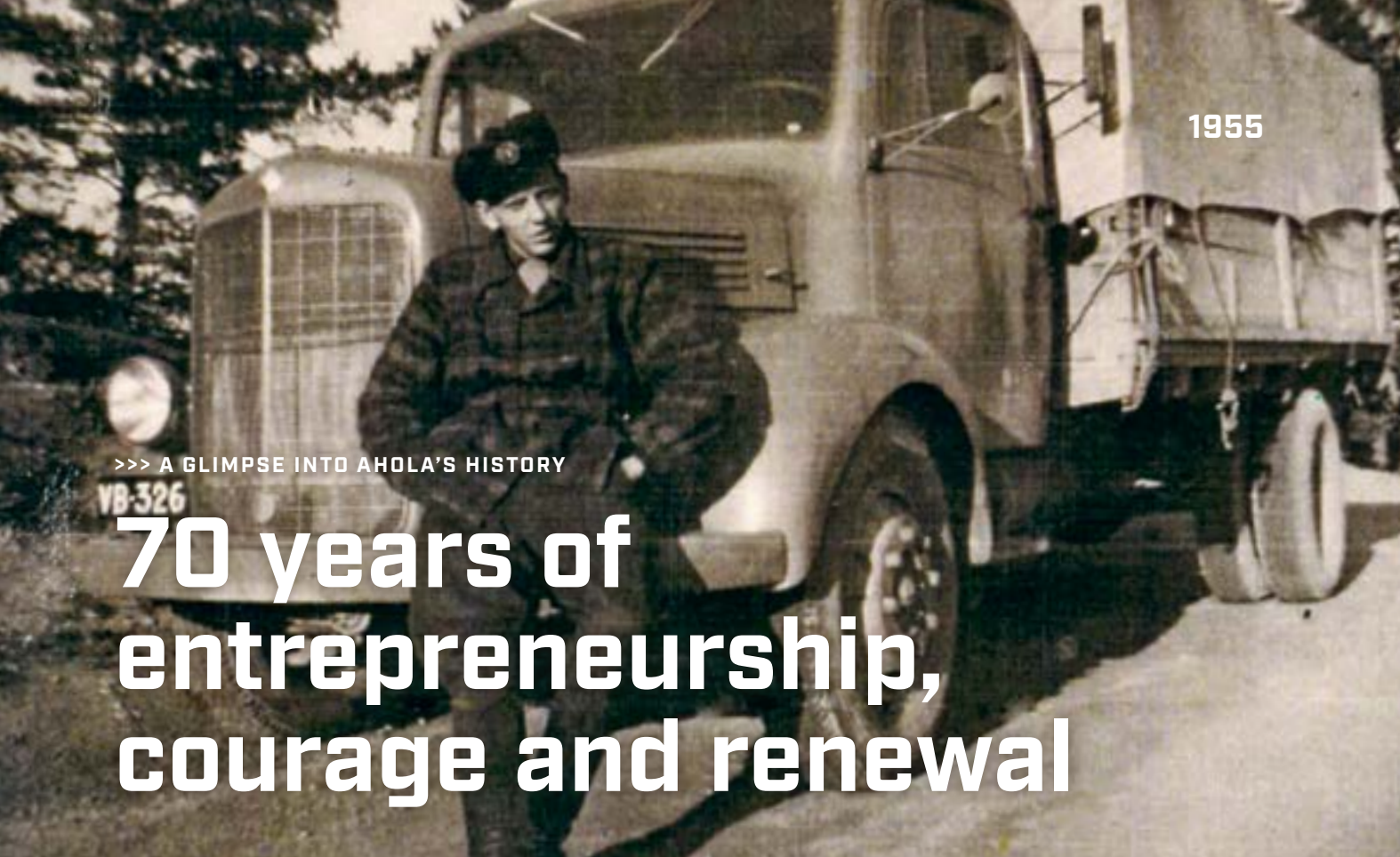
A coder's work involves continuous collaboration and iteration. The key to finding even better solutions lies in aligning the technical perspective with practical work. The role of the software developer is to assess what is technically feasible and when seeking an alternative implementation method is more worthwhile.

For a software developer, the most rewarding aspect ultimately is the feedback received from users. When a dispatcher, driver or other system user feels that their work has become easier, it also motivates the developer. The aim is to produce solutions that support Ahola's operations and help people succeed in their work.

The work of Ahola Digital's software developers is integrated into the Group as a whole, but its impacts extend broadly to smoother transport chains, better information flows and operational reliability that customers and partners can rely on. •

» For a software developer, the most rewarding aspect ultimately is the feedback received from users.

-JONNE NAUHA



>>> A GLIMPSE INTO AHOLA'S HISTORY

70 years of entrepreneurship, courage and renewal

Ahola's journey began in 1955 when a young entrepreneur seized the opportunity to establish a transport company in Finland's Ostrobothnia. From its humble beginnings, the family company expanded over the decades, taking part in Finland's industrialisation, globalisation and logistics transformation.

THE EARLY YEARS WERE about manual work and sheer determination. The fleet was modest, but the pace of work was unrelenting. Customer relationships were forged based on trust: Ahola kept its promises and performed the work diligently. This principle has remained at the core of Ahola's operations over the decades.

From a family company into a group

From the 1960s to the 1980s, the operations expanded, one step at a time. Routes became longer, the fleet improved and the customer base grew. In the 1990s, globalisation and the first steps towards digitalisation changed the operating environment for good. Ahola responded to the change by investing in its fleet and in expertise.

In the 2000s, development really began to take off. The group structure was reinforced and operations began to branch off into new areas. Ahola Special brought with it demanding project transports and specialised expertise.

Ahola Digital started to build systems that enable more efficient and transparent day-to-day operations.

What has endured from one decade to the next is the idea that growth is not an end in itself, but an outcome of our desire to serve customers better.

Renewal is essential for continuity

The logistics sector has changed immensely in 70 years. Individual transports have been replaced by integrated supply chains. Printouts by real-time systems. And diesel trucks are being replaced by electric and energy-efficient solutions.

Ahola's strength has been its ability to reinvent itself, without pulling up its roots. The family company's values – total responsibility, openness and respect for the individual – have stayed with it along every step of its development.

Today, Ahola is a Nordic logistics group, operating as part of international supply chains and demanding industrial projects.

The next chapter has begun

Seventy years is a long time, but more than anything, we see it as proof of our continuity and ability for renewal.

Set for release this year, our company history explores Ahola's story, from a single truck in the 1950s to today's Nordic logistics group, chronicling the events, people and decisions that have shaped the company over the past seven decades. History is not just the past: it is a foundation on which to build what comes next. •



1960s



1970s



1980s



1990s



2000s



2010s



2026

The development of Ahola Transport's fleet – from the 1950s to today's electric trucks – reflects the company's continuous and long-term commitment to renewal.

Why choose Ahola?

We guarantee that your transport will arrive at its destination exceptionally quickly and flexibly and with respect for the environment. If we do not find an optimal solution, we will develop one ourselves.

AHOLA POINTS the way forward in logistics. We have been using digitalization since the 1990s to optimize transports and reduce emissions. Our digital solutions benefit our customers from the transport planning phase to the delivery's final destination.

Our values guide our operations

People, innovations and the environment are at the heart of everything we do. As a company and as a family, we want to leave subsequent generations a better world than the one we were born in. We assume total responsibility for your transports and we do what we have agreed on. Communicating with us is open and direct. We respect everyone's contribution to a successful delivery.

Our solution for your transport needs

Ahola Transport will ensure that your road transport reaches its destination reliably and cost-effectively. Our way of working is based on our digital Ahola Online concept, which allows us to provide exceptional flexibility and speed in our transports.

Ahola Special is your safe and expert partner for special transports. Our core competence is heavy and oversized transports, project logistics

and wind power logistics. We transport, consult, obtain transport permits and plan routes and worksites in advance using 3D laser scanning and CAD assisted planning. We see the big picture and identify in advance the critical details of your projects.

Ahola Digital's unique cloud services offer solutions for controlling logistics flows – of both passengers and goods. They make managing and monitoring your transports simple, efficient, environmentally friendly and cost-effective.

We take care of you

Our starting point is to make your work easier. Our processes are controlled, and goods handling is minimized, which means your transports arrive at their destination cost-effectively and safely. You will be assigned a dedicated contact person who will co-ordinate your transport with you. A dedicated team that speaks your language plans the transportation and ensures that it reaches its destination.

You will also have access to a customer portal that contains complete data and statistics about your transport, such as emissions figures, delivery-specific emissions reports and the possibility of live delivery tracking. You can also share the live tracking link with your customers. •

Ahola's values



RESPONSIBILITY

We agree on what is to be done and do as we have agreed.



OPENNESS

We talk with people, not about them. If we can't keep our promises, we immediately inform all parties concerned.



RESPECT FOR THE INDIVIDUAL

We believe in equality among all people. We all have different jobs, but the overall effort is the result of each and everyone's contribution. Everyone should have the opportunity to succeed in their work.

Our customers recommend Ahola

WE MEASURE customer satisfaction regularly, and the results reflect our customers' trust. The Net Promoter Score (NPS) describes how likely our customers are to recommend our service to others. **Ahola Transport's NPS is 56 and Ahola Special's is 68 – well above the logistics industry average (43).** An NPS of over 30 is considered excellent.

We believe that a good customer experience and high customer satisfaction are the result of our commitment to quality, reliability, and innovative solutions.





AHOLA

Sustainability report 2025

WAY AHEAD

Background for the sustainability report

Our goal is to develop sustainability work in our Group systematically and for the long term. To that end, we established a Sustainable Development Forum in 2022 and published our first sustainability report in the same year.

About the sustainability report framework

WE CONTINUED AND DEEPENED our reporting on sustainability topics in 2025 in line with the Global Reporting Initiative (GRI) framework. The objective of the framework is to provide an adequate and balanced picture of the material corporate responsibility topics and their impacts and development.

Reporting aligned with the GRI standard is based on materiality, which means that we have identified the material issues that affect our own operations, stakeholders and value chains. This work is supported by the topic-specific GRI standards listed in the GRI content index on pages 72–74.

In the sustainability report structure, we have used an ESG reporting

model that offers a clear framework for the company's environmental, climate, and people and governance impacts, risks, opportunities and goals.

The model is based on three main areas: **environment (E)**, **social responsibility (S)** and **good governance (G)**. The reporting includes sustainability metrics and transparent disclosures.

We commit to the UN Sustainable Development Goals

THE UN MEMBER STATES agreed on an action plan and goals for sustainable development in 2015. The Agenda 2030 action plan aims for sustainable development in terms of the economy, people's well-being and the environment. Primary responsibility for the implementation of Agenda 2030 lies with the member states. However, reaching the goals also requires broad participation from local governments, companies and citizens.

The UN Sustainable Development Goals (SDGs) served as an important framework for us in our fourth sustainability report. Our report covers nine of the 17 SDGs. Their symbols are shown in the report in the relevant section.



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» **The Ahola Way philosophy guides us to act responsibly, openly and with respect for others.**

– IDA SAAVALAINEN, GROUP CEO

>>> GROUP MANAGEMENT REVIEW

Sustainability stems from people and everyday actions

For us, sustainability is first and foremost a way of operating. It is reflected in everyday choices, long-term decisions and in how we develop our operations together with customers, partners and staff. In 2025, we continued to work determinedly toward more comprehensively sustainable logistics.

OVERALL ENVIRONMENTAL EFFICIENCY means taking a broad look at the impacts: from equipment and energy use to systems, operating models and people's daily work. During the year, we focused on solutions that have a concrete impact on both the environment and the reliability of operations. The development of heavy vehicle charging infrastructure in Naantali, energy storage solutions, and the advancement of transportation planning and optimisation created the conditions needed to mitigate impacts and achieve better operational reliability. At the same time, we developed measurement and reporting to ensure that decision-making is based on increasingly accurate and comparable information.

Digitalisation and automation supported sustainability at the process level as well. System development and the utilisation of artificial intelligence help reduce errors, optimise resource use and improve safety throughout the supply chain. These solutions also add to our positive handprint: customers' daily processes become more

efficient, supply chains operate more predictably and resources are allocated more effectively.

Sustainability, however, is ultimately about people. The *Ahola Way* philosophy guides us to act responsibly, openly and with respect for others, both in everyday interactions and in long-term decision-making. In 2025, we focused on employee well-being, safety and developing competence. Ahola Academy plays a central role in these efforts. Its goal is to provide a practical and efficient training route, enabling people to quickly qualify as professional drivers and gain employment at Ahola. At the same time, we continued our traffic safety work, co-operation with schools and anti-bullying activities, through which we aim to have a positive impact outside our own work community as well.

This sustainability report summarises the key actions, improvement areas and lessons learned for the year 2025. Our work to enhance overall environmental efficiency and our positive handprint continues with the *Ahola Way* attitude – one step at a time. •

Ahola in a nutshell

Ahola is a family business established in 1955, which has grown into an international logistics Group. We are a reliable, modern logistics expert who supports its customers' sustainable development.



Ahola Group – Key figures

THE AHOLA GROUP consists of the parent company Ahola Group, located in Kokkola, Finland, and its subsidiaries: Ahola Transport, a road transportation specialist; Ahola Special, operating in heavy and oversized transports; and Ahola Digital, a supplier of digital logistics solutions. We serve our clients in the Nordics, Baltics, Poland, and elsewhere in Central and Eastern Europe. In addition, our extensive partner network covers the whole of Europe.



TURNOVER
145,9 M€
[2024: 128,4 M€]



VEHICLES
560



PEOPLE
700

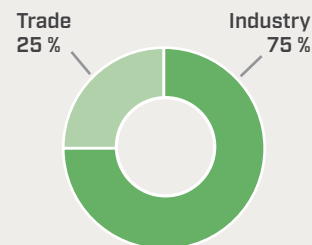


VALUES
Total responsibility
• Openness
• Respect for the individual



MISSION
Logistics flows under our responsibility.

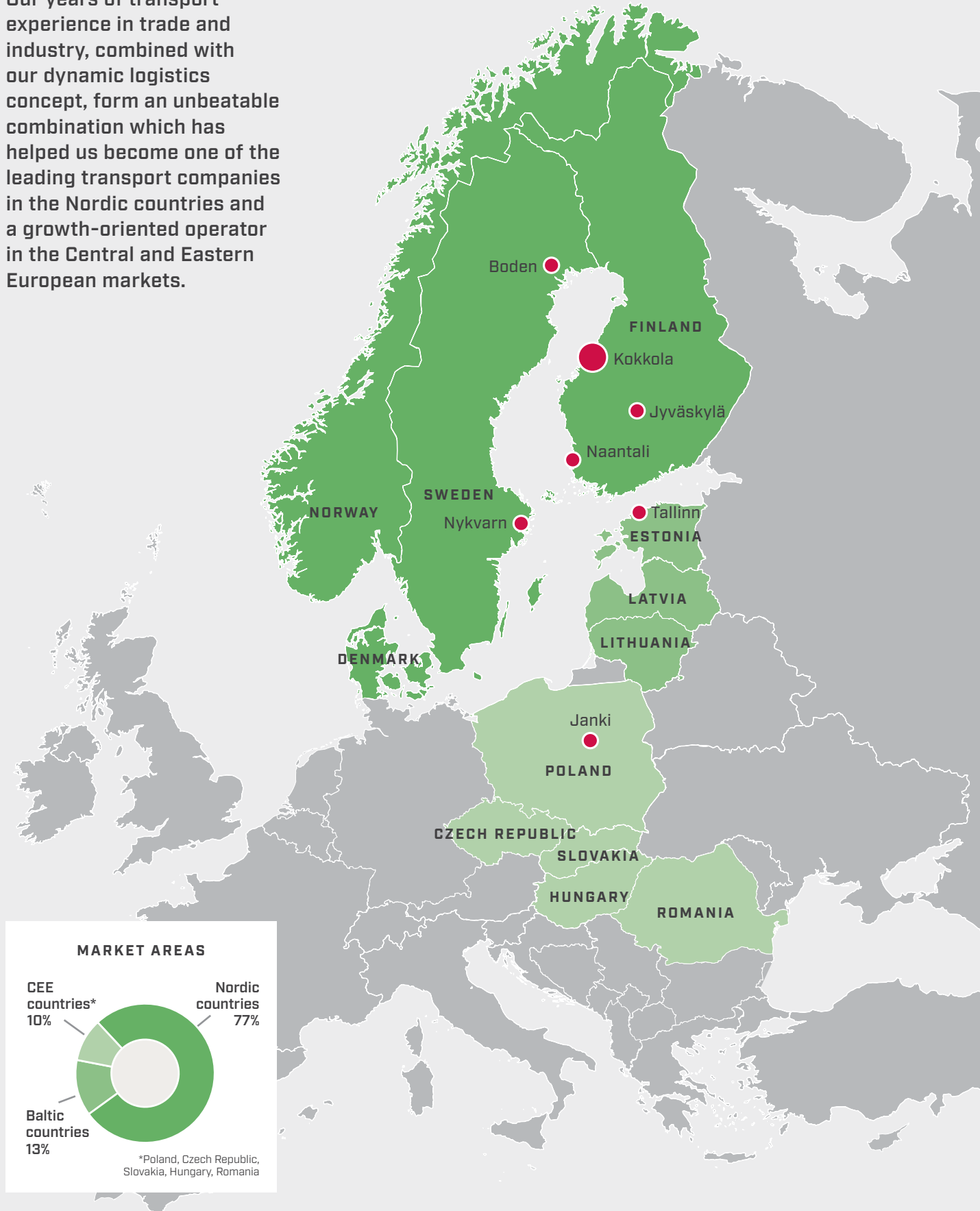
MARKET SEGMENTS



CERTIFICATES



Our years of transport experience in trade and industry, combined with our dynamic logistics concept, form an unbeatable combination which has helped us become one of the leading transport companies in the Nordic countries and a growth-oriented operator in the Central and Eastern European markets.



>>> ABOUT AHOLA

A family business leading the digitalisation of logistics

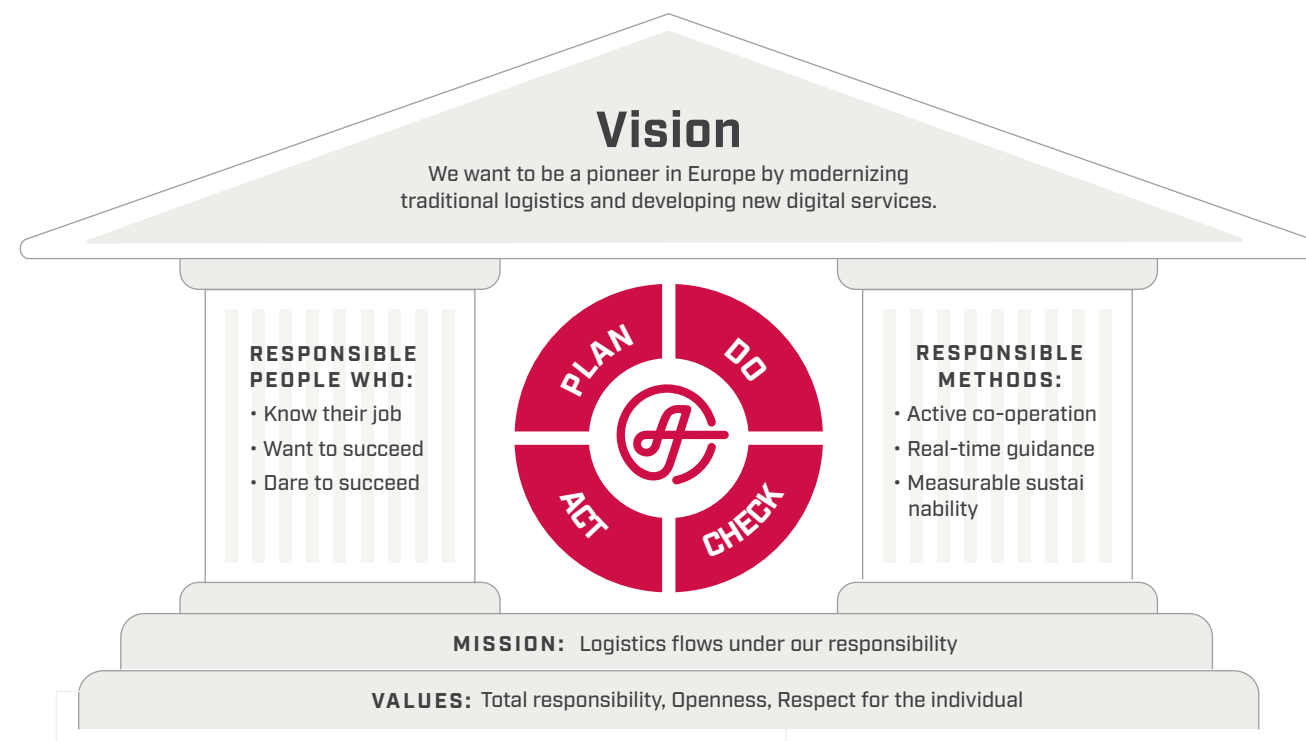
Our experience, combined with our dynamic logistics concept, puts us in an excellent position to succeed, helping us become one of the leading transport companies in the Nordics and a growth-oriented operator in the Central and Eastern European markets. Ahola Group's main market areas are Finland, Sweden and the Baltic countries.

THE GROUP CONSISTS of Ahola Transport, a provider of road transportation, Ahola Special, operating in heavy and oversized transports, and Ahola Digital, a supplier of digital logistics solutions. Ahola's fleet includes approximately 560 modern vehicles that are well suited to the conditions of our market area. Our equipment perfectly matches the needs of various industries, thereby ensuring fast deliv-

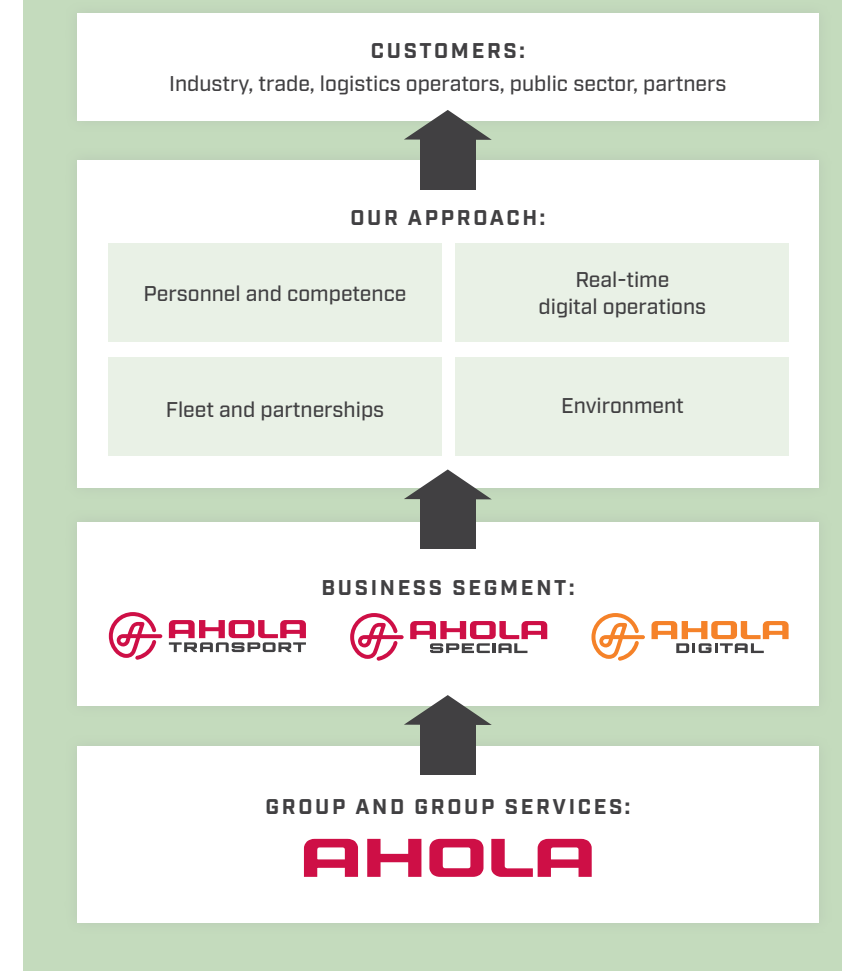
eries for all types of goods. A modern fleet, and the adoption and piloting of alternative fuels play a role in achieving overall environmental efficiency.

AHOLA TRANSPORT is a road transport professional that provides both trade and industry with transports that are tailored and comprehensively optimised based on customer needs. Ahola Transport has created

a dynamic model where the pickup, main freight and distribution of goods are integrated into a single process. Instead of using terminals, the model is based on a truck-to-truck principle, which minimises cargo handling and enables direct deliveries from the sender to the recipient. Customers and drivers always have a dedicated contact person and a planning team which coordinates the transport or-



Our approach – the Ahola Way



» With Ahola Digital's solutions, the customer always stays one step ahead, today and tomorrow.

ders and speaks the same language as the customer and the driver.

AHOLA SPECIAL transports heavy and oversized cargo using a combination of different transport modes. With a modern and multi-purpose in-house fleet, its service offering includes planning based on the customer's needs,

project management and necessary additional services, such as cargo handling in ports, and jacking and skidding.

Ahola Special also provides the Ahola Engineering service, which focuses on the comprehensive planning of routes, worksites and other sites using 3D laser scanning and CAD-assisted

planning. This makes it possible for the special transport team to be involved already in the pre-planning phase of projects and worksites, which ultimately means, for example, less need for soil preparation or fewer trees to be felled.

In 2024, we established a company in Sweden, Ahola Special AB, and registered new vehicles in the country. The fleet registered in Sweden will help us meet the growing demand for special transports within the country.

AHOLA DIGITAL'S solutions and services take transport and logistics companies towards the future. Ahola Digital's offering includes many kinds of tailored software solutions for, among other things, boosting and optimising transports. The solutions help optimise vehicle occupancy and usage rates, but the possibilities are almost infinite. We make the customer's transport operations more eco-friendly together with the customer. With Ahola Digital's solutions, the customer always stays one step ahead, today and tomorrow.

The Group's vision is to reach a leading position in the Northern European logistics markets by modernising traditional logistics and developing new digital services. This vision will be achieved through the teamwork of our responsible employees and sustainable ways of working.

Employees, contract carriers and the Board of Directors

Ahola Group employed 259 people at the end of the review period. In addition to its own personnel, Ahola relies on long-term partnerships and employs over 450 contract drivers in road transports. The Group CEO is Ida Saavalainen. The Group paid a total of EUR 16.2 million in salaries and bonuses during the review period.

On 28 May 2025, Ahola Group's General Meeting elected the following ordinary members to the Board of Directors: **Hans Ahola** (Chair), **Nils Ahola** and, as members independent of the organisation, **Olli-Matti Airiola** and **Jukka Karhula**. The company's ordinary auditor is the auditing firm Ernst & Young Ab, and the Chief Auditor is **Anders Mattsson**, Authorized Public Accountant. •

>>> AHOLA AND SUSTAINABLE DEVELOPMENT

On the road to sustainable development

Sustainability Management

At Ahola Group, sustainability is integrated into everything we do. It is an intrinsic part of our daily choices, guiding our development work and how we take care of both the environment and our people. We want to ensure that sustainability is a focus in everything we do by regularly including these issues in the executive management team's and Board of Directors' agendas. In 2022, the Group's executive management team established a dedicated sustainability forum that includes employees from all business segments. The objective is to ensure that work related to sustainability remains a focus in all Group companies. The forum discusses material sustainability topics and how the impacts of these issues are managed in the business segments. Each company's sustainability performance is also reported to Group management at the forum's meetings.

Business management's understanding of the importance of sustainable development for business is ensured through training provided by an independent party to increase the Board of Directors' collective knowledge. Ahola's owners and Board of Directors set the direction within the sustainability area and decide on the policies, strategy and objectives together with Group management. Strategic decisions are executed in the organisation's different segments, which have their own more detailed strategies derived from the Group strategy. Progress is monitored, and internal and external collection of data is planned and executed together with other relevant Group functions.

Sustainability Strategy

In its sustainability strategy, Ahola Group is committed to the UN Sustainable Development Goals, and the policies guiding the Group's operations follow nine principles of the UN Global Compact initiative. We have a strong and natural desire to act responsibly towards employees, customers,

owners and society at large. Respect for the individual is also one of our family business's values. It is our way of showing that we believe all people are equal. We all have our own duties, but each one of us contributes to the outcome. We must create the right conditions for everyone to succeed in their work.

We operate openly and commit to co-operation – as required by Ahola's values. Long-term customer relationships are important to us, and we want our customers to know who handles their logistics flows. Sustainability work at Ahola focuses on specific goals divided into three areas: environment, society and governance. Ahola's management is committed to actively participate in developing and executing our sustainability strategy to ensure that our targets and goals are met.

Our sustainability strategy is based on the analysis of the operating environment, including the assessment of risks, and on a dialogue with our key stakeholders in order to better understand the risks and opportunities inherent in our business operations.

Policies governing our daily work

Our policies create a common framework for the work of all our partners and set ethical requirements for all employees. They also provide us with concrete support in assessing the performance of our stakeholders. The Ahola Way is a key document guiding our management and work. It includes our Code of Conduct, which is binding on our entire personnel, from management to employees, and also commits our contract carriers to follow appropriate procedures. The Ahola Way also includes ethical principles, covering policies against bribery, corruption and anti-competitive behaviour, requirements for every employee and co-operation partner to comply with laws and regulations, and guidance concern-

OWNERSHIP STRATEGY

GROUP STRATEGY

BUSINESS STRATEGY

Ahola Transport, Ahola Special, Ahola Digital





ing gifts, sponsorship and information management. The Code of Conduct is based on the prohibitions of child labour, forced labour, harassment and discrimination laid down in the International Labour Organization's (ILO) declaration and the UN Universal Declaration on Human Rights.

There are also separate policies concerning employees' legal right to equal treatment, to collective bargaining and to organise, as well as policies on working hours and wages. These policies protect employees' rights and ensure a safe work environment for all.

The work environment policy also includes guidance on remote work and traffic safety. Information security and data protection are particularly important topics for us, and we have policies for both protecting personal data and information management. All our policies and our Code of Conduct are reviewed and approved regularly by our Group management and Board of Directors. Ahola Green is our environmental programme that aims to promote environmental sustainability based on research and development.

Our stakeholders

We value our stakeholders' opinions on our operations and our sustainable development goals. We engage in continuous dialogue with our key internal and external stakeholders to ensure that our service is not only profitable but also responsible, taking into consideration the environment and people.

Our employees, management and owners as internal stakeholders have a clear overall picture of how sustainability is implemented within our company, as our external stakeholders, such as subcontractors, society, government,

creditors and customers, each have their own expectations for sustainability. As a company, we work to promote the sustainability topics raised by both internal and external stakeholders.

Materiality Assessment

Ahola Group operates in the transport industry and in digital logistics solutions, and we use that as a basis for assessing the material impacts of our operations on the environment, people and governance. Analysing the operating environment is part of the Group's strategy work and continuous improvement of operations. We assess the materiality of sustainability topics based on the significance of the risks and their impacts and how negative impacts can be mitigated and positive impacts strengthened.

The impacts of our operations on the environment, society and governance are reviewed in connection with the Group's overall strategy review every year. Sustainability-related risks and opportunities are assessed regularly as part of every business segment's risk and opportunity assessment. These assessments are an integral part of the Group's risk management and strategy process. The risk assessments are related to our strategic goal to reduce the negative impacts of our operations and find positive solutions to grow our business in a sustainable and profitable manner.

Emissions are among the key indicators of sustainability in the transport industry. Our focus areas in sustainability include reducing emissions with the help of digital solutions, driver training, modern fleet and adopting and piloting alternative energy sources.

Our employees' health and safety have been one of the

priorities of our sustainability programme and will continue to be so in the coming years. We actively develop our work environments to offer everyone the best possible workplace. Ahola Group has involved employees and carriers in its sustainability work, offering them communications and training related to our environmental and human rights policies, both within the Group and in the entire supply chain.

In 2021, a dedicated Compliance team was established for the Group to ensure that our business segments comply with both legislation and other requirements. Regulatory and legal compliance is an area of continuous improvement. One concrete example is the whistleblowing channel introduced

in 2021, through which our stakeholders can anonymously report any suspected unethical behaviour, misconduct or illegal activity.

In line with its values, it is a natural choice for Ahola Group to participate in the development of local communities, while at the same time continuously developing new ways to support the communities. We are also committed to comply with the UN Sustainable Development Goals, and we recognise that reaching the goals of Agenda 2030 requires the participation of not only governments but also local governments, companies and citizens. In our operations, we focus on making determined efforts to promote the goals which the Group has the best opportunity to influence. •

Ahola's sustainability program



ENVIRONMENT

- Ahola Green
- Carbon dioxide emissions and renewable energy
- Waste management and recycling
- Product and service innovation



SOCIAL RESPONSIBILITY

- Employee engagement
- Diversity and equality
- Community engagement
- Health and safety
- Human rights
- Labor rights



GOOD GOVERNANCE

- Ethical business
- Subcontractor engagement
- Information security
- Taxes

>>> SUSTAINABILITY PROGRAMME: ENVIRONMENT

Environment



Ahola Group is committed to environmentally friendly operations and to continuously reducing emissions, which shows in its long-term efforts to promote sustainable development in the logistics industry. The Ahola Green programme provides guidance towards zero emission transports and carbon neutrality.

Continuous environmental work

Ahola Group's environmental work has a long history, and active consideration of environmental issues has been part of the Group's strategy since the mid-1990s. For years, Ahola Transport's mission has been to offer more efficient, reliable and environmentally friendly transport and logistics services.

Key environmental sustainability themes included the electrification of the fleet, improving energy consumption monitoring and developing emissions reporting. Feasibility studies on electrification were advanced, and the fully electric fleet grew, while investments in electric and biogas vehicles continued as part of the clean transition. Energy monitoring was enhanced at the Kokkola and Naantali facilities, and the main factors behind the Group's large electricity bills were analysed. Material efficiency was promoted by launching a recycling project for used dollies in Poland.

Our goal is to offer zero-emission transports soon. Our goal-oriented environmental work is based on the environmental targets set by the Group management and the Ahola Green environmental programme, which focuses on systematically reducing the environmental impact in relation to our produced tonne-kilometres.

Ahola Group strives to constantly improve its environmental profile and reduce emissions. We concluded in 2021 that we achieved the EU's emission reduction targets set for 2030 more than ten years ahead of schedule. We are committed to halving the emissions from road transports by 2030 compared to the 2015 emissions level.

In 2025, the proportion of bio-based fuels of all fuels used by us in all market areas was 25.3%. Of our vehicles, 96% belong to the EURO 6 class.

Ahola Green

The Group's strategy for 2022 included the implementation of our own comprehensive environmental programme Ahola Green. Its purpose is to promote and monitor eco-friendliness in our Group. The programme includes continuous work to develop environmentally friendly working methods and research and development projects aimed at discovering new innovations.

The goal is to improve eco-friendliness within the Group, as well as in the logistics and transportation industry in general, develop more sustainable working methods, and promote general awareness of the environmental impacts of our operations.

Four focus areas of the Ahola Green environmental programme

Our key focus areas for more environmentally friendly road transports are:

1. Eco-driving
2. Operational efficiency and minimising waste
3. Lower fuel consumption and higher payload
4. Lower CO₂ emissions

We set an ambitious emission target for 2025: **26.89 grams of CO₂e/tkm in road transports. The outcome for 2025 was 24.65 grams CO₂e/tkm, well below the target figure.** We are continuing our determined work to reduce emissions also in 2026, and we set our target to reduce emissions by one per cent.

» **We utilise renewable energy at our facilities, and the 304 solar panels in use at our facilities since 2023 generate electricity for our daily consumption.**

It is difficult to obtain reliable, comparable figures from the industry, but we have chosen, from publicly available sources, 43.4 g CO₂e/tkm as our benchmark.

Our research and development function Future Lab focuses not only on supporting the business segments' operations in a constantly evolving business environment, but also on systematically seeking and exploring new technologies, concepts and energy options to improve our energy efficiency.

We utilise renewable energy at our facilities, and the 304 solar panels in use at our facilities since 2023 – 178 in Kokkola and 126 in Naantali – generate electricity for our daily consumption. The panel system also includes four inverters and 152 power optimisers to boost energy production. The maximum output of the panels in Kokkola is 73 kWp and in Naantali 46 kWp, which cover the daily energy requirement of our operations.

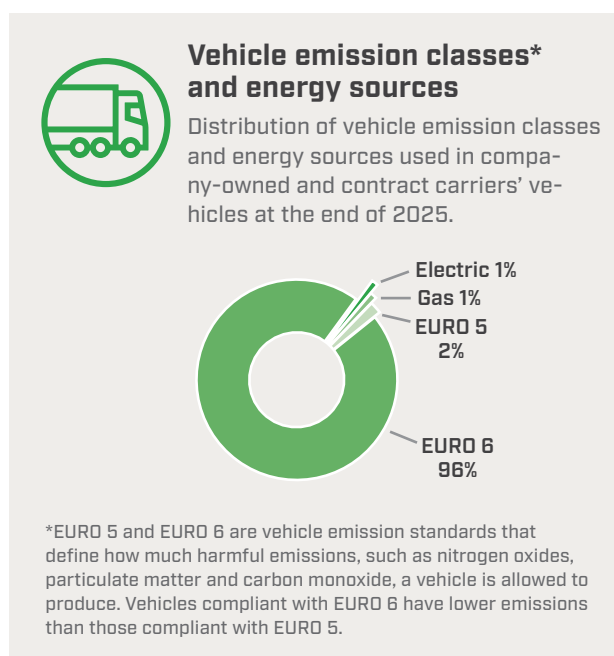
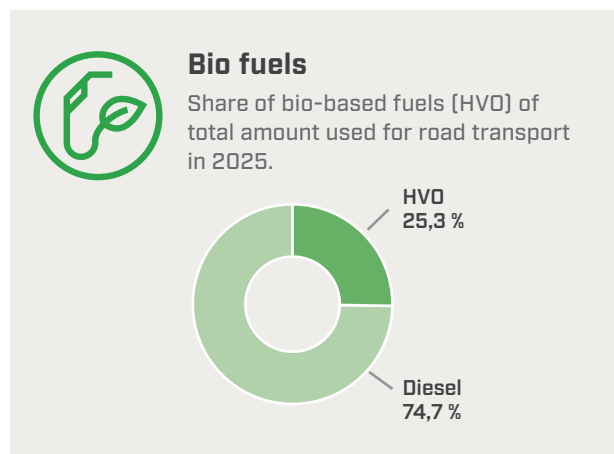
Digitalising transport services

The development of sustainable transport services largely relies on digital solutions that help optimise and track transports in real time. Ahola Digital offers digital services that make it possible to provide more eco-friendly transport services by helping, among other things, optimise vehicle fill rates and minimise empty kilometres. With these digital solutions, it is possible not only to monitor the overall emissions of transports, but also to obtain emission reports on the parcel level.

Data networks are becoming increasingly important and form part of the digitalisation efforts aimed at developing and broadening co-operation within the logistics sector. This development also saves society's resources and reduces the environmental impact of transports. Faster border crossings with the Digitoll solution, international development projects for sharing emissions data, and AI-driven innovation work to optimise cargo space utilisation and routes supported the goal of reducing emissions across the entire value chain. The transparency of energy consumption in IT environments was also investigated at the Group level.

A high level of digitalisation requires hardware. In the procurement of computers and other hardware, we strive for reuse and recycling. Digitalisation also enables reducing excess business travel. When possible, meetings are held virtually. Most office employees also can work part of the week remotely.

Development work for measuring Ahola Special's emissions has been continued, and the validation of the



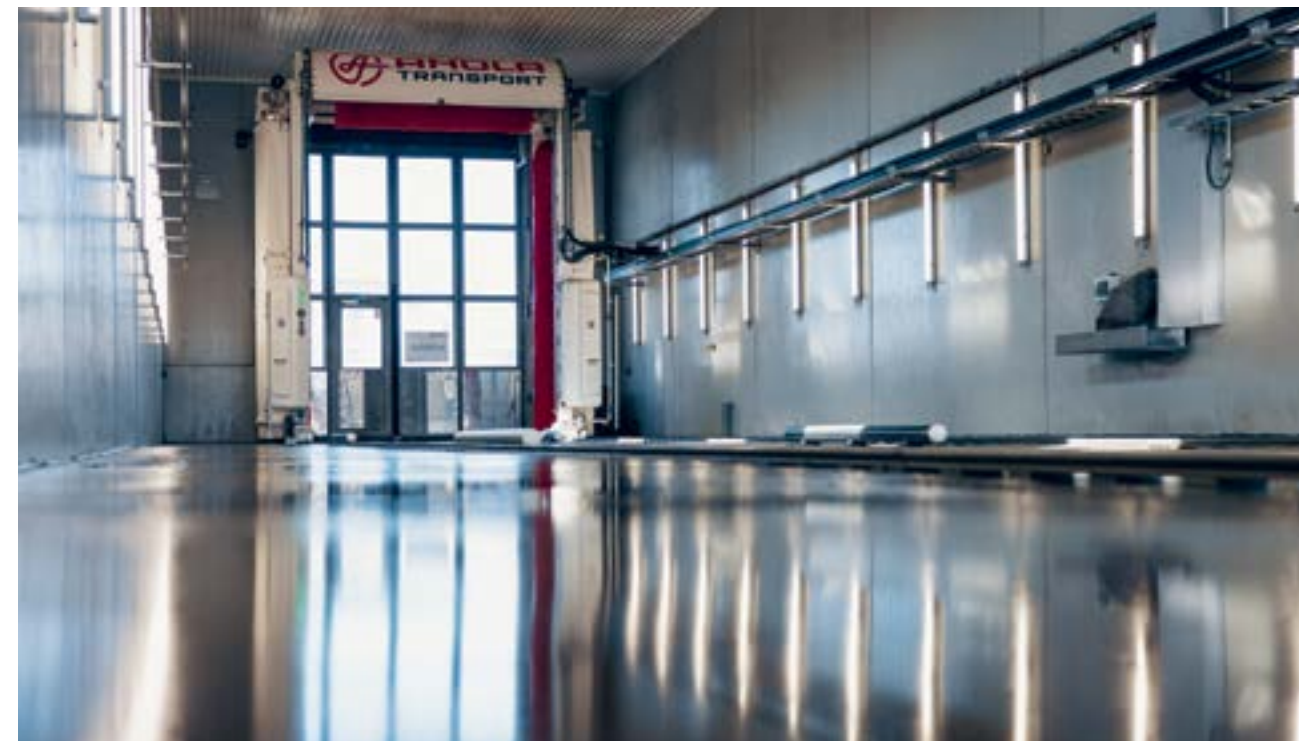
measurement method and emission reporting was launched in 2024. Emissions reporting was renewed in 2025 with the purpose of simplifying reporting to customers.

Environmentally friendly truck wash station

In 2021, we invested in an environmentally friendly washing station for heavy vehicles. Equipped with a closed-loop water recycling system, the station minimises the amount of water used in washing vehicles. While a single wash of a vehicle combination usually takes 2,000 litres of clean water, thanks to the recirculation system, water consumption is reduced to 200 litres per wash.

Investments in the electrification of transport support the green transition

Ahola's efforts towards an eco-friendlier transport industry are not limited to reducing emissions. We make sustainable



choices in several areas, ranging from driving style and transport planning to major investments.

In September 2024, we opened a new charging station in Naantali in collaboration with Plugit. The public charging station located near the port is part of Ahola's larger mission to reduce emissions and support the adoption of electric vehicles for the transport of heavy equipment. There are four

charging points at the station, enabling the charging of four passenger cars or two heavy vehicles simultaneously. The new charging station is also part of the EU's ACE project. To promote electrification, the capacity of the charging station was increased in 2025 with the installation of three 200 kilowatt-hour batteries. In addition, the Group introduced its fourth electric truck in 2025. •

Our efforts in sustainability

COMPETENCE

- Quality management certificates
- Assistive technology
- Training and coaching
- Certified drivers

→ Eco-driving

OPTIMIZED FLEET

- Modern truck technology
- High loading capacity concepts

→ Lower fuel consumption and higher payload



Overall environmental efficiency

REAL-TIME OPERATIONS

- Dynamic logistics
- Connectivity
- Digitalization
- Waste minimization

→ Production efficiency

ENERGY SOURCES

- Alternative energy sources
- Green Km services
- Measurability

→ Lower CO₂ emissions



>>> SUSTAINABILITY PROGRAMME: SOCIAL RESPONSIBILITY

People

4
QUALITY EDUCATION

8
DECENT WORK AND ECONOMIC GROWTH

10
REDUCED INEQUALITIES

Our social responsibility efforts were particularly evident in 2025 through investments in safety, expertise and community engagement. Ahola's 70th anniversary year brought together staff, families, drivers, customers and partners to celebrate a shared journey and values. Social responsibility themes took centre stage alongside environmental sustainability.

A PEOPLE-ORIENTED ATTITUDE and entrepreneurial spirit have always been at the heart of our operations, and these values continue to guide our path forward. In the future, we will make use of our strong digitalisation expertise and industry knowledge to achieve overall environmental efficiency. In practice, this means, for example, providing further training for our already skilled personnel, and monitoring and measuring actual emissions, and reporting them to our customers. We want to be an industry pioneer guided by strong values in the future too. Ahola's focus has always been and will always be on the drivers, because they are the ones who keep the goods moving and the wheels turning. We will continue to develop our business and strive to be the obvious choice for customers, partners and potential employees in the future as well.

Ahola's societal role was particularly evident in the traffic safety work carried out in schools in Kokkola and Naantali, in regional responsibility partnerships, as well as in donations and charitable activities. Among the highlights of the year was Ahola's 70th-anniversary celebration, which brought together our staff and their families, drivers, customers and partners to celebrate our shared journey and values.

The collaboration with Ahola's brand ambassador, Finland's strongest man **Mika Törrö**, continues. Inspired by Mika's personal story, the '*Vahvat ei kiusaa*' (*The Strong Do Not Bully*) campaign promotes anti-bullying initiatives. Despite his difficult past, Mika is now a top athlete who works closely with various educational institutions to end bullying in schools. Mika's story is an inspiring example of how we all have the power to change our life's direction through our own efforts.

An employee satisfaction survey is conducted twice a year within the Group to measure the commitment of our employees to their work and their employer. The latest overall score was 7.8 on a scale of one to ten. The most recent survey, conducted in October 2025, had an impressive response rate of 82.9% and showed that nice colleagues, job security, suitable working hours and a corporate culture with good values are what our employees value most.

We also measured employee satisfaction with the Employer Net Promoter Score (eNPS). On a scale of -100 to +100, we received a respectable 25.5 points, which is a very good result and indicates a positive employee experience.

Competence and Quality

In 2025, we invested in the safety and information security expertise of our employees. The Group's IT services trained the entire staff by organising regular induction and training sessions on topics such as AI and information security, in addition to which employees developed their competence in accordance with their personal training plans.

Staff and stakeholder expertise was developed further through participation in climate and Scope 3 training, university collaborations and industry events. We continued our Ahola Driver Certificate programme, which helps us develop our drivers' skills in economical driving and customer service. Real-time feedback and support for drivers to improve their driving habits have a direct effect on fuel consumption and thus also on emission levels.

Our Code of Conduct, Ahola Way, also supports the training of employees on our values, policies and ways of working. Ahola Way is part of the induction and continuous training for our employees to maintain knowledge about business ethics and human rights.

To promote safety, various vehicle-related training sessions have been organised for drivers. The safety topics in the Driver's Guide have also been updated. Training is particularly important for large transports in the special transport sector, as well as load-securing training, which is organised regularly for drivers in our Group.

To make it easier for new drivers to enter the industry, we have developed the Ahola Academy training programme. The necessary regulatory permits for launching the programme were obtained in 2023, and in 2025, the first driver completed our in-house training programme, which will continue in the coming years.

The concept allows us to offer a targeted fast-track training route into the industry. The participants complete the training programme in accordance with their personal competence development plan, and they are assigned a driver mentor who supports them also during the first steps of their careers. Ahola Academy is also part of the Group's long-term HR strategy, which aims to ensure the availability of skilled labour, support personnel's commitment and promote sustainable careers in the transport industry.

Occupational health and safety

We aim to ensure our employees' safety, health and work ability, drawing on an ISO 45001 occupational health and safety management system for support. According to our work environment policy, Ahola Group must be a good and safe workplace where injuries, occupational illnesses and infectious diseases are prevented. Occupational health and safety work is carried out in compliance with current work environment and occupational safety legislation and requirements. Systematic risk management also encompasses infectious diseases. We also have occupational health services to help our employees maintain their health and good work ergonomics. Our occupational health and safety system covers our entire personnel.

The company's management and supervisors are responsible for occupational health and safety. They expect employees to follow the applicable rules and instructions in accordance with established processes and work practices. Each employee must also take personal responsibility for their daily work environment and health, actively participate in the identification, reporting and elimination of risks, and work to continuously improve their work environment. Instructions regarding work safety must always be followed at all the company's locations. When visiting customers, the customer's rules and instructions must always be followed. We have an infection risk management method, MyCare, in place to help fight infection risks in all our operations.

Employee engagement

Ahola Group provides its employees with statutory health and safety services, in addition to which employees have the possibility to influence health and safety management by

reporting incidents and making improvement suggestions, and by participating in the activities of occupational health and safety forums and committees.

Ahola also encourages employees to lead a physically active lifestyle. One way to do this is through fitness campaigns, such as enabling participation in the bicycle competition Kilometrikisa, where the participants registered the kilometres, they cycled during the summer. We also offer our permanent employees in Finland a bicycle benefit, which means they can buy a bicycle tax-free. Epassi is one of our most valued employee benefits. Epassi gives employees the opportunity to foster their well-being during their leisure time according to their own preferences, using, for example, sports, culture and well-being services.

Supporting our drivers' well-being is an obvious choice for us. The drivers are the backbone of our operations, and responsible logistics would not be possible without them. That is precisely why we want to make multiple efforts to improve their well-being, professional skills and competence. We also want to engage drivers in decision-making concerning them and their working conditions. We continued to focus on supporting the well-being of drivers in 2025. We built highly exceptional staff facilities for drivers in Naantali during 2023. The Trucker's Village area now features, in addition to the outdoor gym opened in 2022, the Trucker's Spa and Service, which offers drivers modern and clean shower facilities, a campfire site, laundry facilities, and a Post Pick Up machine for parcels. In 2024, we added a barbecue area to the area. Additionally, drivers can now book an appointment and visit the barbershop at the Trucker's Village. In 2025, drivers also had the opportunity to submit improvement suggestions using the feedback board available at each location.

Ahola Transport's personnel also strive to schedule in regular meetings with drivers to ensure straightforward and smooth co-operation. The Trucker's Evening organised every autumn at the Naantali location offers a shared opportunity to discuss current topics and meet people in a relaxed atmosphere, enjoying good food, music and activities. The Trucker's Evening was organised in 2025 for the eleventh time.

The well-being of our employees remained a focus for Ahola also in 2025. The occupational well-being forum established in 2022 was active and improved employees' opportunities to participate in activities promoting good health. Family days were organised for employees and their families in Kokkola and Naantali, where the company's 70th anniversary was celebrated with good food, company and entertainment. The occupational well-being events are another example of activities aimed at promoting health at the workplace.

Risk Management

We carry out risk assessments to address issues arising from the work environment and to reduce work-related accidents and occupational illness. In our standard risk assessment procedure, we identify the possible causes of injury, examine whether the hazard can be eliminated, and if not, what preventive or protective measures are available to mitigate such hazards. The health and safety risk assess-

ment is carried out every two years and is organised by the occupational health and safety director. All segments and locations have their own occupational health and safety committees, which are responsible for assessing the working environment, identifying disturbances and proposing improvements.

Initiatives concerning the working environment and safety aim to actively prevent accidents and develop new solutions. The assessments also cover the equality of employees and fitness possibilities. The committees meet four times a year.

Human rights

Ahola strives to make a positive difference in society by supporting human rights, combatting all kinds of discrimination and actively participating in social debate. Our Code of Conduct is based on the UN Declaration on Human Rights, and the ILO Declaration on Fundamental Principles and Rights at Work. Our policies prohibit forced labour and the use of child labour and promote freedom of association and the right to collective bargaining. All employees are treated equally, regardless of gender, age, origin, religion, belief, opinions, state of health or disability. All forms of harassment, discrimination and menacing behaviour at the workplace are forbidden, and each individual's human dignity, integrity and rights shall be respected. Ahola has policies in place to protect the human rights of employees and other stakeholders.

The working hours and remuneration of our employees follow national legislation. In a modern society like Finland, where human rights are also protected by national legislation, the risk of human rights violations is low. The management of human rights issues at Ahola is based on national laws and the ethics laid down in the declarations of the United Nations and the International Labour Organization. Ahola Group has a whistleblowing system in line with the EU directive, and we draw up an equality and non-discrimination plan based on the Act on Equality Between Women and Men and the Non-Discrimination Act every two years. The plan was last updated in 2025.

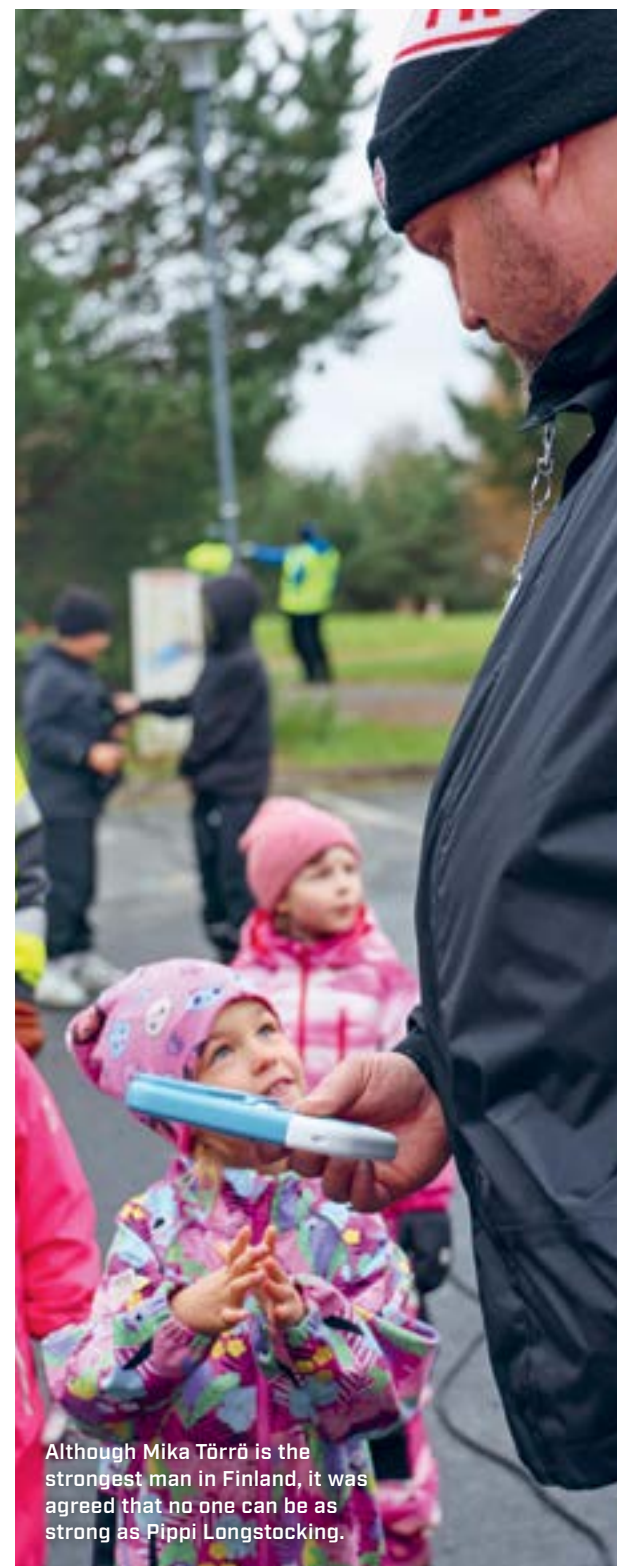
Finland is considered one of the most equal countries in the world, but work is still being done in all sectors to offer everyone equal opportunities in working life regardless of the background of the applicant. Anonymous whistleblowing lowers the threshold for reporting serious breaches of employee rights and human rights.

Our policies are intended to prevent human rights violations, and our annual risk assessments are part of that prevention system. No cases of harassment or discrimination were reported last year.

Our subcontractors' ethics and respect for human rights are assessed before signing a delivery contract and subsequently in annual discussions. The ethics of our subcontractors must match ours for our business relationship to begin or continue.

Community

We are aware that our activities have direct impacts on the surrounding society. As a Group, we can offer job oppor-



Although Mika Törrö is the strongest man in Finland, it was agreed that no one can be as strong as Pippi Longstocking.

tunities in all our operating areas and with hundreds of subcontractors in the Nordic, Baltic and central European countries. We offer financial aid to those in need and to local associations and junior sports. Our sponsorship forum addresses all sponsorship requests to ensure that decisions

are recorded appropriately and that decision-making is transparent. The war that began in Ukraine in 2022 still affects many people. Ahola has offered humanitarian aid to the area in the form of transports by, for example, delivering food products, clothes and other commodities collected by charities to Ukraine.

Ahola Group has a natural interest in promoting traffic safety and bears responsibility for traffic safety education. As the autumn nights began to grow darker, we donated reflectors to primary and secondary schools in Naantali and Kokkola. The Ahola Traffic Safety Days concept dating back many years will be continued in the coming years. We provide traffic education to children of different ages in Kokkola, Naantali and Nykvarn. The events gave preschoolers and first-year pupils the opportunity to experience for themselves how the truck driver sees pedestrians and other road users from behind the wheel. The children were also taught how to behave and move near heavy vehicles.

Ahola's sustainability work aims not only to help Ahola become more sustainable but also to find ways to make the surrounding community more sustainable. Ahola works with universities and companies, lecturing and discussing climate issues, sustainable development, and our data-driven management solutions. Our aim for these events is to raise awareness about sustainable business as well as the role of logistics in the green transition. We believe that joint development work will help us find modern solutions to future challenges together. The external impact of sustainability work is largely based on the power of example: through pilot projects, investments and development work, Ahola shares its experiences with customers, partners and stakeholders, promoting the adoption of more sustainable logistics solutions. This supports the Group's goal of being an active and responsible player in the transformation of the transport industry.

For example, Ahola Special's transports allow the installation of more wind power plants in Finland. The software solutions and emissions reporting created by Ahola Digital help not only Ahola's own business segments, but also other companies report actual transport emissions. Our research and development function FutureLab conducts research, develops and innovates modern solutions that drive the entire industry forward.

Customers

We believe in co-operation. Openness in our customer relationships is an essential part of our customer experience. We want to make our customers feel safe when working with us. We also strive to minimise any adverse factors by means of ongoing communication, continuous improvements and appropriate information security.

During the reporting period, our Group received three substantiated complaints related to data protection or loss of customer data. We take our customers' data protection seriously and have taken effective measures in response to the incidents. We want to offer our customers the best information security in logistics systems. Information security is one of the most important development targets in digital logistics. •

>>> SUSTAINABILITY PROGRAMME: GOOD GOVERNANCE

Responsible business



Ahola Group is committed to responsible business, covering economic, environmental and social responsibility. In 2025, we focused on steady financial growth, ethical business and sustainable supply chain management, and we committed to sustainability at all operational levels.

Good governance

Ahola Group bears financial, environmental and social responsibility for its operations by defining values, policies and a Code of Conduct that all employees and partners must follow. We expect the companies working with us to have ethical business practices and measurable progress in financial, environmental and social responsibility, as well as to train their subcontractors and monitor their practices. We call our responsible, ethical ways of working the Ahola Way. Our values – total responsibility, openness, and respect for the individual – form the basis for all our work and business ethics. The policies that guide us in our work are based on the nine principles of the UN Global Compact and the ILO Declaration on Fundamental Principles and Rights at Work. We follow national and international legislation and requirements that govern our operations. Ahola has zero tolerance for all types of corruption, bribery and extortion. We value openness in what we do and believe in objective decision-making based on the company's actual interests and avoidance of conflicts of interest. Every business segment in our Group carries out annual materiality assessments to identify the most relevant risks and opportunities related to the environment and the economic and social operating environment. Our focus areas for responsible business in 2025 were stable financial growth and ethical business that complies with laws and requirements, the promotion of information security, and sustainable supply chain management.

Ethical business

Responsible business means considering all the legal and ethical aspects of the operations. In 2021, we established a dedicated Compliance team to monitor compliance with laws and requirements and to ensure that our operations meet the highest ethical standards. We manage our performance through internal audits. We also have a whistleblowing system that gives all our stakeholders the possibility to anonymously report possible breaches related to our business ethics or operations or any other critical concerns that they would like us to address to remedy any shortcomings. Reports made through the whistleblowing system are addressed within the organisation by our Compliance team, which convenes the relevant executive-level people. The whistleblowing system has been in use for two years, and we are pleased to note that no critical concerns have been reported through the system. We take concerns over human rights issues, corruption and inappropriate anti-competitive behaviour seriously. Our policies regarding human rights and ethical business practices are presented in our Code of Conduct (Ahola Way). Ahola Way training is arranged for all new employees and subcontractors as part of their induction to provide information about our policies, values, and ways of working.

Financial performance

Ahola Group's market areas include the Nordics, the Baltics, and Central and Eastern Europe. In addition, some transports go to other European countries.

Although 2025 was marked by global tensions and economic challenges, the Group succeeded in developing its strategy and focusing on the responsibility of its operations.

Despite the challenging economic environment, Ahola Group increased its turnover in 2025 compared to previous year. Profitability remained at a good level.

Ahola Transport's operations developed positively in all market areas. The year was marked by significant investments in our transport fleet. Ahola Special invested heavily in the Swedish market and strategically developed its operations with future projects in mind. During the year, Ahola Special carried out a large wind power project in Sweden, which significantly increased the company's turnover in 2025.

Financial risks

Global crises, especially the war in Ukraine, continue to pose a risk to the Group's business. The Group has no direct business in Russia or Ukraine, but it may be exposed to impacts indirectly through customers and partners. Trade policy uncertainty has increased over the year due to shifts in U.S. trade policy. Higher tariffs and renegotiated trade agreements have increased volatility in global trade flows and heightened uncertainty regarding future terms of trade.

Other risks consist of unpredictable accidents in connection with road transports as well as vehicle damage. These risks are managed through personnel training, safety instructions and comprehensive insurance coverage. The vehicles are equipped with solutions that improve traffic safety while also supporting the drivers in their work.

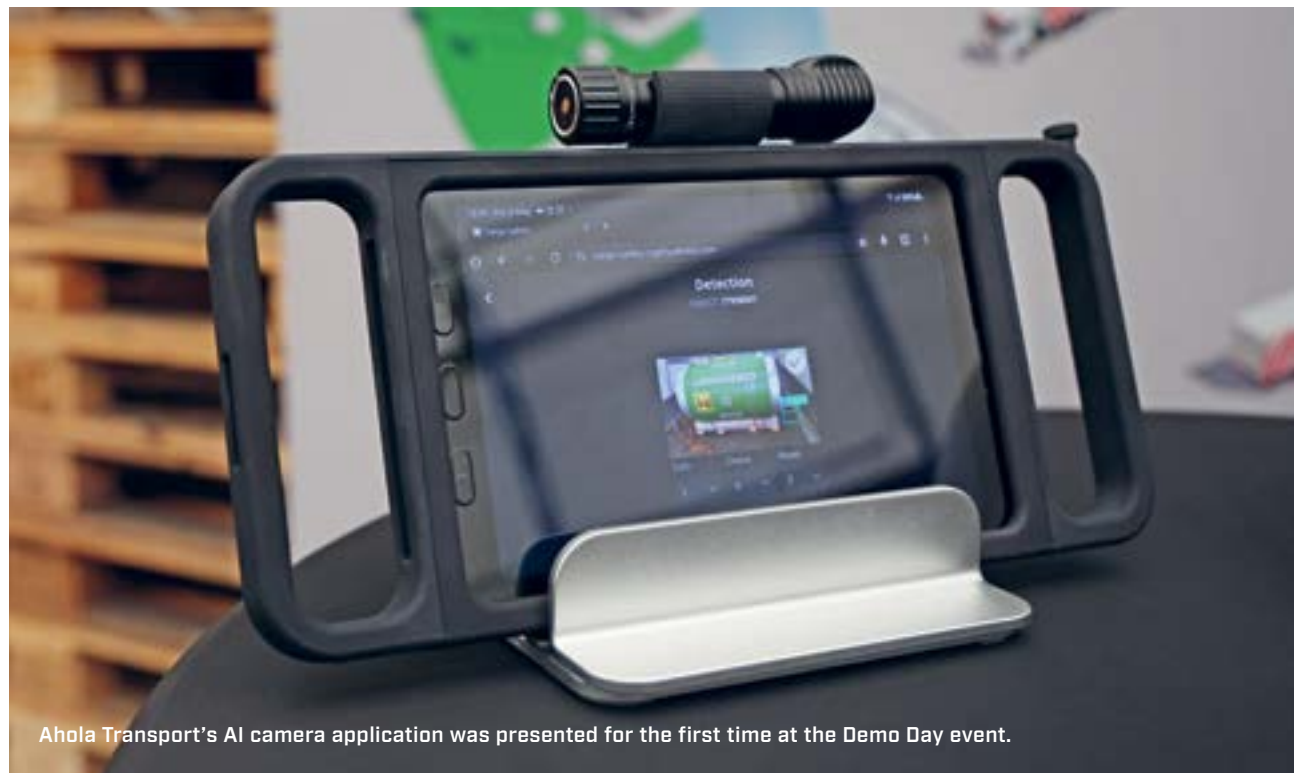
The Group hedges against interest rate risks through interest rate swap agreements. The Board of Directors supervises the Group's risk management and participates in its continuous development.

Future prospects

Ahola Group's Board of Directors does not expect significant changes in the transport markets in 2026. The Group's turnover and profitability are expected to remain at a good level. Ahola Transport will make significant investments in its transport fleet also in 2026.

Investments in research and development

Demand for ecologically and socially sustainable transport solutions is constantly increasing among both customers



Ahola Transport's AI camera application was presented for the first time at the Demo Day event.

and authorities. This requires the continuous modernisation of logistics and the development of new digital solutions to improve operational efficiency. Ahola actively works to find new environmentally friendly working methods and technical solutions to make logistics more efficient. In 2021–2025, we made significant investments in Ahola Transport's and Ahola Digital's RDI projects, for which we also received funding from the EU and Business Finland in 2025.

Taxes

Ahola Group has operations in several countries in addition to Finland, for example, in Sweden, Estonia and Poland. We create value for local communities by paying taxes to these countries. Taxes are paid to the country where the operations take place and where the income is generated. We follow the legislation and taxation practices of the countries in question, for example, in value-added taxation. Ahola Group follows national tax legislation, and we keep accurate tax records. Our accounting is audited by an independent third party to ensure correct information and legal compliance. We will comply with national laws and regulations in tax matters also in the future.

Data privacy

At Ahola, we process a wide range of data concerning employees, subcontractors, customers and other individuals. We monitor the realisation of data privacy in all our activities through internal audits and by informing and training

the employees and engaging subcontractors to follow data protection practices. The annual data protection audit report is prepared by a third-party auditor, who grants Ahola GDPR certification according to the requirements of the General Data Protection Regulation (GDPR). During the reporting period, the Group received three substantiated complaints related to data protection or loss of customer data. We take our customers' data protection seriously and have taken effective measures in response to the incidents. Our data privacy work continues with regular internal auditing of GDPR issues in our operations.

Responsible supply chains

Responsible business applies to the entire supply chain. As our operations largely rely on subcontractors, it is essential to communicate our ways and values to them as efficiently as to our own employees. Our ways of working and our values are part of the training and contracts of new subcontractors to ensure they can effectively adopt the right ways of working and our policies regarding human rights and business ethics. We provide all drivers with training on, for example, economical driving. In digital services, we require our service providers to operate sustainably.

Our target for 2026 is to maintain a high level of sustainability in our supply chains. We have also incorporated audits of our current subcontractors' human rights and ethics policies in annual development discussions, and we will continue this practice in the future. ●



Reporting approach

Reporting period and contacts

This sustainability report has been drawn up for the financial year 1 January–31 December 2025. This is Ahola Group's fourth sustainability report. The Group's executive management team reviewed and approved the content prior to its publication at its meeting on 24 March 2026, followed by approval from the Board of Directors on 27 April 2026. Any questions regarding this report or sustainability in our company can be sent to: info@aholagroup.com.

Global Reporting Initiative (GRI)

GRI (Global Reporting Initiative) is an independent, international organisation that helps businesses and other organisations take responsibility for their impacts by providing them with a common global language to communicate those impacts. The GRI Standards enable an organisation to publicly disclose its most significant impacts on the economy, environment, and people, including impacts on human rights and how the organisation manages these impacts. The GRI content index contains the disclosures reported with reference to the GRI Standards and shows where users can find the relevant information. The GRI content index in this report can be found on pages 72–74.

Environmental figures

The environmental impact values are based on Ahola Transport’s environmental report for 2025. This report represents the greenhouse gas emissions of transport services supplied by Ahola Transport. The GHG emissions in the report are calculated in accordance with the EN 16258 standard until 2023. As of 2024, the emissions are calculated in accordance with the new SFS EN 14083 standard.

The environmental report can be found in its entirety in Ahola’s material bank at: www.aholatransport.com/material-bank/

Emissions / Ahola Transport

Carbon dioxide emissions of Ahola Transport’s road transport services in all market areas.

YEAR	2018	2019	2020	2021	2022	2023*	2024	2025
Tank to wheel emissions Grams CO ₂ e per tkm	33.89	31.15	28.84	27.95	27.69	27.27	27.16	24.65
Life cycle Grams CO ₂ e per tkm	44.12	41.39	39.19	38.21	38.18	38.89	34.88	32.15

* Emissions for 2015–2023 are calculated in accordance with the EN 16258 standard. Emissions for 2024 are calculated in accordance with the EN 14083 standard.

Emissions / Ahola Special*

Carbon dioxide emissions of Ahola Special’s road transport services in all market areas.

YEAR	2024	2025
Tank to wheel emissions Grams CO ₂ e per tkm	57.27	57.63
Life cycle Grams CO ₂ e per tkm	68.73	68.85

* The project-based nature of Ahola Special's transport operations, along with annual fluctuations, affects the comparability of year-to-year emissions figures.

Share of renewable energy in road transports

Share of bio-based fuels of total fuel consumption of road transports in all market areas [%].

YEAR*	2020*	2021	2022	2023	2024	2025
HVO	16.8	17.6	18.7	22.8	22.4	25.3
Diesel	83.2	82.4	81.3	77.2	77.6	74.7

* Data not available for years before 2020.

GHG protocol

CLIMATE IMPACT MANAGEMENT is an essential part of our sustainability strategy. We assess and report on our climate impacts using the international GHG protocol, which divides emissions into three categories: Scope 1, 2 and 3.

The classification of emissions helps companies identify the most significant sources of emissions and make their operations more environmentally friendly. In emission measurement, it is an established practice to report the climate impacts of greenhouse gases converted into carbon dioxide equivalent (CO₂e), which makes it easier to compare emissions and assess overall impacts.

SCOPE 1 covers direct emissions, such as the company’s own energy production and fuel consumption. The emission sources in this category are typically the easiest for companies to control.

SCOPE 2 includes indirect emissions caused by the production of purchased energy. This encompasses the emissions from the generation of purchased electricity, heat, steam or cooling.

SCOPE 3 covers other indirect emissions, such as emissions from purchases and transports.

The Group’s GHG emissions divided in accordance with the GHG Protocol

tCO₂e

BASE YEAR 2022	SCOPE 1	SCOPE 2	SCOPE 3*	TOTAL
Ahola Group	5.65	1.76	23,11	30,52
Ahola Transport	1,327.12	40.16	32 429,26	33 796,54
Ahola Special	520.18	6.46	361,36	888,00
Ahola Digital	0.00	0.52	0,21	0,73
Total tCO ₂ e	1,852.96	48.90	32 813,94	34 715,79

2024	SCOPE 1	SCOPE 2	SCOPE 3*	TOTAL
Ahola Group**	5.63	26.36	9,40	41.39
Ahola Transport	1,225.70	106.71	31,634.20	32,966.61
Ahola Special	690.41	17.33	578.86	1,286.60
Ahola Digital	0.00	0.15	0.02	0.17
Total tCO ₂ e	1,921.74	150.55	32,222.48	34,294.77

2025	SCOPE 1	SCOPE 2	SCOPE 3*	TOTAL
Ahola Group**	4.83	7.69	14.61	27.13
Ahola Transport	885.84	37.43	29,904.87	30,828.14
Ahola Special	967.20	47.03	624.81	1,639.04
Ahola Digital	0.00	1.96	0.19	2.15
Total tCO ₂ e	1,857.87	94.11	30,544.48	32,496.46

* Scope 3 emissions currently only cover the fuel consumption of our contract carriers.

** Oy Ahola Group Ab acquired AT-Fastighets Ab during the reporting period. As a result, the emission calculations for the reference year 2022 have been updated in accordance with the GHG Protocol to ensure consistency and comparability.



The first driver to graduate from Ahola Academy, Niina Nyblom, tells first-graders about the transport industry at the Traffic Safety Days in Naantali.

Social figures

Accounting principles for non-financial data – social figures.

THE SOCIAL FIGURES COVER all employees of the organisation and subsidiaries, but not subcontractors. The number of employees is in the headcount at the end of the reporting period 31 December 2025.

The greater employee turnover of under-30-year-olds can be explained by seasonal fluctuations during holiday seasons when work is usually performed by students. Non-guaranteed hours contracts and other part-time contracts are based on the wishes and needs of the employee (e.g. because

of studies) as the company has no actual part-time positions.

The occupational health and safety data has been calculated with the number of employees converted into full-time equivalents (FTE). The number of fatalities as a result of work-related injury, the number of recordable work-related injuries and the number of high-consequence work-related injuries are reported in the total number of incidents among the Group companies' employees during the reporting period. ●

EMPLOYMENT	GROUP TOTAL	AGE GROUP		
		UNDER 30	30-50	OVER 50
Total number of employees	259	40	142	77
New hires	35	16	10	9
Ended employment contracts	32	14	11	7
Employee turnover [%]	12.4			

TYPE OF EMPLOYMENT	GROUP TOTAL	GENDER		AREA	
		FEMALE	MALE	FINLAND	OTHER COUNTRIES [SWEDEN, ESTONIA, POLAND] TOTAL
Permanent	236	53	183	179	57
Temporary	8	5	3	6	0
Non-guaranteed hours	13	1	12	13	0
Full-time	238	57	181	177	61
Part-time	21	6	15	21	0
Total number of employees	259				

DIVERSITY OF GOVERNANCE BODIES [%]	GENDER		AGE GROUP		
	FEMALE	MALE	UNDER 30	30-50	OVER 50
Group Board of Directors	0	100	0	25	75
Group Management	33.33	66.67	0	66.67	33.33

OCCUPATIONAL HEALTH AND SAFETY	2022	2023	2024	2025
Number of fatalities as a result of work-related injury	0	0	0	0
Number of recordable work-related injuries	16	14	6	0
Number of high consequence work-related injuries	0	0	0	6,14
Absence due to illness [days/FTE]	0.38	0.37	0.27	0.27
Number of hours worked	466,272	467,592	487,106	488,709

GRI content index

STATEMENT OF USE	Ahola Group has reported the information cited in this GRI content index for the period 1 Jan–31 Dec 2025 with reference to the GRI Standards.
GRI 1 USED	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	PAGE
GRI 2: General Disclosures 2021	2-1 Organizational details	48–49
	2-2 Entities included in the organization’s sustainability reporting	48
	2-3 Reporting period, frequency and contact point	67
	2-6 Activities, value chain and other business relationships	50–51, 66
	2-7 Employees	51, 70–71
	2-8 Workers who are not employees	51, 66
	2-9 Governance structure and composition	51
	2-10 Nomination and selection of the highest governance body	51
	2-11 Chair of the highest governance body	51
	2-12 Role of the highest governance body in overseeing the management of impacts	52
	2-13 Delegation of responsibility for managing impacts	52
	2-14 Role of the highest governance body in sustainability reporting	67
	2-15 Conflicts of interest	65
	2-16 Communication of critical concerns	65
	2-17 Collective knowledge of the highest governance body	52
	2-22 Statement on sustainable development strategy	52
	2-23 Policy commitments	52
	2-24 Embedding policy commitments	52, 65
	2-25 Processes to remediate negative impacts	63, 65–66
	2-26 Mechanisms for seeking advice and raising concerns	62, 65
	2-27 Compliance with laws and regulations	52, 65
	2-29 Approach to stakeholder engagement	54
GRI 3: Material Topics 2021	3-1 Process to determine material topics	54
	3-2 List of material topics	55
	3-3 Management of material topics	52
GRI 102: Climate Change 2025	102-1 Climate Transition Plan (policies, targets, 1.5°C alignment)	57
	102-4 GHG Emissions – Scope 1 (direct emissions)	69
	102-5 GHG Emissions – Scope 2 (indirect energy emissions)	69
	102-6 GHG Emissions – Scope 3 (value chain emissions)	69
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	65
	201-4 Financial assistance received from government	65
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	65
	203-2 Significant indirect economic impacts	62

GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	65
	205-2 Communication and training about anti-corruption policies and procedures	52, 65
	205-3 Confirmed incidents of corruption and actions taken	65
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	65
GRI 207: Tax 2019	207-1 Approach to tax	66
	207-2 Tax governance, control, and risk management	66
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	58
	303-2 Management of water discharge-related impacts	58
	303-3 Water withdrawal	58
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	68–69
	305-2 Energy indirect (Scope 2) GHG emissions	68–69
	305-3 Other indirect (Scope 3) GHG emissions	68–69
	305-5 Reduction of GHG emissions	57
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	52, 66
	308-2 Negative environmental impacts in the supply chain and actions taken	66
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	70–71
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	71
	403-2 Hazard identification, risk assessment, and incident investigation	62
	403-3 Occupational health services	61
	403-4 Worker participation, consultation, and communication on occupational health and safety	61
	403-5 Worker training on occupational health and safety	61
	403-6 Promotion of worker health	61
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	61
	403-8 Workers covered by an occupational health and safety management system	61
	403-9 Work-related injuries	70–71
	403-10 Work-related ill health	70–71
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	61
	404-2 Programs for upgrading employee skills and transition assistance programs	61
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	70–71
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	62
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	52, 62
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	52

GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	62-63
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	66
	414-2 Negative social impacts in the supply chain and actions taken	66
GRI 415: Public Policy 2016	415-1 Political contributions	66
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	66





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