# Envirotainer°
The Active Cold Chain

# Sustainability Report 2021

# Envirotainer Sustainability Report 2021

**About the Report**

This Sustainability Report, along with additional information available on the website, describes Envirotainer's economic, environmental and social impact. It addresses the sustainability initiatives and performance in 2021, and includes Envirotainer's ambitions, priorities, goals, achievements and key sustainability performance indicators.

In this report we are guided by international initiatives, principles and standards such as the UN Global Compact, the UN Guiding Principles on Business and Human Rights, and the Greenhouse Gas Protocol. Following the SASB materiality matrix and guidance, Envirotainer has aligned its disclosure to the relevant material ESG topics for its business considering three industries covered by SASB: Biotechnology & Pharmaceuticals, Professional & Commercial Services and Airfreight & Transportation. This report also constitutes Envirotainer's sustainability report according to the Swedish Annual Accounts Act.

**Scope**

This 2021 sustainability report covers Envirotainer's own facilities, products, services, and staff within Envirotainer Holding AB and its subsidiaries, including wholly owned network stations and international offices.

*"As the world's airlines and freight forwarders take steps to reduce emissions and ensure sustainable freight transport, I strongly believe that with collective efforts we can aim for Net Zero targets by 2050."*

**Peter Gisel-Ekdahl, CEO Envirotainer**

# A word from the CEO

For more than 35 years, Envirotainer has been a pioneer and a market leader in secure cold chain solutions for air transport of pharmaceuticals. Our solutions minimize pharma product losses and increase circularity as well as resource efficiency, as our leased cold chain solutions are re-used hundreds of times during their lifetime. The pharmaceuticals we transport save lives, and enhance quality of lives, for millions of patients worldwide. Sustainability is part of our DNA, and our ambition is to take a leading role in the transformation towards a more sustainable pharmaceutical cold chain.

**Driving innovation towards lower emissions**
Envirotainer is driving the shift from 'passive' to 'active' solutions, based on reusable, battery-powered units, deployed in a circular economy where sharing, leasing, reusing, repairing, refurbishing, and recycling is central to their design. The active solutions also enable a more efficient utilization of the aircraft cargo space, as they make it possible to pack more on the same floor space in the aircraft. Passive insulated boxes or containers without active temperature control, on the other hand, are not just single use solutions characterised by lower transport efficiency, but offer lower reliability and technical sophistication compared to our active containers, which adjusts the temperature inside the container to keep the specified temperature range.

During 2021, we increased our customer offering by launching the new container platform Releye® – an innovative new series of active temperature-controlled container with fully integrated live monitoring, and a unique airflow technology for maximum temperature stability in the cargo bay. With up to 90 percent reduction in $CO_2$ emissions, compared to passive shipment solutions, our solutions allow our customers to progress against their sustainability targets.

**We continue to invest in R&D**
Investments in R&D are central for our ambitions of creating a sustainable cold chain. The launch of Envirotainer CryoSure® in November 2021 addressed the increasing demand for transportation of pharmaceuticals that require a stable temperature environment of -70°C – such as mRNA vaccines, new products within personalized medicine, and other high value products in clinical development. Our revolutionary solution brings significantly reduced transportation costs, as well as lower carbon emissions for the growing biopharma industry.

**Collaboration towards Net Zero**
Envirotainer's unique solutions enable global access to life-saving pharmaceuticals, through patient-safe, reliable and efficient cold chain solutions. We are proud to have reached $CO_2$ neutrality in our own operations, yet we recognise our efforts to transform the pharmaceutical cold chain to a more sustainable industry, with increasing positive economic, environmental and social effects are just at the beginning. As the world's airlines and freight forwarders take steps to reduce emissions and ensure sustainable freight transport, I strongly believe that with collective efforts we can aim for Net Zero targets by 2050.

**A key role in the pandemic**
We are a growing company with an increasing proportion of sustainable products and solutions – we all have every reason to be proud of this. Envirotainer has played an important part in delivering the solutions to fight the global Covid-19-pandemic, as a total of approximately 1 billion Covid-19 vaccines have so far been shipped using our solutions. Alongside our partners and customers, we have worked hard to meet and deliver on the demand for cold-chain solutions for the pharmaceutical industry in these extraordinary times. I would like to sincerely thank each and every employee for your deep commitment and professionalism in an unusual year, characterised by both uncertainty and change.

Our success is based on our employees, our global network and our long-standing relationships with customers and suppliers. Based on our philosophy of continuous improvements, we strive to further improve our sustainability impact in all areas. Envirotainer is very well positioned today, and we still have more we want to achieve. Learn about this, and much more, in 2021's Sustainability Report.

*Peter Gisel-Ekdahl*
CEO Envirotainer

# Content

# About Envirotainer

**Global Market Leader in
Secure Cold Chain Solutions**

Envirotainer is the global market leader in secure cold chain solutions for the pharmaceutical supply chain, providing services to more than 600 pharmaceutical companies, 100 airlines and 40 major freight forwarders. The company develops, manufactures and offers leasing of innovative container solutions, including validation, support and service, for pharma products that require a controlled environment. Envirotainer's global presence, with the world's largest active container fleet of over 6,600 containers, an extensive network and more than 35 years of industry expertise, makes is possible to meet the customers' need for innovative and reliable solutions. The company operates through an open, global network of service stations, airlines and forwarders and the headquarters is located outside of Stockholm, Sweden.
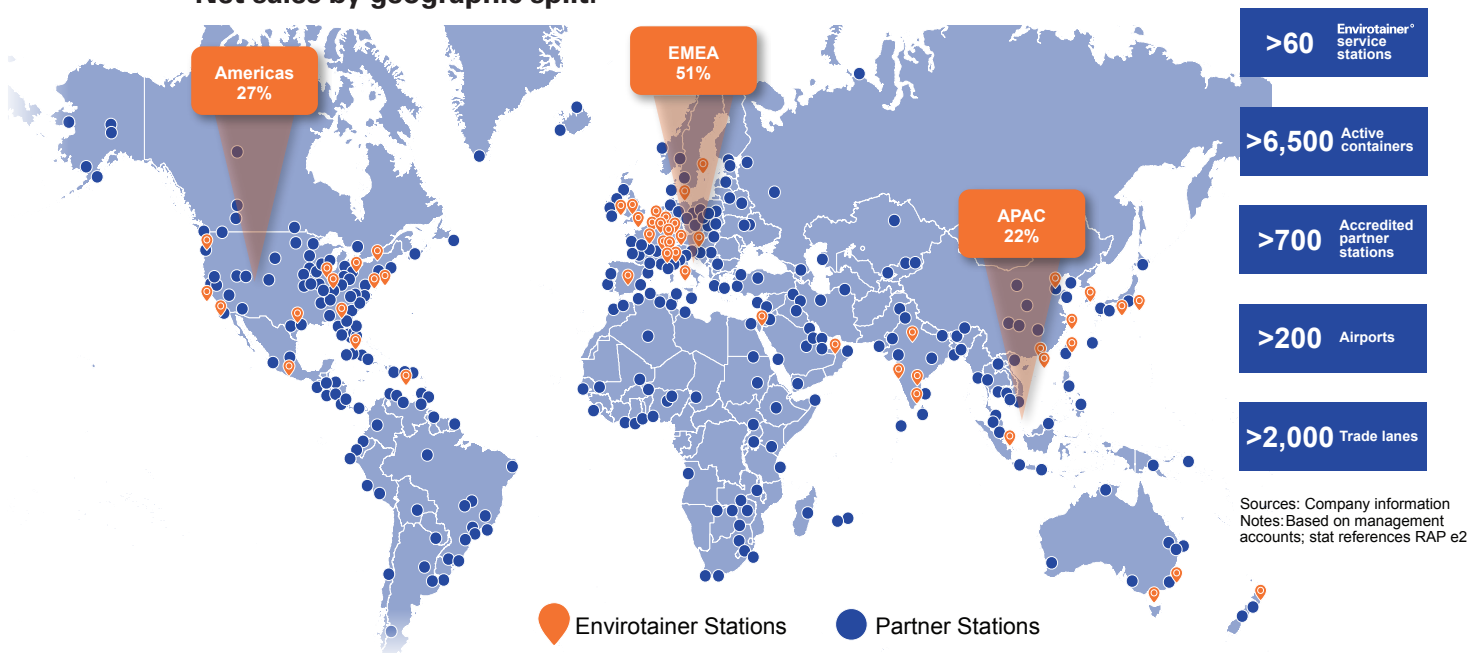
The network includes more than 60 service and repair stations globally, of which five are wholly owned and operated by Envirotainer. The company's own stations are located in Rosersberg (Sweden), Atlanta (U.S), Amsterdam (Netherlands), Incheon (South Korea) and Singapore. The three

operation centers are located in Frankfurt (Germany), Singapore and Dallas (U.S). The Supply Chain and R&D departments are located in Rosersberg and the head office is located in Sollentuna outside Stockholm, Sweden.

Envirotainer's largest contribution to a sustainable world is helping the customers enable global access to life saving pharmaceuticals, through patient safe, reliable and efficient cold chain solutions. Many pharmaceuticals, and especially the new generation of biological drugs, are temperature sensitive and needs to be stored and transported within a certain temperature range, frozen, 2–8°C, or for some drugs, 15–25°C. If the temperature ventures outside of this range, there is a risk that patient safety is compromised and that the pharmaceuticals must be discarded.

Safeguarding pharmaceuticals against damage during transport, protects both the patients that depend upon them as well as the environment, since the pharma products otherwise would need to be manufactured again. Envirotainer's role is to maximize pharma protection during the distribution cold chain.

**Net sales by geographic split:**



Americas
27%

EMEA
51%

APAC
22%

>60　Envirotainer° service stations

>6,500　Active containers

>700　Accredited partner stations

>200　Airports

>2,000　Trade lanes

Sources: Company information
Notes: Based on management accounts; stat references RAP e2

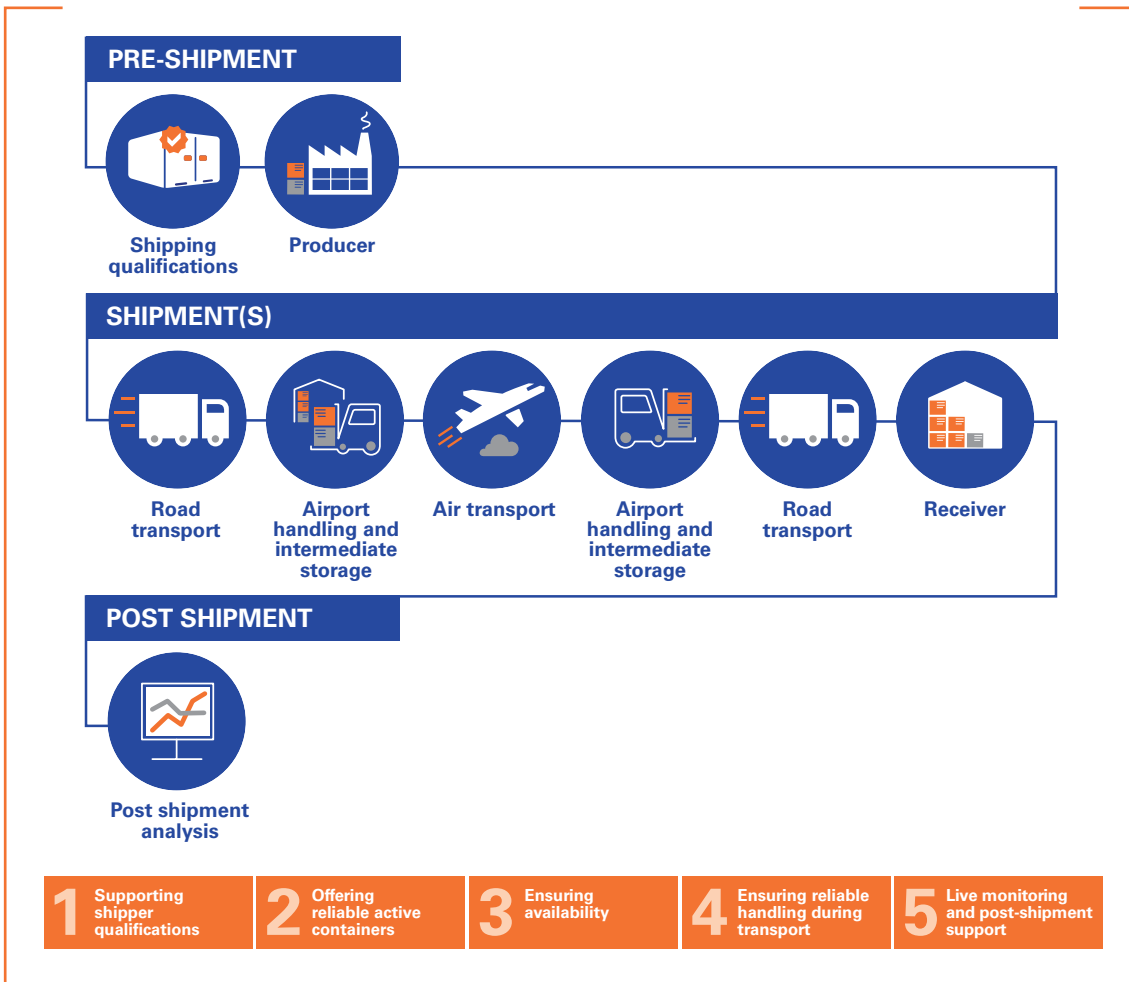Envirotainer Stations　　Partner Stations

## 350 EMPLOYEES

They make up the backbone of our network. This includes 41 in dedicated R&D roles. We are supported by a partner network that includes an additional 400 people who work with our containers every day.

## 600 GLOBAL CUSTOMERS

We provide secure solutions for pharmaceutical and biotech companies who transport time and temperature sensitive goods by air. We do this by working together with 100+ airline partners and 40+ freight forwarders across the world.

## Envirotainer solutions are designed for maximum product safety:

**PRE-SHIPMENT**

Shipping qualifications

Producer

**SHIPMENT(S)**

Road transport

Airport handling and intermediate storage

Air transport

Airport handling and intermediate storage

Road transport

Receiver

**POST SHIPMENT**

Post shipment analysis

**1** Supporting shipper qualifications

**2** Offering reliable active containers

**3** Ensuring availability

**4** Ensuring reliable handling during transport

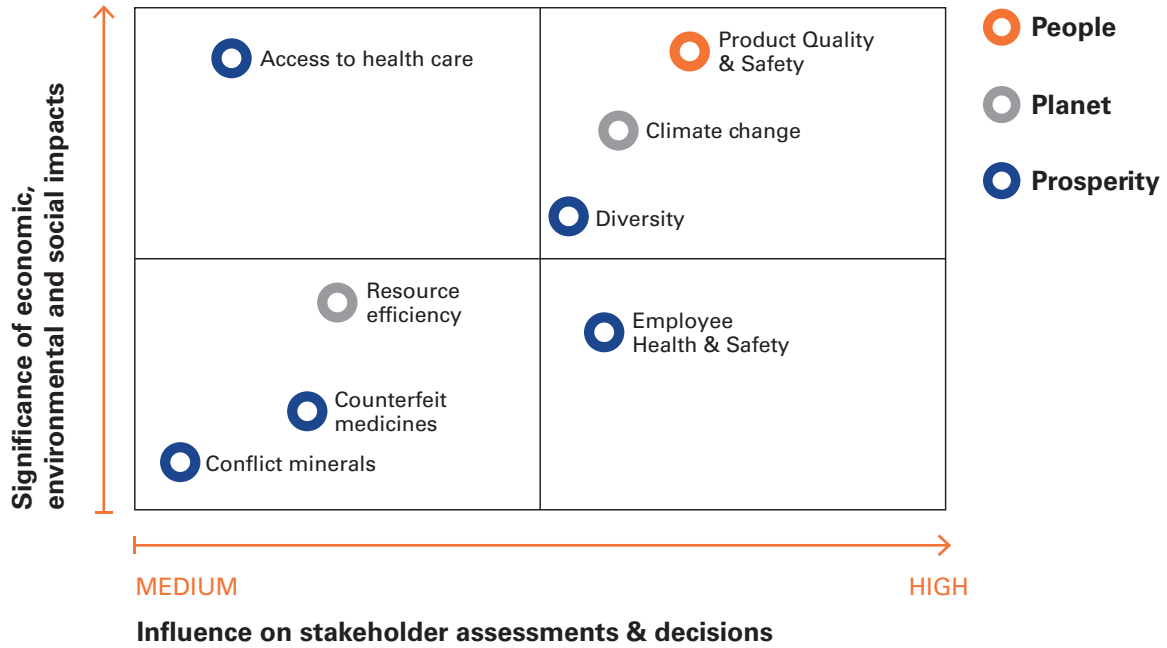**5** Live monitoring and post-shipment support

**Sustainable and circular business model**

Envirotainer enables customers global access to life-saving pharmaceuticals, through patient-safe, reliable and efficient cold chain solutions. Our solutions minimize pharma product loss and increases circularity as well as resource efficiency, as the leased cold chain solutions are re-used hundreds of times during their lifetime.

The pharmaceuticals save lives and enhance quality of life for millions of patients worldwide. Based on Envirotainer's market leading position, unique ecosystem, strong product and service portfolio, and passion for innovation, the ambition is to lead the transformation to a more sustainable pharmaceutical cold chain.

**Materiality Matrix showing the areas of greatest significance for Envirotainer:**



Significance of economic, environmental and social impacts

Access to health care

Product Quality & Safety

Climate change

Diversity

Resource efficiency

Employee Health & Safety

Counterfeit medicines

Conflict minerals

⬤ **People**

⬤ **Planet**

⬤ **Prosperity**

MEDIUM          HIGH

**Influence on stakeholder assessments & decisions**

### Stakeholders and material topics

During 2019 and 2020, Envirotainer conducted a revision of the Sustainability Strategy, including setting detailed goals and actions areas. The starting point was Envirotainer's business plan and the global sustainability agenda, including frameworks and initiatives such as Agenda 2030 and the UN Global Compact.

The Sustainability Strategy revision included a stakeholder analysis, materiality assessment, and mapping of relevant Sustainable Development Goals (SDGs). The materiality assessment, which prioritized the focus areas that best support Envirotainer's sustainable development from a stakeholder and company perspective, identified a total of eight topics as shown in the matrix. Stakeholders included were customers (including airlines, freight forwarders and pharma companies), suppliers, employees and owners.

Envirotainer seeks to have an open dialogue on sustainability topics with a number of stakeholders and aims to integrate their outcome across different communication flows. By combining the insights from stakeholders with our internal competencies and knowledge about impacts, risks and opportunities we have outlined our sustainability priorities. Based on the materiality assessment and stakeholder analysis, Envirotainer has identified four strategic sustainability areas, or Core Sustainability Pillars. For each Pillar, a Strategic Objective, Key Performance Indicators and Action Areas have been defined, and are evaluated and measured on a yearly basis.

# The four pillars of Envirotainer's sustainability framework

The strategic sustainability areas are organized in a framework consisting of four Core Sustainability Pillars with Conducting Business Responsibly as the foundation base for the Core Pillars. Conducting

Business Responsibly articulates the undertaking of working with the highest standards of compliance, building strong governance structures and ethical operations.

**Ensuring access to pharmaceuticals**
Ensuring uninterrupted patient-safe and cost-efficient global access to pharmaceuticals.

**Driving resource efficiency in the value-chain**
Being a climate leader and partner that decreases Greenhouse gas emissions and improve resource efficiency in the pharma cold chain.

**Being the best place to work**
Being an attractive employer with healthy, diverse and engaged employees to foster a value driven high-performance culture.

**Being a true and trustworthy partner**
Collaboration and innovation within our eco-system to actively expand economic, environmental and social sustainability.

**CONDUCTING BUSINESS RESPONSIBLY**

## FOUNDATION:
# Conducting Business Responsibly

*"Working with the highest standards of compliance, building strong governance structures and ethical operations"*

We are fully committed to conduct our business working with the highest standards of compliance, building strong governance structures and ethical operations. Envirotainer has developed robust standards in areas of human rights, anti-corruption, labor rights and the environment in line with international conventions and principles. In April 2021, Envirotainer become signatory of the UN Global Compact (UNGC), the world's largest sustainability initiative for companies. The UNGC framework contains ten principles on corporate social responsibility, based on international conventions on human rights, labour rights, the environment and anti-corruption. We are proud to have joined the UN Global Compact and are committed to adhering to the ten principles of sustainable business.

### Governance structure
The Board of Directors is ultimately responsible for the company's organization and its purpose, values, and strategy. The Board addresses matters related to overall Group strategy, IT, human resources, such as incentive programs, environment, health and safety, and issues concerning investments and financial performance. Health, safety and risk management performance indicators are reported regularly to the Board of Directors, as well as the following KPIs:
• Employee survey results
• Employee turnover
• Absenteeism
• Gender diversity
• Accidents and incidents rates
• Employee grievances
• Anti-bribery and Corruption
• $CO_2$ emissions

During 2021 Envirotainer's Board consisted of six members – four elected by the Annual General Meeting and two employee representatives. The Board consists of members with experiences from different geographic areas and different industry sectors. Pursuant to Swedish legislation, trade unions are entitled to representation on the Board and the trade unions have appointed two members. The Board has appointed from its members a Remuneration Committee and an Audit Committee. The Remuneration Committee governs remuneration and incentives for the Group. The Audit Committee is in in charge of risk management, compliance, internal control as well as the result of the external audit.

### Code of Conduct
Envirotainer's Code of Conduct is a framework to put the group's core values – Trustworthiness, Passion, Agility and Team Spirit – into practice and to ensure that Envirotainer's employees comply with the core values and do not take part in unethical transactions and practices. Envirotainer has zero tolerance for misbehavior in the workplace, such as discrimination and sexual harassment. The guiding principles for Envirotainer's Code of Conduct are based on the UN Global Compact's ten principles as well as the UN Code of Conduct for Suppliers. The Code gives guidance to relations with employees, customers, suppliers, shareholders, and the society.

Envirotainer's Code of Conduct is foundational and is non-negotiable. It is adopted by the Board of Directors, and each manager in Envirotainer assumes responsibility for ensuring compliance

with it. It is mandatory for all employees to undergo training in Envirotainer's Code of Conduct, as a part of Envirotainer Academy, and the Code of Conduct is part of the introduction program for all new employees. Failure to comply with the Code will result in an investigation which may result in disciplinary action, termination of employment, or criminal charges. Employees and other stakeholders are encouraged to report any breaches of the Code of Conduct through reporting system, SpeakUp, which is an externally managed whistleblowing function. This facilitates rapid identification of risks and enables corrective remediation to take place without any negative repercussions for the whistleblower. No grievance cases were reported via the whistleblowing

function in 2021. As a company committed to sustainable growth, Envirotainer will continuously reinforce the importance of timely and accurate reporting of all potential breaches of our Code of Conduct.

**Human Rights and Anti-Corruption**
Envirotainer has recognized and adopted all Human Rights and Anti-Corruption principles as stated in the UN Global Compact. Lack of business ethics or human rights violations – in Envirotainer or among our suppliers – could harm our operations and reputation. We prevent corruption, anti-competitive practices and human rights violations

through information, training, internal regulations (the Code of Conduct) and follow-up, including employee surveys. Safe and healthy workplace, non-discrimination, freedom of association and collective bargaining, and zero tolerance for all forms of modern slavery and child labor are currently Envirotainer's most relevant human rights issues. We will continue to analyze and identify any other issues that may become relevant.

Guidelines on anti-corruption are set out in the Code of Conduct, and Envirotainer does not accept any form of corruption, bribes, or unfair anti-competitive practices. No reports of breaches of

our Code of Conduct with regards to human rights and anti-corruption were submitted during 2021.

As a company with international operations, Envirotainer remains vigilant to the risk of slavery and human trafficking and checks the implementation and respects of its policies. Since 2020, our Modern Slavery Statement, which is relevant for companies within the Group, is published and available on our website.

**Supply Chain and Sourcing**
Envirotainer is committed to sustainable sourcing practices that minimize our social and environmental negative impacts, improve the sustainability performance of our supply base and generate value for our business, our customers and society at large.

Envirotainer has a diverse supply base, totaling some 600 suppliers in 2021, the majority of which are located in Sweden. The Code of Conduct is a part of the agreement with new suppliers, and Envirotainer expects full compliance and will not do business with suppliers that fail to comply with applicable laws, regulations and with the principles set out in our Code of Conduct.

We assess the risk related to violations of our Code of Conduct, primarily based on the suppliers' location and activities involved in the production, delivery of goods and services. During 2021 no deviations from the Code of Conduct were reported.

**Risk management**
Envirotainer is exposed to a number of risks. These risks pertain to factors or events that may impact Envirotainer's brand and ability to be a credible and sustainable company with good profitability over time. The Envirotainer risk management processes support the business to manage and effectively mitigate critical risks. The Management Team analyses risks in operations and related to the strategic objectives at least annually. Through effective risk management, Envirotainer is proactive in minimizing the risk and in reducing the negative effects should identified factors or events occur. In 2021, Envirotainer continued to enhance internal controls, increase risk awareness, and improve transparency of risks.

**Data security and privacy management**
Data and information are key to Envirotainer and used in its day-to-day operations. As we operate in many countries throughout the world, we must comply with a wide range of data protection rules and regulations. Based on Envirotainer's IT Policy and Information Security Policy, we have established a management model for IT that includes governance, standardized IT processes and an organization for IT security. The focus is primarily on maintaining the confidentiality, integrity and availability of information, while not hindering operations. The IT security work includes a continuous risk assessment, the introduction of preventive measures and use of security technology. The polices are binding for all of the company's subsidiaries that are affected by data protection laws.

The Envirotainer Privacy Notice includes specific instructions on the processing of personal data, provides information on basic rights, such as the right to information on stored data and its deletion. Envirotainer's Data Privacy Team handles and reports any incidents related to personal data.

**Task Force on Climate-related Financial Disclosures**
The Task Force on Climate-related Financial Disclosures (TCFD) is an initiative where companies, to increase transparency, can report on how the risks and opportunities of climate change may impact the company and its profitability. Envirotainer will develop the work around climate-related risks assessments and scenario analysis going forward, and intend to disclose information according to the TCFD recommendations in the future.

# PILLAR 1
# Ensuring access to pharmaceuticals

*"Ensuring uninterrupted patient-safe and cost-efficient global access to pharmaceuticals"*

Access to pharmaceuticals can be the difference between life and death for millions of people around the globe. As many pharmaceuticals are temperature sensitive, uninterrupted distribution via a trustworthy, patient safe and cost-efficient cold chain is of critical importance to the pharma industry and to patients. Pharmaceutical product loss during transportation affects peoples' access to life-saving solutions and also has the largest environmental impact on the complete pharma value-chain.

Envirotainer's cold chain solutions for patient safe and cost-efficient distribution of sensitive pharmaceuticals minimizes those risks and costs.

This is the single most important contribution to society of Envirotainer's business, and in this quest Envirotainer strives to;
• Ensure global availability of a patient safe, cost-efficient and trustworthy pharma distribution cold chain.
• Minimize the risk of product tampering and theft by providing thorough processes, products and operations.

**Strategic Objectives**
• Together with our partners, we help our customers make around 2 million doses of medicines and vaccines available all over the world, every day.
• We continuously improve the cost-efficiency per dose delivered, to contribute to affordable access to pharmaceuticals.

**Main connection to UN Sustainable Development Goals**

**Target 3.B** Support research, development and universal access to affordable vaccines and medicines

**Goal 10** Reduce inequality within and among countries

## AROUND 2 MILLION
doses of medicine each day.

• We safeguard patient safety by delivering 100% reliability, ensuring zero temperature excursions during shipments, maximum product safety as well as having a rigid system to detect product tampering.
• We simplify access to critical pharmaceuticals by having a broad global supply-chain network and give peace of mind to our customers by offering an outstanding availability of containers.

## KPIs

| ENSURING ACCESS TO PHARMACEUTICALS | 2021 | 2020 | 2019 |
|---|---|---|---|
| # of doses of pharmaceuticals delivered | 625 million | 595 million | 630 million |
| % of trips without temperature deviations | 99.9 | 99.9 | 99.4 |
| Availability (% of trips on time in full) | 99.5 | 100.0 | 99.9 |

## PILLAR 2
# Driving resource efficiency in the value-chain

*"Being a climate leader and trusted partner that decreases Greenhouse gas emissions and improves resource efficiency in the pharma cold chain"*

Envirotainer aims to be a climate leader and a driving force to improve resource efficiency and by mitigating overall emissions in the pharma supply-chain together with our partners and customers. We are committed to balance the negative effect on the climate of airfreight, with the social benefits of global access to life-saving pharmaceuticals. In the pharma industry, the largest share of carbon emissions occurs in pharmaceutical production and raw material sourcing, whereas logistics and distribution of the products, using for example Envirotainer's solutions, only makes up a fraction (approximately 5–10 percent)[1], making prevention of product loss during shipment the key priority for the industry.

As part of our strategy to decrease our emissions we work according to the principle of "reduce, promote and compensate". This means that we first strive to mitigate our emissions where possible, including both our own operations and influencing our partners. Secondly, we should always promote the best solutions, looking at all aspects, to our customers. During 2021 we have increased our scope to also measure the emissions from our wholly owned stations in Atlanta, Amsterdam, Incheon and Singapore, as well as the operations centers in Frankfurt, Dallas and Singapore. Other partner stations and staff are not included.

For Envirotainer, this implies:
- Improving resource efficiency by minimizing pharma product loss in the cold chain thanks to the high reliability of our solutions.

### Main connection to UN Sustainable Development Goals

**Target 12.5** Substantially reduce waste generation

**Target 13.3** Awareness and capacity on climate change mitigation and impact reduction

- Further mitigating our own emissions, for example by using green energy and minimizing emissions from our production and service stations, and simultaneously reducing packaging waste by effective, efficient and circular use of the containers, with minimized unnecessary movements of the containers.
- Contributing to mitigating the overall emissions in the pharma cold chain, by actively partnering with other participants in our eco-system to optimize shipment sizes, logistics flows and processes.

**Strategic Objectives**
- Continue to mitigate emissions to maintain our own operations climate neutral
- Continuously decrease emissions per dose delivered in scope 3 use phase by advocating the consolidation to larger containers and decreasing unnecessary movements of empty containers.

## KPIs

| DRIVING RESOURCE EFFICIENCY IN THE VALUE-CHAIN | 2021 | 2020 | 2019 |
|---|---|---|---|
| % of trips without temperature deviations | 99.9 | 99.9 | 99.4 |
| Absolute $CO_2$e for scope 1 and 2 and scope 3 excluding use phase[2] | 6,291 tons[3] | 3,515 tons | 4,234 tons |
| $CO_2$e for scope 1 and 2 and scope 3 excluding use phase per SEKm revenue | 3.3 tons[3] | 2.2 tons | 2.8 tons |
| $CO_2$e for scope 1 and 2 and scope 3 excluding use phase per SEKm revenue, after climate compensation | 0 | 0 | 2.8 tons |
| $CO_2$e / dose delivered including use phase scope 3 | 1.9 kg | 1.9 kg | 1.7 kg |

[1] https://www.sanofi.com/-/media/Project/One-Sanofi-Web/Websites/Global/Sanofi-COM/Home/en/our-responsibility/docs/documents-center/factsheets/CarbonfootprintScopes123.pdf?la=en
[2] Emissions in use-phase amounts for 99.5% of the total emissions
[3] As of 2021 Envirotainer has enlarged the scope to also include emissions from the wholly owned stations in Atlanta, Amsterdam, Incheon and Singapore, as well as the operations centers in Frankfurt, Dallas and Singapore.

## PILLAR 2 – DRIVING RESOURCE EFFICIENCY IN THE VALUE-CHAIN
# Our Impact and emissions

**Life Cycle Analysis**
A Life Cycle Analysis (LCA) is a study done to determine the environmental impact of a product. As part of our sustainability work, Envirotainer has commissioned a LCA of the active containers

### Envirotainer RAP e2 container:

### Envirotainer RKN e1 container:

### Envirotainer Releye® RLP container:

to determining the environmental impact and to be able to actively work towards a more sustainable production. The containers that have been included in the analysis are the Envirotainer RAP e2, RKN e1 and Releye® RLP.

The competitor containers consist of a passive parcel container and two different passive pallet-in-pallet containers, all with Phase Change Material (PCM).

Based on the LCA it is evident that the majority of the $CO_2$ impact comes from the usage phase of the container, e.g. during the flight. The single largest impact comes from the transportation of medical products, amounting to about 77 percent of the total $CO_2e$ emissions across all analyzed containers. Containers that are used more than one time may need to be repositioned, either by air, road or by sea. The return transport consists of repositions made by customer and repositions that are handled by the supplier (Envirotainer). The total emissions of the repositions are about 23 percent, depending on transport solution.

The result of the LCA shows that the containers from Envirotainer have low $CO_2e$ impact per cubic meter of medical product compared to other solutions. The major reason for this is the ability to ship goods more effectively in an Envirotainer container, which has the benefit of large internal volume versus external volume, especially in the largest containers RAP e2. During 2022, CryoSure®, launched in November 2021, will also be included in the Life Cycle Analysis.

Furthermore, the Envirotainer containers enable a more efficient utilization of the aircraft cargo space, as they are Unit Load Devices (ULD) which means they are adapted to the inner shape of the aircraft. Being ULDs, Envirotainer's containers can be repositioned in an efficient

## Kg CO$_2$/m³ Medical product:

- ■ Materials (Kg CO$_2$e)
- ■ Energy, Production and Transportation (Kg CO$_2$e)
- ■ Storage (Kg CO$_2$e)
- ■ Total Waste (Kg CO$_2$e)
- ■ Charging and cooling box (Kg CO$_2$e)
- ■ Transport to destination (Kg CO$_2$e)
- ■ Roundtrip Repo transport (Kg CO$_2$e)
- ■ Return repo transport (Kg CO$_2$e)
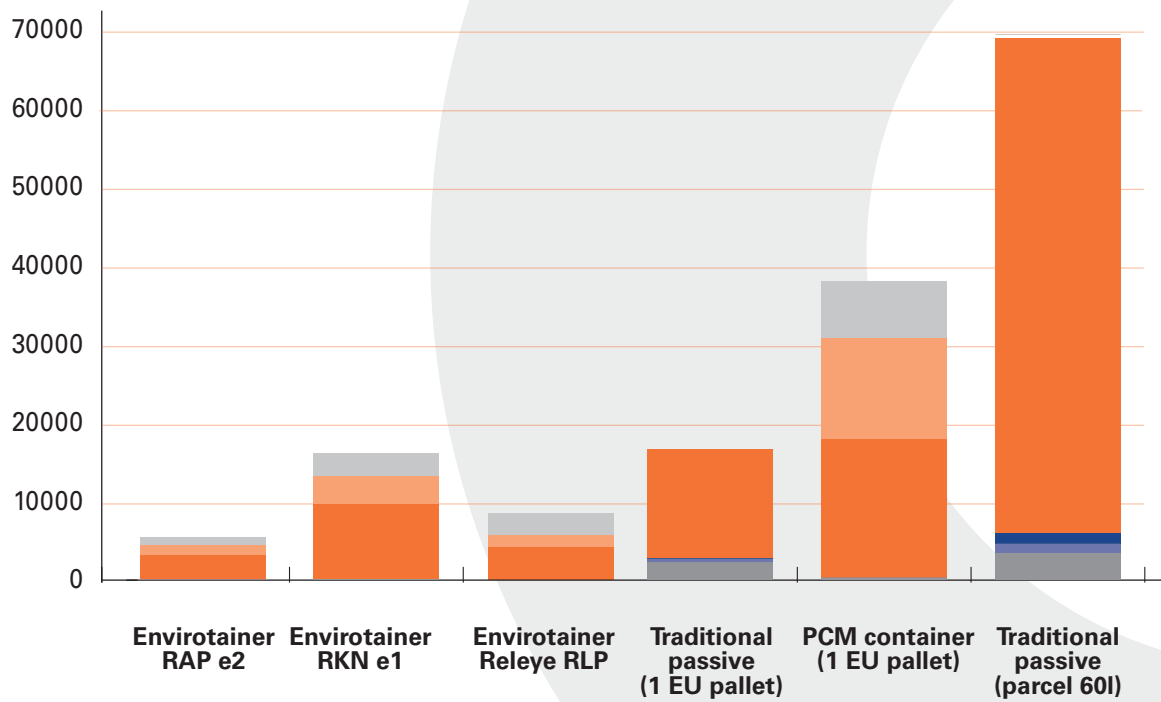


way, using otherwise unused cargo space – so-called courtesy repositioning – in partnership with the airlines.

In terms of the reusable containers, the remaining impact categories have minor effect on the total CO$_2$e. Regarding the single use pallet and Parcel 60l the manufacturing and waste is responsible for about 10–15 percent.

| Envirotainer 2021 Emissions of green house gases (tons $CO_2$e) | Scope 1 | Scope 2 | Scope 3 | Total 2021 | Share of total emissions excl. use phase | Share of total emissions |
|---|---|---|---|---|---|---|
| Overhead | 102 | 178 | 274 | 553 | 8.8% | 0.0% |
| Heating | 92 | 23 | 21 | 136 | 2.2% | 0.0% |
| Electricity | - | 154 | 1 | 155 | 2.5% | 0.0% |
| Waste management | - | - | 1 | 1 | 0.0% | 0.0% |
| Air travel | - | - | 169 | 169 | 2.7% | 0.1% |
| Car travel | 9 | 0 | 2 | 11 | 0.2% | 0.0% |
| Hotel stays | - | - | 8 | 8 | 0.1% | 0.0% |
| Taxi | - | - | 3 | 3 | 0.0% | 0.0% |
| Commuting | - | - | 69 | 69 | 1.1% | 0.0% |
| Production | 11 | 16 | 5,711 | 5,738 | 91.2% | 0.4% |
| Heating | - | 16 | 1 | 16 | 0.3% | 0.0% |
| Electricity | - | - | 22 | 22 | 0.3% | 0.0% |
| Waste management | - | - | 3 | 3 | 0.0% | 0.0% |
| Purchased goods | - | - | 4,659 | 4,659 | 74.1% | 0.1% |
| Transport of goods | 5 | - | 1,026 | 1,031 | 16.4% | 0.0% |
| Leakage of refrigerants | 6 | - | - | 6 | 0.1% | 0.0% |
| **Total emissions excluding use phase** | **113** | **193** | **5,985** | **6,291** | **100%** | **0.5%** |
| Use phase of containers | 0 | 0 | 1,311,117 | 1,311,117 | | 99.5% |
| Logistics - Air freights | - | - | 1,310,861 | 1,310,861 | | 99.5% |
| Logistics - Ship freights | - | - | 57 | 57 | | 0.0% |
| Logistics - Road freights | - | - | 188 | 188 | | 0.1% |
| Leakage of refrigerants | - | - | 10 | 10 | | 0.0% |
| End-of life waste management | - | - | 0 | 0 | | 0.0% |
| **Total** | **113** | **193** | **1,317,101** | **1,317,407** | | **100%** |

## The Greenhouse Gas Protocol:

**Scope 1** – are emissions produced directly by an organization, for instance through the combustion of fuels, e.g. natural gas combustion for heating, or the combustion of petrol in a vehicle

**Scope 2** – includes indirect emissions generated through the consumption of purchased energy, e.g. through electricity use.

**Scope 3** – other indirect emissions that occur in the value chain of the reporting company, including both upstream and downstream emissions.

**Emissions of Greenhouse Gases 2021**

Envirotainer has calculated the total $CO_2$e footprint from our operations in 2021. The data collection and disclosure are aligned with the Greenhouse Gas Protocol[1] and encompasses all applicable gases in scope 1, 2 and 3. As expected, the main part of our emissions stem from the transportation and relocation of our containers (scope 3).

The emissions are presented in accordance with Greenhouse Gas protocol standards and divided between emission source and scope.

The majority of Envirotainer's total emissions in scope 1-3 come from the use phase of the products (99.5 percent), where the largest contributor is the transportation of the containers, both with the customer's medical products inside the container and the repositioning of the containers.

As of 2021 Envirotainer has enlarged the scope to also include emissions from the wholly owned stations in Atlanta, Amsterdam, Incheon and Singapore, as well as the operations centers in Frankfurt, Dallas and Singapore. Other partner stations and staff are not included. Consequently, the emissions have increased in 2021 (from 2020), with the total emissions in scope 1 and 2 amounting to 306 (92) tons $CO_2$e in 2021. The total emissions in scope 1–3, excluding use phase which amounts to 99.5 percent of total emissions, were 6,291 (3,515) tons $CO_2$e, equaling 3.3 (2.2) tons $CO_2$e per SEK million revenue. The emission increase was mainly due to the expanded Envirotainer scope. For example the heating in the "overhead emissions" increased from 24 tons $CO_2$eq in 2020 to 136 tons

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[1] Using operational control approach and market-based method

$CO_2$e in 2021, partly due to the usage of gas heating in the Amsterdam office. As a result of the large number of employees working from home amidst the Covid-19 pandemic, and less business travel, the commuting and travel emissions decreased during 2021. As of 2020, Envirotainer has achieved operational carbon neutrality (including scope 1 and 2) and we are proud to be the first company in our industry to do so.

**Container Production**
Envirotainer manufactures all the active temperature-controlled containers it uses for its business, together with certain spare parts, in the production facility in Rosersberg, outside Stockholm, Sweden. According to the Swedish law on Annual Reports, Årsredovisningslag (1995:1554), companies that carry out activities that are subject to authorization or notification under the Environmental law (1998: 808) need to state the impact on the external environment.

Envirotainer's operations require environmental permits. The group holds permits to produce both aluminum containers and composite containers at the Rosersberg production site in Sweden since 2014. For the production of aluminum containers, the permits refer to the use of polyurethane as insulation material. For the production of the composite containers the permits refer to the emission of styrene and acetone into the air. Envirotainer uses best available technology (BAT) in the manufacture of both, aluminum containers with polyurethane isocyanates and composite containers. All emissions from the manufacturing are reported to the relevant authorities and are well within the defined limits of our permits.

We are committed to reducing impact on the environment from our operations. Our manufacturing facilities are complying with comprehensive Swedish environmental regulations, and we strive for high transportation efficiency and minimized use of resources in our logistic solutions.

Waste is primarily created from three activities:
• Manufacturing of new containers and spare parts
• Regular maintenance and repair of containers at the service stations
• Scrapping and dismantling of containers at the end of their lifecycle

Waste created from the manufacturing of new containers and spare parts amounted to 138.0 (121.5) tons (non-hazardous) and 17.5 (8.6) tons (hazardous) in 2021. Our ambition is to recycle as much fraction as possible. The increased use of aluminum and chemicals is strongly connected to the increased production of containers, and the greater use of spare parts, especially aluminum panels.

**Environmental Policy**
Envirotainer's environmental policy is the steering document and describes the ambition and targets for the environmental agenda. The driver for the environmental policy is that Envirotainer should be a climate leader and partner that decreases Greenhouse gas emissions and improve resource efficiency in the pharma cold chain. Envirotainer has done an overview of the sustainability governance framework, resulting in a new Sustainability Policy, which was launched in February 2022.

Envirotainer's solutions are key to ensure timely delivery of life-saving pharmaceuticals to patients across the world and air transport is key to achieve this mission. As we recognise the emissions of our products when they are in transit are hard to abate for many of our logistics partners, Envirotainer believes that supporting their decarbonization efforts by partnering up to deliver efficiency solutions and investing in new technology to make air transport greener is key to our sustainability proposition.

"We are proud to have reached $CO_2$ neutrality in our own operations, yet we recognise our efforts to transform the pharmaceutical cold chain to a more sustainable industry, with increasing positive economic, environmental and social effects are just at the beginning. As the world's airlines and freight forwarders takes steps to reduce emissions and ensure sustainable freight transport, I strongly believe that with collective efforts we can aim for Net Zero targets by 2050," says Peter Gisel-Ekdahl, CEO of Envirotainer.

| Waste, per type % | 2021[1] | 2020 | 2019 |
|---|---|---|---|
| Paper and combustibles | 36.9 | 42.1 | 43.3 |
| Wood | 28.9 | 30.4 | 28.8 |
| Aluminum | 6.2 | 4.2 | 4.0 |
| Chemical | 9.4 | 6.6 | 1.3 |
| Electrical | 0.3 | 0.4 | 1.0 |
| Plastic | 0.3 | 0.2 | 0.5 |
| Batteries[2] | 2.2 | - | - |
| Unsorted | 15.8 | 16.1 | 21.1 |

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[1] As of 2021 Envirotainer has increased the scope to also include waste from the wholly owned stations in Atlanta, Amsterdam, Incheon and Singapore.
[2] As of 2021 batteries are separately reported, previously part of "Unsorted"

**Partnership towards more
sustainable transports**
Intensifying the partnership towards more
sustainable air transport of pharmaceuticals
Envirotainer and Air France KLM Martinair Cargo
strengthen their partnership to pursue multiple
initiatives to achieving more sustainable operations.
Air France KLM Martinair Cargo has approved the
newly introduced Envirotainer Releye® container
and is in the process of implementing it in its
booking system as part of its product portfolio.
The Releye® provides outstanding environmental
performance, delivering up to 90 percent reduction
in $CO_2$ emissions compared to available passive
solutions, based on life-cycle analysis.

Envirotainer will reduce the impact of the use of
its containers on the environment by investing
in Sustainable Aviation Fuel (SAF). SAF offers
a cleaner alternative for conventional jet fuel.
SAF is produced from sustainable feedstock,
such as cooking oil, animal waste or solid waste

from homes and businesses. It reduces $CO_2$
emissions by up to 85 percent, when compared
to conventional jet fuel. The reduction occurs
throughout the entire lifecycle of producing and
using sustainable aviation fuel compared to that of
fossil fuel.

Envirotainer and Air France KLM Martinair Cargo
have been working with similar objectives to
improve the temperature sensitive supply chain
quality, reliability and accessibility over the
years. As both parties have a strong focus on
sustainability, this collaboration further strengthen
their long-term partnership. Read more here:
*https://bit.ly/3r4SVlc*

# PILLAR 3
# Being the best place to work

*"Being an attractive employer with healthy, diverse and engaged employees to foster a value driven high-performance culture"*

As a company founded in Sweden, social responsibility is deeply rooted in the core of our business. At Envirotainer, the employees are the backbone of our success. Therefore, we strive to be the best place to work, with a value-driven high-performance organization and best in class employee satisfaction.

In order to achieve that, we need to continuously improve our attractiveness by cultivating a company culture where we foster healthy, diverse and engaged employees. Our employees and customers are global, and we depend on understanding the perspectives of different markets and people. Research shows that diverse, equal and inclusive businesses perform better by improved innovation capability, decision-making and more satisfied employees.

**For Envirotainer, this implies:**
- A safe, healthy and value-driven workplace with clearly integrated Core Values.
- High employee engagement and satisfaction resulting in innovative and high-performance teams.
- Focus on performance management and people development to make sure we have outstanding leaders and employees.
- A diverse and inclusive workplace, with equal opportunities for everyone.
- Sharing the financial success of the company through bonus programs for all employees.

**Strategic Objectives**
- Continuous improvement of employee survey results year by year.
- Improved gender mix.
- Increase the proportion of women in managerial positions.

**Core Values**
Envirotainer's Core Values (Trustworthiness, Passion, Agility and Team Spirit) are an integral part of all relevant processes and widely referred to in the company. Creating awareness around our

**Main connection to UN Sustainable Development Goals**

**Target 5.5** Ensure full participation in leadership and decision-making

**Target 8.8** Safe and secure work environments

**Target 10.3** Ensure equal opportunity and end discrimination

guiding principles and Core Values will always be key to continue to reinforce the company culture. The Code of Conduct, Governance model and Core Values is therefore an integral part of our induction program for all new employees.

**Employee Engagement**
Envirotainer conducts employee surveys annually to ensure continuous improvement of our work environment. The objective is clearly stated – To become the best place to work and improve our employee survey results year by year. We measure the progress we have made in our perception of our workplace through our annual employee survey in collaboration with the company Great Place to Work. Every year, Great Place to Work conducts a world-wide workplace study that evaluates the quality of thousands of workplaces from two perspectives: employee and employer. In Sweden, several hundred organizations participate.

The employee survey results provide valuable and detailed information regarding the employees' trust in management, how proud they are of what they do and how much they enjoy working

## Trustworthiness
We are professional, act with integrity and take responsibility for our work and our actions. We are open, honest and transparent in our communication.

## Passion
We are passionate about our business and walk the extra mile to contribute to our customers' success. We are proud of our company and ultimately how we help bring critical medical supplies to people.

## Agility
We strive to be agile and to act fast. We have a pragmatic, creative and solution oriented approach to how we do business.

## Team Spirit
We are a strong team working together with our partners towards common goals, across functions and borders. We treat each other with respect and trust.

with their colleagues. It indicates both strengths and improvement areas and serves as input for how to create the best conditions for employee commitment and a sustainable working life. We are proud that the scores in both the overall Great Place to Work, and the Trust index have improved during 2021.

Throughout 2021, all departments have compiled actionable plans based on the results to ensure that the company acts on potential deviations and low scores and takes necessary measures to further improve results and become an even greater place to work.

### Employee and Manager Development
All Envirotainer employees are important, and management strives to engage, develop, and coach every individual and team to achieve their goals. Yearly performance appraisals are performed to ensure that everyone in the company knows the company's and their own individual goals and performance and have a continuous dialogue on employee competence development.
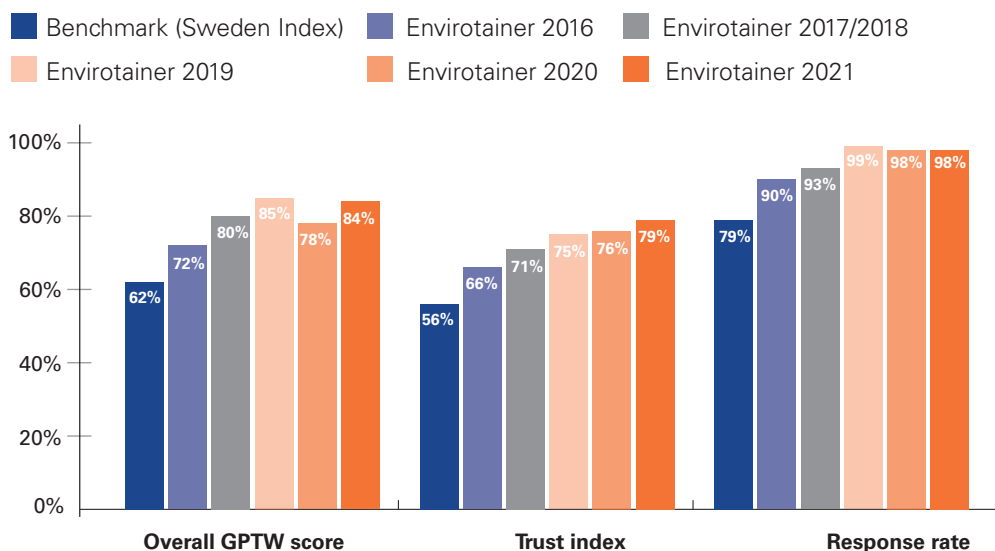
A new sustainable leadership programme 'Leaders @Envirotainer' was developed in 2021. All new employees participate in an Induction Training program in Sweden, which normally is held several times per year. During 2021, these training sessions were online due to the Covid-19 pandemic. The Envirotainer Academy is an integrated part in the business and contributes with systematic processes to strengthen skills, knowledge and competency. The Academy works internally to improve a high-performance culture and externally to establish Envirotainer as the competence leader in the industry.

The development dialogue between managers and employees in the yearly appraisal sets the foundation for the development and training needs during the year. Employee development is also a key component of the yearly Mid-year review dialogue between manager and employees and is to be tracked in regular 1-2-1s. Most development initiatives are derived from an individual's need for development but in addition, development initiatives for functions and group are carried out such as Sales training or Communication training for Customer Service employees.

### Diversity and Inclusion
Envirotainer offers a safe work environment and does not accept any kind of discrimination or harassment in the workplace. The latest employee survey shows that Envirotainer's employees in general believe they are being treated fairly regardless of age, race, race or ethnic origin, gender, sexual orientation or disability. In 2021, one case of potential discrimination was reported and investigated.

Employees are recruited and promoted based on their qualifications for the job, regardless of race, religion, age, national origin, gender, sexual orientation, political opinion, union membership, marital status, or disability unrelated to the work tasks. Creating an inclusive culture and improving diversity through equal and fair labor practices, including non-discrimination, compensation and freedom of association. Significance is highest for employees and management and is an area where we have the ability to have a great impact. We take pride in being a global company that believes that diversity and equality improves our enterprise. Our workforce reflects the diversity of the countries and cultures in which we operate. At Envirotainer

Legend: Benchmark (Sweden Index), Envirotainer 2016, Envirotainer 2017/2018, Envirotainer 2019, Envirotainer 2020, Envirotainer 2021

Chart categories: Overall GPTW score (62%, 72%, 80%, 85%, 78%, 84%), Trust index (56%, 66%, 71%, 75%, 76%, 79%), Response rate (79%, 90%, 93%, 99%, 98%, 98%)

everyone is of equal value; we strive for everyone to feel respected for being who they are, and we show tolerance for differences.

We have a strong focus on diversity in recruitment using specialized recruitment firms to improve the company's gender mix. One goal has been to achieve greater gender balance among employees as well as number of females in leadership positions. Envirotainer has a structured approach to ensure gender equality by performing an annual compensation benchmark. This benchmark provides us with the necessary data to perform salary gap analyses in alignment with Swedish law.

**Health and Safety**
Envirotainer is committed to providing safe and healthy working conditions in compliance with

Swedish law for the facilities in Sweden and with local laws abroad. Relevant local laws are regularly reviewed related to work environment to ensure we are compliant globally. Envirotainer works diligently to reduce and eliminate occupational hazards and has a structured approach to maintaining Health & Safety within workplace environment.

The company operates with clearly stated guidelines, roles and responsibilities in the Rosersberg production facility and at the headquarters. This includes regular meetings, structured safety checks and follow-ups. Workplace representatives, responsible managers, and HR are involved in the process. Incidents in the workplace are reported in a structured manner.

## KPIs

| BEING THE BEST PLACE TO WORK | 2021 | 2020 | 2019 |
|---|---|---|---|
| This is a great place to work, % | 84 | 78 | 82 |
| Total result from survey (Trust index), % | 79 | 76 | 75 |
| "My Manager"-index, % | 88 | 84 | 83 |
| Employee survey response rate, % | 98 | 98 | 99 |
| Gender balance in Board of Directors, share of women % | 0 | 0 | 0 |
| Gender balance in Management Group, share of women % | 13 | 13 | 25 |
| Gender balance in leadership positions, share of women % | 23 | 16 | 15 |
| Gender balance among employees, share of women % | 29 | 27 | 27 |
| Employee turn-over, % | 12 | 7 | 9 |
| Absenteeism, % | 2.5 | 3.7 | 3.0 |

## PILLAR 4
# Being a true and trustworthy partner

*"Collaboration and innovation within our eco-system to actively expand economic, environmental and social sustainability"*

At Envirotainer we have the competence, experience and the motivation to drive the sustainability agenda within our industry. Despite that, we cannot on our own achieve the systematic changes that are required since it is beyond the capabilities of individual companies. To drive real change, we believe that we must work together, in line with our core value of Team Spirit. Envirotainer is the primary and trusted partner chosen by pharma, airlines and forwarders when developing new innovations and solutions that aim at increasing the overall environmental, social and economic performance of the complete value-chain. We aim to continue to drive vertical cooperation within our value-chain.

For Envirotainer, this implies a holistic industry perspective to drive change on a system level towards more sustainable solutions. We believe that we are stronger when we work together, sharing our knowledge and developing new solutions by engaging with our stakeholders. We collaborate and interact with a variety of stakeholder groups around the globe, to make a meaningful positive impact.

Our stakeholder groups include:
• Customers and end-customers (ex. airlines, forwarders, Pharma companies)
• Employees
• Suppliers
• Owners
• Financial community
• Local communities
• Regulators and government

**Main connection to UN Sustainable Development Goals**

**Target 17.6** Knowledge sharing and cooperation for access to science, technology and innovation

**Strategic Objectives**
• Closer partnerships with pharma to increase trust based on Envirotainer's core values and our track record of always available and reliable solutions.
• Increased collaboration with key stakeholders to set joint objectives, increase bi-lateral transparency to develop more resource efficient solutions.
• Position as the "industry leader"– innovating products and services for the pharma cold chain, including development of new and innovative digital services based on container positioning and sensor data.

## KPIs

| BEING A TRUE AND TRUSTWORTHY PARTNER | 2021 | 2020 | 219 |
|---|---|---|---|
| Availability, % of trips On Time In Full | 99.5 | 100.0 | 99.9 |
| # of people trained in the Envirotainer academy | 6,557 | 6,181 | 7,141 |

# The Global Agenda for 2030

The Sustainable Development Goals (SDGs) were set in 2015 by the United Nations General Assembly and signed by all member states. Our commitment to achieving development without exceeding the planetary boundaries includes all 17 SDGs. Several topics, such as equality and fighting corruption are universal for all enterprises. By reducing the negative impacts of our operations, contributing to positive change and engaging in society at large, we can contribute above all to seven of the SDGs
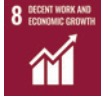
We highlight some of our activities and their main connections to the SDGs in this report.

**Goal 3:** Ensure healthy lives and promote well-being for all at all ages

**Goal 13:** Take urgent action to combat climate change and its impacts

**Goal 12:** Ensure sustainable consumption and production patterns

**Goal 17**: Revitalize the global partnership for sustainable development

**Goal 5:** Achieve gender equality and empower all women and girls

**Goal 8:** Promote inclusive and sustainable economic growth, employment and decent work for all

**Goal 10:** Reduce inequality within and among countries

## Strategic objectives & Key performance indicators:

Each of Envirotainer's four Core Sustainability Pillars has been mapped to the UN Sustainable Development Goals, and Strategic Objectives as well as Key Performance Indicators have been developed for each area.

| Core Sustainability Pillar and SDG | Strategic objectives | Key performance indicators |
|---|---|---|
| **Ensuring access to pharmaceuticals**<br>3 GOOD HEALTH AND WELL-BEING | • Together with our partners, we help our customers deliver around 2 million doses of medicines and vaccines to patients all over the world, every day.<br>• We continuously improve the cost-efficiency per dose delivered, to contribute to affordable access to pharmaceuticals.<br>• We safeguard patient safety by delivering 100% reliability, ensuring zero temperature excursions during shipments, maximum product safety as well as having a rigid system to detect product tampering.<br>• We simplify access to critical pharmaceuticals by having a broad global supply-chain network and give peace of mind to our customers by offering an outstanding availability of containers. | • # of doses of pharmaceuticals delivered<br>• Reliability:<br>– % of trips without temp deviations<br>• Availability:<br>– % of trips on time in full |
| **Climate action & resource efficiency**<br>12 RESPONSIBLE CONSUMPTION AND PRODUCTION<br>13 CLIMATE ACTION | • Climate neutral company in scope 1 and 2, and in scope 3 excluding use phase, including compensation of all non-avoidable emissions.<br>• Continuously decrease emissions per dose delivered in scope 3 use phase by advocating the consolidation to larger containers and decreasing unnecessary movements of empty containers. | • Reliability<br>– % of trips without temperature deviations<br>• Absolute $CO_2e$ for scope 1 and 2 and in scope 3 excluding use phase<br>• $CO_2e$ for scope 1–2 and in scope 3 excluding use phase per SEKm revenue<br>• $CO_2e$ for scope 1–2 and in scope 3 excluding use phase per SEKm revenue, after climate compensation<br>• $CO_2e$ / dose* delivered including use phase in scope 3 |
| **Being the best place to work**<br>5 GENDER EQUALITY<br>8 DECENT WORK AND ECONOMIC GROWTH | • Continuous improvement of employee survey results year by year<br>• Improved gender mix. Increase the proportion of women in leadership positions.<br>• Continue the work to prevent discrimination and to promote diversity within the company. | • Employee satisfaction<br>– This is a great place to work<br>– Total result from survey (Trust index)<br>– "My Manager"-index<br>– Employee survey response rate<br>• Gender Diversity<br>– Employees in leadership positions of each gender<br>– Employees of each gender<br>• Employee turn-over<br>• Absenteeism |
| **Being a true and trustworthy partner**<br>17 PARTNERSHIPS FOR THE GOALS | • Closer partnerships with pharma to increase trust based on Envirotainer's core values and our record of always available and reliable solutions.<br>• Increased collaboration with key stakeholders to set joint objectives, increase bi-lateral transparency to develop more resource efficient solutions.<br>• Position as the "industry leader"<br>– innovating products and services for the pharma cold chain, including development of new and innovative digital services based on container positioning and sensor data. | • Reliability:<br>– % of trips without temperature deviations<br>• Availability:<br>– % of trips on time in full<br>• Training:<br>– # of people trained in the Envirotainer academy |

**EU Sustainable Finance Taxonomy**
During 2021, Envirotainer, on a voluntary basis as the company is not in scope to report on the EU Taxonomy, started analyzing the impact of implementation of the EU Taxonomy Regulation (The Regulation (EU) 2020/852), designed to support the transformation of the EU economy to meet its European Green Deal objectives, including the 2050 climate-neutrality target. The EU Taxonomy will require companies to present reports that allow stakeholders to assess to which extent the company's operations are in line with the criteria defined in the taxonomy. The EU has defined six environmental objectives as part of the taxonomy. The company's operations are to substantially contribute to at least one of the environmental objectives without causing significant harm to any of the other objectives. Envirotainer monitors the updates that are continuously being published on the EU Taxonomy Regulation and will continue with analysis and documentation effort during 2022.

## KPIs

| KPIs FOR SUSTAINABILITY | 2021 | 2020 | 2019 |
|---|---|---|---|
| # of doses of pharmaceuticals delivered[1] | 625 million | 595 million | 630 million |
| % of trips without temp deviations | 99.9% | 99.9% | 99.4% |
| Availability (% of trips on time in full) | 99.5% | 100.0% | 99.9% |
| $CO_2e$ for scope 1 and 2 and in scope 3 excluding use phase, tons | 6,291 | 3,515 | 4,234 |
| $CO_2e$ tons for scope 1-2 and in scope 3 excluding use phase per MSEK revenue, tons | 3.3 | 2.2 | 2.8 |
| $CO_2e$ tons for scope 1-2 and in scope 3 excluding use phase per MSEK revenue, after climate compensation, tons | 0 | 0 | 2.8 |
| $CO_2e$/dose delivered including use phase in scope 3, kg | 1.9 | 1.9 | 1.7 |
| Employee satisfaction | | | |
| - This is a great place to work, % | 84 | 78 | 82 |
| - Total result from survey (Trust Index), % | 79 | 76 | 75 |
| - My Manager Index, % | 88 | 84 | 83 |
| - Employee survey response rate, % | 98 | 98 | 99 |
| Gender balance in Board of Directors, share of women % | 0 | 0 | 0 |
| Gender balance in Management Group, share of women % | 13 | 13 | 25 |
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| Gender balance among employees, share of women % | 29 | 27 | 27 |
| Employee turn-over, % | 12 | 7 | 9 |
| Absenteeism, % | 2.5 | 3.7 | 3.0 |
| # of people trained in the Envirotainer Academy in the period | 6,557 | 6,181 | 7,141 |

[1] Based on normalized number of doses with an estimation of 6,000 doses per pallets shipped, excluding Covid-19 vaccines.

Envirotainer | www.envirotainer.com

**Envirotainer°**
The Active Cold Chain