



# **ENABLING MOBILITY**

## **— TODAY, TOMORROW AND IN THE FUTURE**

***ESG QUESTIONNAIRE  
JUNE 2025***

***MEKO***

# ESG Questionnaire - general industry

**Please list the industry's three biggest sustainability-related challenges and briefly describe the process for identifying these challenges**

1. Reduce the impact on the environment and climate
  - Environmental impact in the operations (manufacturing of products, transports, energy use in premises, chemicals and waste management)
  - Possibility of reusing, remanufacturing and recycling of products
  - Placing chemical products on the market.
2. Employees
  - The possibility to attract, retain and develop employees.
  - Competence and competence development in workshops.
  - Health and safety issues, such as heavy lifting in warehouses, branches and workshops, chemical safety risks in workshops, traffic safety for deliveries. Psychological health and safety issues, such as stress.
3. Sustainability risks in the supply chain e.g:
  - Human rights and labor issues regarding the suppliers' employees
  - Environmental issues in the production
  - The product's environmental impact during its lifespan and the possibility for reusing or recycling

MEKO's sustainability related risks and opportunities have been identified in the Double Materiality Assessment (DMA), which is published in the Annual and Sustainability Report 2024.

**Have you conducted any preliminary assessments of your company in relation to the EU Taxonomy? If so, what was the outcome?**

Yes, MEKO reports on the EU Taxonomy. MEKO reports five economic activities as taxonomy eligible. 5% of MEKO's turnover, 10% of CAPEX and 9% of OpEx in 2024 were taxonomy eligible. MEKO does not violate any of the minimum safeguards but does not report any activities as taxonomy aligned since we cannot guarantee that all Do No Significant Harm (DNSH)-criteria are met. More info in the Annual- and sustainability report pages 46-50 [mekos-annual-report-2024\\_linked.pdf](#)

# ESG Questionnaire - environment

**Please list the firm's three primary risks related to climate change and if any, the firm's climate-related opportunities**

One of the largest environmental challenges globally, is to reduce the negative impact on the climate and the environment from transportation. The Group, as an enabler for mobility, has a natural part in the transformation from fossil-powered cars to a more fossil-independent car fleet by also offering service, repairs and products for electric cars. We seek to be the car owner's first choice regardless of model and fuel.

1. Our direct negative impact on climate is mainly due to energy use in premises and fuel for transports, which we need to control and reduce. Our biggest impact on climate is indirect (scope 3) through the production of products that MEKO sell (scope 3 cat 1)
2. Environmental and climate policy decisions and legislation can affect our businesses, e.g. increased taxes or other policy instruments may lead to investment needs and/or higher costs (e.g. higher energy prizes).
3. The transition to electric vehicles can be considered a risk but is considered to be an opportunity for MEKO. This means for example that we need automotive technicians with competence in electric and hybrid electric vehicles and our product range must include spare parts for electric vehicles.

**Climate-related opportunities:**

1. The shift to Electric vehicles provide business opportunities for MEKO, where we ensure that we can service all cars, no matter if it is conventional, hybrid or EV. In 2021 the Group launched a new standard for electric car service, E+, which guarantees that the workshops have the right skills and equipment to take care of electric cars. Today, 1025 (approx.21%) of our affiliated workshops meet our requirements for electric car workshops, level 2.
2. With proper service, maintenance and repairs the cars, regardless of fuels, will be as fuel efficient as possible during its lifespan and hence impact the climate as little as possible.
3. We are increasing our product range with spare parts for electric vehicles.

**Does the firm anticipate any climate-related investments, and if so to what extent?**

We do not see any significant climate-related investments in the near future.  
We work to improve the energy efficiency and switch to renewable electricity in our premises. We also work to transform our own vehicle fleet into low-carbon, in the pace where they should normally be replaced hence not causing any significant extra investments.



# ESG Questionnaire - environment

**Circular Economy: how are purchases and waste managed? If the firm rely on any scarce resources, please describe what efforts are made to mitigate the risk of those resources becoming scarcer in the future, e.g. recycling, reusing substitutes or improved resource efficiency?**

We do not rely on any scarce resources, but we work to improve the energy efficiency and switch to renewable electricity in the premises. Waste is sorted and handled according to legislation in order to increase the possibility of recycling, hence reducing the environmental impact. E.g. electronics, metal parts and batteries includes metals that can be recycled.

Many of the products that MEKO sell contain recycled material or are remanufactured.

**Transition-related risks (for example changed customer preferences or legislation): Do you anticipate any risks or opportunities due to the transition to a carbon-neutral society? Is there any risk of the firm's offer being negatively affected? If yes, how has the firm positioned itself to handle that risk?**

One of the largest environmental challenges globally, is to reduce the negative impact on the climate and the environment from transportation. Car owners are becoming more aware and has more knowledge of the cars' environmental and climate impact, which affects their choice of vehicle and way they transport themselves. Legislation and other policy instruments imply a shift in the vehicle fleet.

For us, it is important to have a strong understanding of how the market and our customers' needs change and how we are affected by it. The transition to electric vehicles can be considered a risk but is considered to be an opportunity for MEKO. This means for example that we need automotive technicians with competence in electric and hybrid electric vehicles and our product range must include spare parts for electric vehicles. The shift to Electric vehicles provide business opportunities for MEKO, where we ensure that we can service all cars, no matter if it is conventional, hybrid or EV. In 2021 the Group launched a new standard for electric car service, E+, which guarantees that the workshops have the right skills and equipment to take care of electric cars. Today, over 1000 (approx. 21%) affiliated workshops meet our requirements for electric car workshops, level 2. MEKO had a target that at least 1000 workshops should live up to the level 2 requirements in 2024, a target that was reached. It is important to note that the transition to EV is taking place at different pace in MEKO's different markets, faster in the Nordics, and slower in Poland and the Baltics.

# ESG Questionnaire - environment

**Have you set a target to become carbon neutral? If so, how have you defined carbon neutrality?**

MEKO has set science-based targets including net-zero targets. These have been verified by SBTi

**Please list the firm's (1-2) primary means of making a positive environmental impact or minimising negative environmental impact. Please list the corresponding most relevant UN Sustainable Development Goals. What proportion of sales can be directly linked to selected UN SDGs?**

MEKO's greatest environmental contribution is by enabling the service and repair of cars, keeping them on the road, hence contributing to a circular economy, This mainly contributes to SDG 12, Responsible consumption and production and is MEKO's core business. We have not made a calculation how much of sales can be directly linked to each SDG

## **SDG 12 Responsible consumption and production**

- A properly maintained vehicle contributes to traffic safety and that the vehicle has as small impact on the environment as possible during its lifespan.
- Our operations entail the handling of chemicals and we place chemical products on the market.
- The waste that arises is sorted and recycled.

## **SDG 13 climate action**

- We make it possible for car owners to service and repair their vehicles regardless of whether they run on fossil fuels, biofuels or electricity.
- Proper maintenance and service makes the vehicles as fuel efficient as possible.
- By developing our products and services for the growing share of vehicles run on alternative fuels, such as biofuels and electricity, we contribute to a transformation in society.
- Internally, we work to use renewable electricity in premises where we have the contracts and to transition our fleet to low-carbon vehicles

# ESG Questionnaire - social

<p><b>Does the firm have a history of accidents? If so, how have these been managed? Are there any preventive measures, such as policies?</b></p>	<p>MEKO has a low accident rate, as reported in our Annual and Sustainability report, in 2024 149 accidents of recordable work-related accidents or ill-health were reported, and no fatalities. All business areas work systematically with health and safety issues, which among other things means that risks are evaluated, procedures are in place to manage risks, and that incidents and accidents are reported. MEKO has a health and safety policy.</p> <p>The Code of Conduct applies to everyone that works under any of the Group's brands. For example, in Sweden, we help our workshops to get approved according to the industry standards "Godkänd Bilverkstad". The standard contains e.g. requirements on health and safety and environment.</p>
<p><b>If applicable, please state your targets for gender and cultural equality and indicate the relative split of men/women at every level of the firm</b></p>	<p>In 2024:</p> <ul style="list-style-type: none"> <li>• 37.5% women and 62.5% men in the Board of Directors</li> <li>• 20% women and 80% men in the Group Management Team</li> <li>• 28% women and 72% men in Group Management Team + Business Area Management Teams</li> <li>• 17% women and 83% men in manager positions (personnel and budget responsibility). <b>Target:</b> 20% female managers by 2030.</li> <li>• 21% women and 79% men in total workforce</li> </ul>
<p><b>Does the company conduct any other community engagement activities aside from those directly connected to the business?</b></p>	<p>Community engagement activities are decided in the respective Business Area. The President and CEO is member of the board in the foundation "En Frisk Generation". A MEKO representative also holds a seat in the board in "Telge Tillväxt". MEKO Sweden also collaborates with and supports "Aldrig Ensam" and "Barncancerfonden".</p>

# ESG Questionnaire - social

**How often does the firm conduct audits of its suppliers, and how often do you discover incidents not compliant with your code of conduct?**

Our requirements on our suppliers are stated in our Supplier Code of Conduct that shall be accepted by the supplier. The Supplier Code of Conduct specify our basic requirements regarding human rights, working conditions, the environment and business conduct. It is aligned with international principles, frameworks and standards such as the ILO Declaration on Fundamental Principles and Rights at Work, UN Guiding Principles on Business and Human Rights and OECD Guidelines for Multinational Enterprises. The Supplier Code of Conduct is available at [www.meko.com](http://www.meko.com). It is the supplier's responsibility to ensure that any sub-suppliers meet the requirements contained in the Supplier Code.

Our goal is to more than 95 percent of our purchases of direct materials should come from suppliers who have accepted the requirements in the supplier code by 2025. At present, 96% of purchases are from suppliers who have accepted the requirements (2024).

To ensure compliance, MEKO conduct risk assessments of both new and existing suppliers. The aim is to identify and minimize potentially negative impacts on human rights and the environment. Suppliers are expected to be open and transparent in their compliance with the requirements. When high risk is identified, an audit is performed in accordance with the Supplier Code of Conduct. Any deviations must be rectified and suppliers must demonstrate systematic improvement work to guarantee and ensure decent working conditions and minimize negative environmental impact in the value chain. In 2024, 19 supplier sustainability audits were carried out.

# ESG Questionnaire - governance

<b>Do all staff members receive continuing education on anti-corruption? Are there any ongoing or historical incidents involving corruption, cartels or any other unethical business conduct? Have any preventive measures been taken?</b>	<p>The Group's Code of Conduct is approved by the Board of Directors. The Code is available in every Scandinavian language, Polish and English. MEKO also have a anti-corruption policy. In addition, there are special guidelines regarding anticorruption with rules on gifts and representation. Our whistle-blower function is external and available on <a href="http://www.meko.com">www.meko.com</a></p> <p>Education regarding the Code of Conduct is carried out to employees.</p> <p>No ongoing or historical incidents involving corruption</p>
<b>Please state the firm's business tax residence (i.e. where the firm pays tax) and explain why that specific tax residence was chosen</b>	<p>MEKO pays tax in the country where we have operations/legal companies (Poland, Sweden, Norway, Denmark, Estonia, Lithuania, Latvia and Finland). TP is applied.</p>
<b>How many independent members sits on the Board of Directors?</b>	<p>All ordinary members are independent in relation to the company and its management in accordance with the definition in the Swedish Corporate Governance Code. Six (out of nine) of the Board members are independent also in relation to major shareholders</p>
<b>Please state if and to what extent, the company has transactions with related parties.</b>	<p>As far as we know, no member of the Board of Directors, member of the management team or any of the business area managers has made any transactions, directly or indirectly, with companies within the MEKO Group, except that the business area manager for the Baltic operations owns 20% of a company that purchased tires on market terms for an amount of EUR 2,029 from the subsidiary Balti Autoosad AS.</p>



# ESG Questionnaire - governance

<b>Which KPIs dictate the remuneration to management (are sustainability and diversity goals included)?</b>	Incentive programs and/or remuneration policies linked to sustainability matters are offered to the Group Management Team and certain other key individuals in the Group. MEKO's short-term variable remuneration is linked to two of the Group's sustainability targets: The percentage of renewable electricity in premises with own electricity contracts, and the percentage of female managers. The proportion of variable remuneration dependent on sustainability-related targets is a maximum of 20 percent. MEKO's Board of Directors approves and updates the terms of the incentive program.
<b>Describe the company's process for monitoring and reporting ESG issues and performance to senior management/the Board. In your response please confirm what KPIs are monitored (if any) and how frequently reporting is undertaken</b>	MEKO's Head of Sustainability reports to the Group's Chief Operating Officer and they hold regular meetings on sustainability matters. The Group Management Team is updated and makes decisions as necessary. The Board's Audit Committee receives an update on sustainability reporting at each meeting. The Board receives updates as needed. MEKO has several sustainability targets, most of which are reported on an annual basis in the Annual and Sustainability Report. Two of the KPI's; renewable electricity and female managers, are followed up on a quarterly basis and reported to the Group Management and the Board of Directors.
<b>Is the Head of Sustainability a member of the management team? If not, who does that person report to?</b>	No. The sustainability work is led and coordinated by the Group's Head of Sustainability, who reports to the COO.
<b>Have you signed a Union Agreement?</b>	Within the Group we have agreements in the respective Nordic countries. In Poland, the employees are covered by current labor legislation and regulations on compensation according to Polish labor law. 61% of the workforce is covered by union agreements.

# ESG Questionnaire - PAI (Principle Adverse Impacts)

Numeric answers	Revenue	SEK 18bn (2024)
	Greenhouse gas emissions; Scope 1, Scope 2, Scope 3	Scope 1: 14,184 tCO2 e Scope 2: 2,691 tCO2 e (location based) / 6,103 tCO2 e (market based) Scope 3: 658,969 tCO2 e (2024)
	Share of non-renewable energy consumption	73% (2024)
	Share of non-renewable energy production	N/A
	Energy consumption in GWh	103 GWh (2024)
	Tonnes of emissions to water	N/A
	Tonnes of hazardous waste and radioactive waste generated	Hazardous waste: 18 tonnes (2024)
	Unadjusted gender pay gap	No
	Board gender diversity	25% female Board members (2024)

# ESG Questionnaire - PAI (Principle Adverse Impacts)

Yes/No answers	Fossil fuel operations	No
	Sites/operations located in or near to biodiversity-sensitive areas where activities negatively affect those areas	No
	Science Based Target	Yes, will be published on SBTi website June 5.
	Reports to CDP	No
	UN Global Compact Signatory	Yes
	Involved in the manufacture or selling of controversial weapons	No
	Whistle blower policy	Yes
	Supplier Code of Conduct	Yes