

SUSTAINABILITY REPORT

2024



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KOIVISTON AUTO - WE'RE MAKING THE WORLD BETTER ONE TRIP AT A TIME

Over **1100** buses, of which 20 % electric

Over **2780** employees

70 000 departures a week

243 MEUR turnover



Trust as a cornerstone

Our way of acting is consistent. We build an atmosphere of trust in the work community where everyone dares to ask for help from co-workers as well as from supervisors. We also want to earn customers' trust in our services. The customer's travel experience is at the center of our operations.



Everyone is appreciated

With us, everyone can be themselves and everyone is respected both as a customer and as a colleague. We serve our customers nationwide. We work for a more equal and diverse society, both at work and in transport.



Sustainability as a part of everyday life

Environmentally friendly and responsible operations are part of our everyday life. We are working to promote equal and diverse society. We take pride in creating a cleaner environment with renewable fuels and electric vehicles. Choosing bus transport is always a choice for the environment.



Safety at work and on the road

Everyone's safety is a top priority to us, both at work and while travelling. We recognize the impacts of safety, and we are aware of our opportunities to have impact to everyone's safety in daily life. It is important to us, that our every employee and customer get home safely.

KOIVISTON AUTO - WE'RE MAKING THE WORLD BETTER ONE TRIP AT A TIME

Koiviston Auto is a nearly hundred-year-old company with roots in Koivisto, located on the Karelian Isthmus. The company's first route ran from Koivisto to Viipuri, initially operated with two passenger cars. Within ten years, the operation expanded to nine buses. Until the 1960s, the business remained small-scale, but it grew through several acquisitions in the late 60s. In 1977, Kabus Oy was founded to manufacture buses. Kabus Oy's bus production ended in 2015.

This small family business with two passenger cars has grown to become Finland's largest bus operator. Koiviston Auto consists of nine companies that operate local, regional, and long-distance traffic under contract and market-based conditions. The group includes: Koiviston Auto Helsinki Oy, Koiviston Auto Porvoo Oy, Koiviston Auto Lahti Oy, Koiviston Auto Kuopio Oy, Koiviston Auto Jyväskylä Oy, Koiviston Auto Tampere Oy, Koiviston Auto Länsi Oy, Koiviston Auto Oulu Oy, and Onnibus.com Oy. Additionally, the group includes Kabus Oy, which serves as the group's central repair shop and participates in technical development projects serving Koiviston Auto's bus operations. Koiviston Auto employs over 2700 people as bus drivers, mechanics, and office staff.

In 2024, Koiviston Auto expanded through two acquisitions. In February, Väinö Paunu Oy sold its express bus business to Koiviston Auto, transferring 14 drivers, two mechanics, and 13 vehicles. In August 2024, Koiviston Auto acquired the operations of J. Vainion Liikenne Oy, transferring 74 employees, 42 buses, and the Kaarina depot to Koiviston Auto.

Throughout the year, the group began to build unified personnel management processes and operational models. We initiated regular employee surveys, updated the work uniforms for traffic personnel, launched a new training platform, and established a group-level training center for driver directive-compliant training. Additionally, the group's values were updated at the beginning of the year. A personnel affairs steering group was established at the group level, with representation from the entire staff.



THE YEAR OF DEVELOPMENT AND ELECTRIFYING FLEET

As the largest operator in the industry in Finland, we have a responsibility to lead the way in developing the sector's sustainability. We do this by continuously improving our own sustainability efforts and passenger services, but also by influencing industry organizations such as the Finnish Bus and Coach Association, the Employers' Federation of Road Transport, as well as through open communication across various channels and events such as industry seminars.

“As the largest operator in the industry in Finland, we have a responsibility to lead the way in developing the sector's sustainability.”

The year 2024 was filled with many concrete actions. We renewed our values, updated our strategy, and integrated sustainability at its core. We initiated extensive supervisor training, particularly in safety, and launched a new digital training platform for all employees. We also supported children affected by the war in Ukraine by donating and largely building a daycare bus for their use. Our investments emphasized environmental friendliness, as we introduced over 100 new electric buses into traffic, and OnniBus launched 10 new, lower-emission double-decker buses into its network. To enable electric traffic, we expanded the charging infrastructure for our electric buses at four of our depots.

Developing sustainability is a continuous process of looking to the future and seeking the best paths forward. As part of this, we tested the use of a fully electric long-distance bus in OnniBus traffic. The trial was successful in many ways, but unfortunately, it confirmed our hypothesis. The Kamppi terminal in Helsinki serves as a hub for long-distance traffic, and efficient operation would require the construction of charging systems at the terminal. Unfortunately, this is not possible due to regulatory authorities. We will continue to seek the right path forward in this regard to offer our passengers even more sustainable long-distance travel in the future.

In our previous sustainability report, we were delighted with the good results we received from the international GRESB sustainability assessment, even though we participated "cold." Now, we participated in the assessment again based on our 2023 performance and improved our score by 11 points, achieving 93 out of 100. In 2025, we will participate in the assessment again and aim to further improve our score.

In 2025, we will continue to develop sustainability by setting concrete Agenda 2030 goals and science-based SBT emission reduction targets. Work on both is already underway and progressing according to plan. The first new electric buses of 2025 are already in service, with more to come in the summer. Due to the competitive tender wins already achieved, the increase in the number of electric buses will continue in 2026. OnniBus's new investments will also continue, with 10 new double-decker buses entering service in the summer of 2025 and five more in the summer of 2026.

Henrik Mikkola
Group CEO



ONNIBUS'S GOAL: REDUCING EMISSIONS

OnniBus has made significant updates to its fleet in recent years, leading to emission reductions and improved energy efficiency. In 2024, OnniBus acquired 10 new double-decker buses, and in 2025, another 10 buses will be added to the fleet.

ELECTRIC BUS TRIAL PROVIDED VALUABLE INSIGHTS

In 2024, a fully electric bus trial was conducted on the route between Helsinki and Tampere, providing valuable information for future fleet acquisitions and planning. During the three-week test period, the consumption of the Yutong T15E electric bus was examined, and the bus's range was sufficient to travel from Helsinki to Tampere and back on a single charge. The test revealed that the current charging infrastructure is not yet sufficient for OnniBus to implement on a larger scale. However, OnniBus is actively participating in discussions about developing charging infrastructure with various cities and stakeholders.



ONNIBUS'S GOAL: REDUCING EMISSIONS

TOGETHER WITH LOCAL RESIDENTS

In the fall of 2024, the planning of a new traffic structure in Porvoo began with a collaborative meeting where OnniBus met with local regular customers, public transport enthusiasts, and members of the Haaga-Helia student union Helga. The meeting addressed the challenges of the current traffic system and customers' wishes for improvements. OnniBus also conducted two customer surveys for passengers traveling between Porvoo, Sipoo, and Helsinki. One survey was distributed electronically to OnniBus's customer base, and a link to the other survey was shared via flyers on the buses along the route. The meeting and surveys collected comprehensive information on customers' wishes, which were then integrated into the planning process, considering various constraints and economic sustainability. During the planning process, draft plans were posted for comments in a local Facebook group, and adjustments were made based on the feedback received. Eventually, the traffic structure was completed, and the plans were finalized both internally and with various regulatory stakeholders.

Joona Hurmerinta, the CEO of OnniBus, says: "It was a very pleasant experience to work on the planning in collaboration with local customers and communities. This was a new approach for us, and based on these positive experiences, we may use a similar model elsewhere. We believe that the new traffic structure is better from the perspective of the majority of passengers than the current one. There will certainly be room for improvement in the future, but hopefully, we have now found a good basic framework for the traffic offering."



ELECTRIFYING FLEET

Electrifying the fleet is a significant part of Koiviston Auto's sustainability strategy. The group has over 1100 buses, of which approximately 22% are electric. Additionally, the fleet was updated during the year by introducing 10 new double-decker buses manufactured in Finland into OnniBus's operations. Replacing old vehicles with new ones ensures energy-efficient and consequently low-emission operations, even with diesel vehicles.

In 2024, Koiviston Auto acquired over 100 new electric buses. Most of the buses were placed in Jyväskylä, with the remainder in Helsinki and Oulu. The new fleet reduces carbon dioxide emissions, other air pollutants, and noise pollution. Koiviston Auto's electric buses run on 100% renewable electricity.



Koiviston Auto operates nearly 95% of the traffic in Jyväskylä. With the new electric buses, 80% of Koiviston Auto's traffic in Jyväskylä is run on electricity. During peak hours, energy-efficient biodiesel vehicles are also operated in Jyväskylä. Koiviston Auto's traffic contract continues until 2034, which will reduce carbon dioxide emissions by up to 65,000 tons during the contract period compared to operations with fossil fuels.

In 2024, the share of kilometers driven by electric vehicles in the entire group rose to 17.6% of all kilometers driven. In addition to electric bus acquisitions, electrifying traffic also requires a functional and extensive charging infrastructure. Charging infrastructure has been built at six company depots so far, with a total charging capacity of over 13 MW.

"Electrifying the fleet is a significant strategic focus for Koiviston Auto in the coming years. Our goal is that by 2028, over 50% of all city traffic buses will run on electricity. If we succeed in this goal, we can talk about significant emission reductions," says Koiviston Auto's Technical Director Michael Andersson.

Electrifying the fleet also impacts the daily work of the staff. The arrival of electric buses in Oulu has brought significant changes to the daily work at the repair shop and for the mechanics. "In the work of a mechanic, this is clearly visible in the reduced use of chemicals during the workday. Also, the quietness of the vehicles and the absence of exhaust fumes are concretely noticeable in daily work," comments mechanic Mauri Meriläinen from the Oulu repair shop.

ELECTRIFYING FLEET

"The new fleet has generally performed well. The repair and maintenance needs of electric buses are mainly electrical faults, which can sometimes be challenging to identify. Repairing diesel vehicles goes smoothly due to extensive knowledge and experience, and we are continuously learning more about the repair needs of electric buses," continues Mauri.

Koiviston Auto's mechanics are trained to repair and maintain electric buses. One of the themes in the training was occupational safety. "Special safety precautions must be followed with electric buses. The batteries and power in the fleet are such that safety must always be kept in mind, and the correct protective equipment must always be worn. Before I start working on an electric bus, I take a moment to calm down and think about what I'm doing and the potential consequences. The most important thing is to stay calm and make deliberate choices," summarizes Mauri.

Electric buses are already part of everyday life in six of Koiviston Auto's companies across Finland: in Helsinki, Lahti, Jyväskylä, Tampere, Kuopio, and Oulu. Therefore, electric buses significantly impact the daily work of drivers.

"Generally speaking, I drive electric vehicles almost every day now," comments Kirsi Rämä, a driver for Koiviston Auto in Jyväskylä, and continues, "New fleet is always new! The vehicles are good to drive, and I like the drivability of the new electric buses: they are quiet and smooth to drive. I believe that the quietness, in particular, is something that passengers and, for example, pedestrians will notice."

Koiviston Auto invested in 100 new electric buses in 2024. This significant change in the fleet is seen positively in the driver's work, but it also involves gaining experience and learning new procedures: "The bus industry and the driver's work are continuous team play, even though the work is independent. This is emphasized with electric buses. The nature of electric buses is very different from diesel vehicles: if the battery is running low, it cannot be quickly 'refueled' like diesel. With electric buses, drivers' carefulness in charging the buses, good fleet usage planning, and of course, reacting to changing situations are emphasized. Sometimes, for example, there are situations where the bus needs to be changed during the day because its battery is running low. This requires good teamwork and drivers' mutual care to ensure that the battery lasts until the end of the shift. We have solved challenges well within our team, but this is certainly something we learn more about every day," comments Kirsi.



Kirsi Rämä, bus driver, Jyväskylä

THE BEST EMPLOYER IN THE TRANSPORTATION SECTOR

Koiviston Auto has defined one of its strategic goals as being the best workplace in the transport industry in Finland. Our journey towards this goal is underway, and in 2024, we employed over 2700 people across Finland. People are our most important resource to achieve our strategic goals and provide our customers with a reliable, safe, and pleasant travel experience.

In 2024, Koiviston Auto strengthened and began developing its personnel management models. During the year, the first extensive employee survey was conducted, traffic personnel's work uniforms were updated, occupational safety and work ability management were developed, and new information systems were introduced to support occupational safety and the implementation of online training and onboarding.

The group's values were updated to better align with employees' daily work and to support leadership, for example. Investment in skills development included establishing a group-level training center for driver directive-compliant training. Additionally, leadership training and occupational safety training were organized for supervisors in both traffic production and repair shops.

Jussi Kivinen works at Koiviston Auto Länsi as a bus driver and trainer. Primarily, he drives OnniBus long-distance routes, but he also serves as a proactive driving instructor for colleagues across Finland. Here's how Jussi describes the values being reflected in his daily work:



Trust as a cornerstone

"I feel that I can trust my employer, and in return, I am trusted. I strive to be a colleague whom others feel comfortable asking for help, and I can rely on receiving assistance when needed."



Everyone is appreciated

"I interact with everyone, both customers and colleagues, naturally and equally."



Sustainability as a part of everyday life

"I aim to drive in a way that minimizes the impact on the environment and the employer's expenses."



Safety at work and on the road

"While on the road, the goal must always be that I, my passengers, and other road users get home safely to their families and loved ones at the end of the day."

THE BEST EMPLOYER IN THE TRANSPORTATION SECTOR

EMPLOYEE SURVEY RESULTS ON A GOOD LEVEL

Koiviston Auto conducted an employee survey in a new way in 2024, and the survey will be conducted annually in the future. The survey was open from May to July, and 1630 people responded, representing 61% of the staff. The results were mostly positive: employees feel their work is meaningful and know what is expected of them.

In the open feedback, a reliable workplace, a good work community, and colleagues were particularly highlighted. Development suggestions focused on supervisor work and the condition of the fleet, which will continue to be actively developed. After the survey, units and teams created development plans, the implementation of which will be regularly monitored.



INVESTMENTS IN EMPLOYEE TRAINING

In 2024, we made significant investments in employee training and skill development. In addition to focusing on leadership training, we particularly emphasized safety training. During the year, we implemented a company-wide training platform that allows us to monitor and ensure that every employee completes the designated and necessary training.

The first training on the new platform was safety training, which is a key part of our responsible operations. Safety is of paramount importance to us, and we want to ensure that all our employees are aware of safety guidelines and know how to work safely. Additionally, the training reviewed the procedures for dealing with workplace accidents and provided guidance on using our new safety observation system.

CASE: KOIVISTON AUTO HELPED TO IMPLEMENT MOBILE DAYCARE TO UKRAINE

Koiviston Auto has been supporting Ukraine in previous years and eagerly joined the new project. Fun Academy's idea of a mobile education center got rolling with the help of 30 partner companies. A bus donated by Koiviston Auto was converted into a continuing education facility, aimed at ensuring quality early childhood education in the war-torn Kherson region of Ukraine.



Currently, there are 3,798 educational institutions in Ukraine affected by bombings, nearly 400 of which have been completely destroyed. As the war continues, this number continues to grow. The internationally operating Finnish startup Fun Academy has been helping Ukrainians since the beginning of the war. Their new project, Fun Academy on Wheels, is a mobile space that serves as a daycare, therapy, and continuing education facility and can move near bomb shelters so that the bus can be quickly evacuated to safety when an air raid alert begins.

The project was built with the collaboration of 30 Finnish companies, and the project also involved the Finnish Ministry of the Interior, the Ukrainian Ministry of Education, the Ukrainian Institute of Education Development (UIED), and the Association of Innovative and Digital Education (AIDE).

The project responds to Ukraine's request for psychosocial support and pilots an alternative that complements the war-torn early childhood education system. Since new daycares can only be built in areas free of mines and near bomb shelters, the mobile space ensures children's right to play and learn.

CASE: KOIVISTON AUTO HELPED TO IMPLEMENT MOBILE DAYCARE TO UKRAINE

"In traumatic conditions, children need a safe space where they can play, relax, and also learn in a way that is natural to them. The continuing education opportunities provided by the bus expand the project's impact, as remote training for professionals can be offered from Kherson to a wider area, in collaboration with Ukrainian experts. However, the most important thing is to 'bring joy,' as one little child said when they saw our bus," says Fun Academy's Fun Learning Ambassador Sanna Lukander.

According to Olga Dedov, a psychologist working at the Center for Pedagogical Professional Development in the Chernivtsi region, the need for psychosocial support is great among children affected by the war: "Like all of us, children have a huge amount of stress, loss, fear, and uncertainty about the future. The war leaves deep wounds in children's psyches." Dedov reminds us that adults must take responsibility for ensuring children receive psychosocial support: "The children who receive the psychosocial support they need today will rebuild our country tomorrow – promoting its development and prosperity."

The mobile daycare and training center was created with the help of 30 partner companies, united by the desire to contribute to education, children, and the disadvantaged. Koiviston Auto donated a bus previously used in traffic, which was thoroughly renovated for the project.

"Modifying the vehicle into a training bus required a lot of alterations, but our body repair shop in Helsinki eagerly and professionally carried out the modifications with our partner network," praises Koiviston Auto's Technical Director Michael Andersson.

According to Andersson, the company also has previous experience in delivering buses to Ukraine: "At the turn of 2022–2023, we sent 15 buses to Ukraine because they urgently needed them for transporting schoolchildren. We explored the possibility of sending the buses with the Ministry of the Interior, and in the end, we delivered them ourselves. It was a big event for us, so we were happy to support Ukraine again this time."



SUSTAINABILITY WORK AT KOIVISTON AUTO

The promotion of sustainability work continued throughout 2024. During the year, the group committed to the UN's Agenda 2030 goals, organized sustainability training for workshop managers, made significant improvements to the group's information security, and achieved an excellent result in the GRESB sustainability assessment.

"2024 was a significant year for Koiviston Auto from a sustainability perspective. We introduced over 100 electric buses into traffic, which transformed one of our companies (Koiviston Auto Jyväskylä) to operate 80% emission-free. In addition, strategic sustainability work took major steps forward. One of the most significant achievements was Koiviston Auto's commitment to setting Agenda 2030 goals, which are concrete targets we will pursue over the next five years. This work will continue in 2025 as we develop detailed action plans and objectives. Koiviston Auto is committed to setting goals in line with its strategy on the following themes: gender equality, decent work and economic growth, reducing inequalities, sustainable cities and communities, and climate action," commented Quality and Environmental Manager Ella Alinikula.

Koiviston Auto committed to setting Agenda 2030 goals, which are concrete targets we will pursue over the next five years.

The sustainability training for workshops was organized as part of the workshop managers' days in November 2024. Workshop managers play a significant role in the group when it comes to producing data for the sustainability report. The group's intention is to use the training to raise awareness of legal requirements, the new CSRD directive, and the group's goals, and how these matters will affect the daily operations of workshops and depots in the future. All of the group's workshop managers participated in the training.



SUSTAINABILITY WORK AT KOIVISTON AUTO

CapMan Infra acquired Koiviston Auto in 2021. CapMan's sustainability strategy focuses on promoting sustainable development and creating societal value. At the heart of their sustainability strategy is active ownership, through which they guide their portfolio companies towards clear sustainability goals.

CapMan aims to reduce the scope 1 and 2 emissions of all its portfolio companies by 51% by 2032. CapMan is committed to achieving net-zero emissions before the EU's target year of 2050.

For Koiviston Auto, increasing sustainability means significant investments in new electric vehicles. The goal of electrification is to significantly increase the number of electric vehicles and to raise the share of electric buses in urban traffic to over 50% by 2028. For Koiviston Auto, sustainability also means promoting employee satisfaction, a diverse work community, and occupational safety.



RESPONSIBLE GOVERNANCE

Koiviston Auto holds the ISO 9001:2015 quality management certificate and the ISO 14001 environmental management certificate. These certificates ensure that our operations meet all the key quality and environmental requirements. The certificates are reviewed annually through internal and external audits.

During 2024, Koiviston Auto Group and Koiviston Auto Helsinki decided to certify according to the requirements of the ISO27001 information security certificate. ISO27001 is an international standard that defines the requirements for an information security management system (ISMS). The certificate helps organizations protect their information and manage information security risks effectively. Improving information security enhances the company's reliability, helps meet legal requirements, reduces the risk of data breaches, and helps companies protect their information. The certification process will be completed in the spring of 2025.



ETHICAL APPROACH

Koiviston Auto operates in Finland in accordance with all Finnish laws and regulations. We participate in bus transport tenders organized by the competent authorities.

Koiviston Auto adheres to the principles of fair and ethical competition, to which we are committed in our ethical guidelines. We also require our suppliers to commit to these ethical guidelines. We pay 100% of our taxes in Finland.

WHISTLEBLOWING-CHANNEL

Koiviston Auto has a Whistleblowing channel in place. The channel is intended for reporting misconduct and is available to employees, customers, partners, and anyone who may observe misconduct in Koiviston Auto's operations. Reports submitted to the Whistleblowing channel are handled by the group's CEO and HR Director.

Misconduct reports are reported and addressed by the board. In 2024, no reports were received through the channel that led to further action. The channel allows us to ensure that all reports are processed. Koiviston Auto has a policy regarding the Whistleblowing channel.

RESPONSIBLE GOVERNANCE

GRESB

Koiviston Auto participated for the second time in the global GRESB sustainability assessment as a portfolio company of CapMan Infra. GRESB evaluates and compares the sustainability and performance of companies in the areas of environmental and social responsibility. Companies from around the world participate in the assessment.

CapMan's portfolio companies performed excellently in the assessment, but the biggest improvement was achieved by Koiviston Auto! We scored 93 out of 100 points in the assessment, a significant 11-point improvement from the previous year. Globally, six bus companies participated in the assessment, and Koiviston Auto received the highest score. Key factors in achieving this top result were improved ESG risk assessments during the year and the ability to report environmental metrics more comprehensively.

"We have systematically worked on developing sustainability and invested in reporting environmental metrics. The greatest thanks for our excellent result go to our staff, who carry out responsible actions every day in their work," emphasizes Quality and Environmental Manager Ella Alinikula.

"The greatest thanks for our excellent result go to our staff, who carry out responsible actions every day in their work."



SUSTAINABILITY POLICIES

Koiviston Auto's sustainability policy covers all three areas of sustainability: environment, society, and good governance. The sustainability policies are approved by the company's board and their implementation is the responsibility of the owners of the sustainability policies. All decisions and actions of the organization must be in line with the commitments of the policy. Koiviston Auto also ensures compliance with all statutory requirements by monitoring legislation and taking necessary actions.

Koiviston Auto actively manages risks, which includes identifying and preparing for them. Risk management is conducted at least once a year according to the annual schedule as part of the company's risk management process.



SUSTAINABILITY POLICIES

Policy

Koiviston Auto environmental policy

The environmental policy defines the company's goals and general operating principles in the following areas:

- Risks related to climate change and energy use.
- Water consumption and wastewater management.
- Waste production and management.
- Impacts on natural resources and biodiversity.

Koiviston Auto social policy

The social policy defines the company's goals and general operating principles in the following areas:

- Social and workforce-related issues, including key health, safety, and quality matters.
- Health and safety of employees, customers, and the community, as well as the quality of services provided.
- Cybersecurity, information security, and data protection.
- Consideration of human rights in all business operations, such as child labor and forced labor.

Koiviston Auto governance policy

The governance policy defines the company's goals and general operating principles in the following areas:

- Leadership and governance in ESG matters.
- Responsibility in supply chains.
- Company risk management and identification of opportunities.
- Ethical guidelines and anti-corruption measures.

DIALOGUE WITH THE EMPLOYEE REPRESENTATIVES

Koiviston Auto engages in active dialogue with employee representatives. Discussions are held regularly in each subsidiary. The dialogue involves the company's local managing director and a union representative.

NEW PERSONNEL AFFAIRS STEERING GROUP

In 2024, Koiviston Auto initiated an experiment in collaboration with employee representatives. The aim is to enhance interaction between the staff and management. This is an additional cooperative body where matters concerning the entire group are prepared, such as current issues of the group, policies, processes, and guidelines related to personnel, as well as general work arrangement matters. The management representatives include: the group CEO, HR director, CFO, and other management team members as needed. The staff has elected their representatives to the body.

In 2024, the steering group met once, and during 2025, the steering group will continue to meet regularly. At the end of 2025, the activities and future of the steering group will be reviewed.



Koiviston Auto sustainability data

	2024	2023	2022
Scope 1 greenhouse gas emissions (tCO ₂ e)	76 919	73 843*	73 800
Scope 2 location-based greenhouse gas emissions (tCO ₂ e)	4 268	5 576*	2 800
Scope 2 market-based greenhouse gas emissions (tCO ₂ e)	9 062	6 644*	n/a
Scope 3 greenhouse gas emissions (tCO ₂ e)	97 647	53 589*	n/a
Total GHG emissions location-based (tCO ₂ e)	178 834	133 010*	n/a
Total GHG emissions market-based (tCO ₂ e)	183 629	134 077*	n/a
Scope 1 and 2 location based GHG emissions tCO ₂ e / revenue (M€)	0,33	0,33	n/a
Nox-emissions (tn)	217	262	n/a
Share of biodiesel (%)	21	32	7
Biodiesel consumption (t litres)	4 700	6900	1800
Renewable electricity (MWh)	20 800	9 800	4 500
Total electricity (MWh)	46 200	16 400	8 300
Share of kilometres driven by electric buses (%)	17,6	7,8	4,8
Waste utilization rate (%)	97	94	80
Water consumption (m3)	40 196	32 733	32 729

Koiviston Auto sustainability data

	2024	2023	2022
Number of employees	2783	2582	2544
Full-time employees	2473	2398	2394
Share of women (%)	9	8,5	10
Average age of the employees	49,8	49,9*	49,4
Number of fatal accidents	0	0	0
Number of safety observations	1 666	1 176	0

The data published in Koiviston Auto's 2023 responsibility report has been updated in the 2024 sustainability reporting. All updated data that differs from the 2023 report is marked with an asterisk (*). The most significant changes have been made to the 2023 emissions. The reported data for 2023 has been refined and the scope of reporting has been expanded in the 2024 reporting. Additionally, the average age of the personnel has been refined. Detailed explanations of the changes are described on page 23.

KOIVISTON AUTO'S SUSTAINABILITY METRICS

Koiviston Auto's first emissions calculation was carried out in 2022, after which emissions calculations have been conducted annually. In 2023, Scope 3 emissions were added to the emissions calculation.

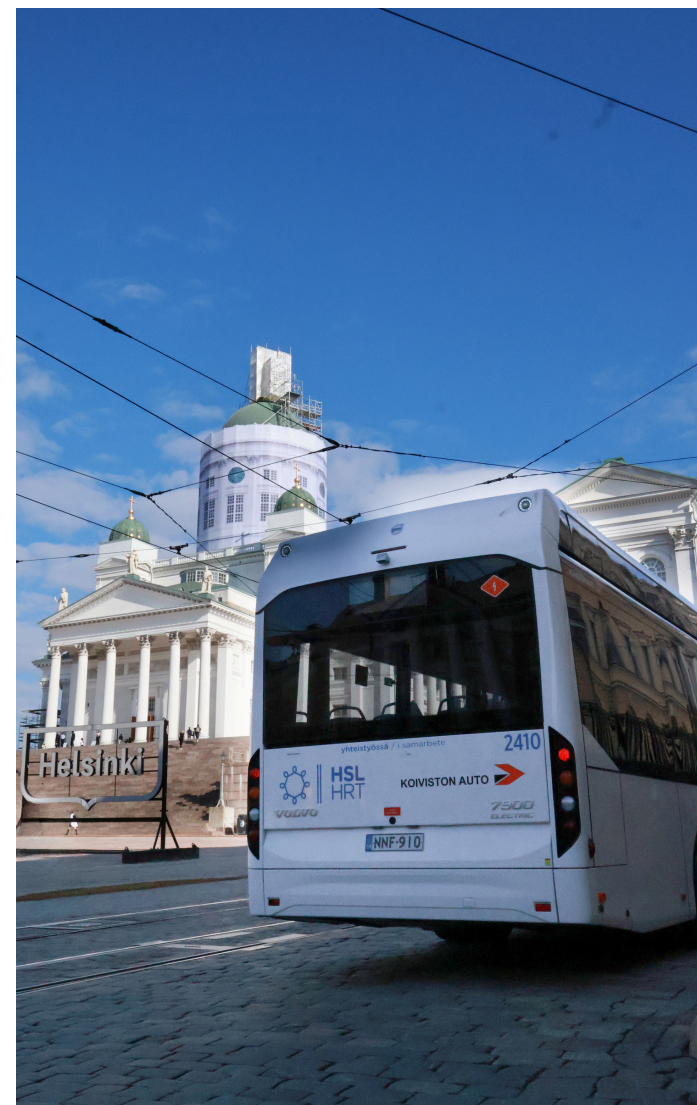
Koiviston Auto strives to continuously develop its responsibility reporting. Through development work, the reported data for 2023 has been refined and the coverage of the reporting has been expanded.

Scope 1 greenhouse gas emissions (tCO₂e) were estimated to be 54,700 (tCO₂e) in the 2023 report. With the new calculation, the emissions are estimated to be 73,843 (tCO₂e). The most significant impacts on the revised value are the use of refined emission factors in the emissions calculation. The reported amount of fossil fuels has also been refined, resulting in a 2% increase in emissions when combined with the corrected emission factors.

Scope 2 greenhouse gas emissions (tCO₂e) were estimated to be 2,500 (tCO₂e) in the 2023 report. With the new calculation, the emissions are estimated to be 5,576 (tCO₂e, location-based) and 6,644 (tCO₂e, market-based). The most significant impacts on the revised values are the refined usage amounts of electricity and district heating in rented properties, which could not initially be reported in 2023. Due to the increased capabilities of landlords, the 2024 estimate has also been used for the previous year's assessment, as the business operations and their scale have remained the same between the years.

Scope 3 greenhouse gas emissions (tCO₂e) were estimated to be 51,000 (tCO₂e) in the 2023 report. With the new calculation, the emissions are estimated to be 53,589 (tCO₂e). The emissions calculation was refined in terms of lifecycle emissions related to energy and fuels, as well as in the reporting of purchased goods and services and waste.

The average age of the personnel was estimated to be 48.8 in the 2023 report. With the new calculation, the average age is 49.9. The most significant impact on the revised value is the refinement of the calculation method.





KOIVISTON AUTO



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