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Dear Stakeholders,

We present to you Hector Rail's Sustainability Report for the fiscal year 2024. As the CEOs of Hector Rail GmbH and Hector Rail AB, we are committed to operating responsibly and sustainably, with a clear focus on benefiting society, our employees, and the environment. This report reflects our unwavering dedication to sustainability and our determination to drive meaningful progress in the railway sector.

At Hector Rail, we acknowledge our pivotal role within the transportation industry and the significant influence our operations exert on the communities we serve, our customers, and the ecosystems we impact. Sustainability lies at the heart of our corporate strategy as we strive to harmonize economic growth with social advancement and environmental responsibility. In this report, you will find insights into our sustainability practices and performance across key areas:

Social Responsibility: Our workforce is our greatest strength, and we are devoted to ensuring their safety, well-being, and professional growth. We are steadfast in building a workplace that values diversity, equity, and inclusion, empowering all employees to realize their full potential.

Environmental Responsibility: As a leader in rail transport, we are committed to reducing our environmental impact. By investing in energy-efficient driving practices and eco-conscious energy procurement, we aim to lower carbon emissions by promoting sustainably sourced energy and sustainable operations throughout our network.

Community Involvement: We prioritize engagement with our employees, their families, and the communities we touch, working diligently to uphold our role as a responsible corporate citizen. Collaborating with stakeholders, we focus on generating shared value and supporting initiatives that foster community well-being and development.

Ethical Conduct: Trust and accountability are the cornerstones of our approach. We are dedicated to upholding the highest ethical standards, ensuring integrity and transparency in all our interactions and decisions.

As we navigate the complexities of today's world, our commitment to sustainability remains unshaken. We recognize that our choices today will have far-reaching implications, and we are determined to contribute positively to a sustainable future every step of the way. We sincerely thank our stakeholders for their continued trust and collaboration as we work together toward a more sustainable tomorrow.

Yours faithfully,

Marc Giesen and Carsten Hinne





We are Hector Rail Group

Hector Rail Group offers sustainable and environmentally friendly logistics services across Germany and Scandinavia at a fraction of the carbon footprint of road, sea, or air freight alternatives. As a group, Hector Rail possesses vast experience in carrying out cross-border transportation, intermodal freight on national and across corridor tracks, transport of heavy industry products, raw and refined materials as well as passenger traffic.

This Sustainability Report is issued at Hector Rail Holding AB level and contains information from Hector Rail AB, operating in Sweden, Denmark and Norway, and its German subsidiary Hector Rail GmbH.



90+ transports a day

- result in more than 32 000 transports per year



200+ laps around the globe

- or over 8 million train kilometers a year



Over 110 locomotives

- depart regularly from our 16 driver stations from Germany in the south, through Denmark to Norway, and across all of Sweden





Stakeholder dialogue



Customers

- Our customers are key. It is through their belief in us as a trusted supplier that we succeed. Our customers expect us to deliver reliable services in accordance with our agreements. We hold regular customer meetings and perform customer surveys to be able to anticipate their every need.



Employees

- Front and centre in everything we do are our employees, our most valuable assets. Without locomotive drivers, shunters, and onboard personnel through to planners, engineers, and our core support functions, we would not be Hector Rail.



Owners

- Hector Rail Group is owned by Ancala Partners (Ancala) who emphasize sustainable business practices in their investments. Ancala recognises their role in contributing to the global sustainable agenda as set out by the United Nations' Sustainable Development Goals and supports the transition to a net-zero emissions economy as well as the goals set out in the 2015 Paris Agreement on climate change and recommendations of the Taskforce for Climate-related Financial Disclosures. Ancala has been a signatory of UNPRI (Principles for Responsible Investment) since 2018.



Suppliers & Infrastructure Owners

- Our strategic suppliers help us deliver on our promise by their products, services, and commitment. To follow up on supplier performance, we audit our critical suppliers to improve quality of delivery and cooperation. Furthermore, a fruitful dialogue and cooperation with Infrastructure owners are crucial to all our operations.



Regulatory Bodies

- Regulatory oversight is primarily handled through governmental bodies, both in Scandinavia and Germany, and is complemented through audits of our ISO, ECM and SQAS certifications. HRAB and GmbH hold Single Safety Certificates (SSC) from the European Union Agency for Railways (ERA).



The General Public

- Our obligation to the public and all external stakeholders is to clearly communicate and attest to our organizational values to continue developing and expanding a sustainable transport sector, to attract both new customers and employees to railway logistics.





The Railway - your route to sustainable transportation

2024 mirrored the previous year in that the world experienced continued global upheaval. National and international conflict continued and spread and impacted many sectors, transportation included. Apart from the staggering human cost of world-wide war and displacement, the unrest brought with it inflation and financial insecurity.

The railway industry experienced increasing infrastructure fees, as well as higher energy and maintenance costs which affected, and will continue to affect, the whole of the railway business in the years to come.

Sweden raised its threat level and joined Nato on the heels of neighbouring Finland doing the same. Several world elections swung the pendulum further to the right than in previous decades and global warming continued to manifest itself through rising temperatures, storms and deadly fires.

Shifting the logistics sector to become more environmental-friendly has never been more important and while the future holds many uncertainties, Hector Rail will keep its focus on creating value for all stakeholders while contributing to greener modes of transportation.





The Global Goals for sustainable development

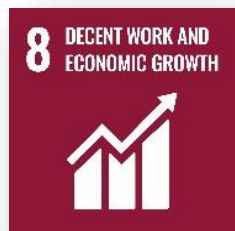
Hector Rail's ESG ambitions are aligned with the Global goals for Sustainable Development number 7: "Affordable and clean energy" and number 8: "Decent work and economic growth"¹. Contributing towards these goals is taken into consideration while performing the annual materiality assessment of ESG matters.



Affordable and clean energy

Ensure access to affordable, reliable, sustainable, and modern energy for all.

Renewable energy solutions are becoming cheaper, more reliable, and more efficient every day. Our current reliance on fossil fuels is unsustainable and harmful to the planet, which is why we have to change the way we produce and consume energy. Implementing these new energy solutions as fast as possible is essential to counter climate change, one of the biggest threats to our own survival.



Decent work and economic growth

Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.

Economic growth should be a positive force for the whole planet. This is why we must make sure that financial progress creates decent and fulfilling jobs while not harming the environment. We must protect labour rights and once and for all put a stop to modern slavery and child labour. If we promote job creation with expanded access to banking and financial services, we can make sure that everybody gets the benefits of entrepreneurship and innovation.

¹ <https://www.globalgoals.org/goals/>





Corporate social responsibility creates value

Key priorities in the materiality assessment for 2024 stand unchanged from previous years.

Safety, equal opportunities for all, and the reduction of emissions in transports are front and centre in our sustainability goal setting.

The goals have been grouped into two areas, each consisting of KPIs that correspond to material issues:

- Own workforce
- Climate Change

Note that the now in place Corporate Social Responsibility Directive (CSRD)² will significantly expand the number of goals companies will report on going forward. Work to align our financial reporting with CSRD is ongoing.

At the time of writing, the omnibus proposal³ will most likely change the way CSRD is implemented, and Hector Rail are following all developments in this area closely.



² <https://ec.europa.eu/newsroom/fisma/items/754701/en>

³ https://finance.ec.europa.eu/publications/commission-simplifies-rules-sustainability-and-eu-investments-delivering-over-eu6-billion_en





Governance

HRAB and GmbH report regularly on KPI performance to keep the Leadership teams and Board of Directors informed about the progress against long term targets.

Hector Rail AB and Hector Rail GmbH both hold Single Safety certificates from ERA for Sweden, Norway, Denmark, Finland and Germany, respectively. Both companies also maintain ECM Certifications (Entity in Charge of Maintenance) from external certification bodies.

The Hector Rail Management systems in HRAB and GmbH cover safety, quality, information security, and environmental processes.

GmbH is certified according to ISO 9001:2015, and HRAB holds ISO Certificates for the 9001:2015, 1400:2015, and 27001:2023 standards. We are audited against the ISO standards annually with recertification every three years.

The respective Codes of Conduct of HRAB and GmbH are part of the Hector Rail onboarding program for all new employees.

Our suppliers are expected to adhere to a separate Supplier Code of Conduct and an Information Security Supplier Guideline.

To ensure the possibility for all employees, customers, and suppliers to raise concerns, Hector Rail Group maintains both externally and internally reachable whistleblowing portals. The portals allow any person to remain completely anonymous. Concerns raised through these channels will automatically reach the highest level of management and members of the board.

It is Hector's policy to conduct all of our business in an honest and ethical manner. We have a zero-tolerance approach to bribery, corruption and money laundering and are committed to acting professionally, fairly and with integrity in all our business dealings and relationships.





The company is currently developing an Anti-bribery, money laundering and corruption policy. However, Hector already has in place governance for employees and suppliers, as summarised below.

Our employee code of conduct supports itself in the UN Global Compact principles, including that businesses should work against corruption in all its forms and that employees should follow all applicable laws including Hectors internal Anti-corruption guidelines.

We also have in place a ‘Supplier Code of Conduct’ where we set out our expectations for Hector’s suppliers around corruption, money laundering extortion, fraud or similar. The Suppliers Code of Conduct also clarifies that suppliers must enable verification of compliance, including written and/or verbal evidence and audits. The Code of Conduct must as a main rule be embedded within all our contracts with suppliers.

The portals can be found here:

[HRAB](#)

[GmbH](#)

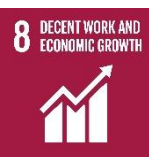




The Hector Rail Sustainability Ambition

To align established reporting processes with the upcoming CSRD requirements we have mapped our existing goals with the topical ESRS standards. The table below highlights our ESG KPI's, the long-term and short-term targets as well as the annual results. (- means KPI not in place at the time of reporting)

KPIs and indicators	2021	2022	2023	2024	2024 Target	Long-Term Target
OWN WORKFORCE						
Number of serious accidents	1	2	2	0	0	0
LTIs per 100.000 working hours:	2,3	1,6	1,7	2,54	< 2	< 2
Share of women (%) in Management positions:	27%	28%	31%	32%	32%	>=50%
Share of women (%) in Hector Rail Group:	21,3%	21,5%	19,5%	19,0%	>25%	> 30%
CLIMATE CHANGE						
Decrease in Wh/Gross ton-km:	17,99	17,53	17,33	16,56	17,0	15,9
Decrease in gCO ₂ e/Gross ton-km:	1,0	0,91	1,84	1,95	0,8	0,80
Increase in Net ton-km:	-	-	4,9 billion	4,96 billion	4,99 billion	5,4 billion





Own workforce

Nothing is more important than for all our employees and stakeholders to experience an accident-free environment and to arrive home safely.

The KPIs for safety are closely monitored, accidents are followed by a detailed root-cause analysis and action plans to prevent similar incidents in the future. Internal safety audit plans are updated at least annually, and internal and external audits are carried out regularly throughout the year.

In addition to recording and reporting accidents and incidents, Hector Rail also records so-called near miss incidents; hazardous situations in which no accident occurred yet could have occurred had the circumstances been different. All employees are encouraged to report such events to help preventing accidents and to collectively achieve a zero-accident environment. Safety Management reviews are conducted quarterly in the Management Teams.

If you cannot do it safely, you shouldn't do it at all!





Definition: Serious accidents

For traffic safety, Hector Rail uses the definition of serious accidents by the Swedish Transport Agency: *Allvarlig olycka* which aligns with the definition of *signifikante Unfälle* by the German Federal Railway Authority.

A serious accident occurred when one of the following conditions is met:

- at least one person died
- at least one person injured badly enough to require hospitalisation for more than 24 hours
- damages to railway vehicles, railway infrastructure, the environment and/or other property exceed 150.000 €

Furthermore, the cause of these accidents must lay within Hector Rails responsibility.

TSFS 2011:86 (https://www.transportstyrelsen.se/tsfs/TSFS%202011_86.pdf)

https://www.eba.bund.de/SharedDocs/Downloads/DE/Bahnbetrieb/Sicherheitsbericht/10_leitfaden_sicherheitsbericht.pdf?__blob=publicationFile&v=8

Number of serious accidents

Neither HRAB nor HRDE recorded a serious accident in 2024.

However, although not part of the above result, HRDE did record three separate incidents which involved members of the public and had a major impact on HRDE's operations and employees.

In one event, a member of the public used a railway crossing while our freight train was passing through. The loco driver immediately executed the emergency brake but was unable to avoid the collision which resulted in the death of the person. Another event was a person attempting suicide by laying down before one of our freight trains was passing, fortunately there were no physical injuries. Lastly, one of our loco drivers was among the first responders to a person within the track area that has been injured by a prior train. Whereas all these events were outside the responsibility and influence of HRDE, each incident impacted the organisation and resulted in psychological strain on as well as sick leave for the involved loco drivers.

In retrospect, the number of incidents involving members of the public were unusually high in 2024 compared to prior years.

At Hector Rail, every accident, incident, and near miss event is reviewed and analysed to ensure that safety regulations and procedures are in place, accurate, and up to date. As per safety management system, each incident prompts investigations of the event, the conduct of involved staff as well as the safety regulations aiming at ensuring that the railway operations guarantee the safety of all involved in all imaginable situations.





LTIs per 100.000 working hours

LTIs tend to occur within the operational environment at Hector Rail and are almost nonexistent in the offices as operating locos and shunting wagons are physically laborious activities which by nature hold a higher risk of injury.

Both HRAB and HRDE recorded LTIs during 2024. The overall result was 2,54 LTIs per 100.000 working hours, an increase from the year prior and exceeding the set goal of a maximum of 2 LTIs per 100.000 working hours.

The increase is mainly driven by an increased number of LTIs recorded in Germany. HRDE recorded in total 11 LTIs in 2024, almost doubling the 2023 result of 6 recorded LTIs. Three of these LTIs are the result of the events outlined in the *Serious accidents* section above, resulting in absences due to psychological strain on the employees involved. The remaining 8 LTIs are slightly higher than the previously 6 recorded LTIs in 2023.

One LTI was the result of a notably severe accident when a locomotive collided with a tree that lay within the track area. Fortunately, the loco driver did not sustain physical injuries, but the accident left a massive psychological strain on the employee, resulting in sick leave.

The remaining LTIs in HRAB and HRDE were the result of – within the sphere of railway operations – more “” accidents”, such as light cuts, bruises, twisted or jammed limbs; accidents often caused by slipping on ice or rough and uneven surfaces within the bed of the tracks.

Definition: Lost Time Injury (LTI)

LTI's are work accidents that result in:

- employee downtime,
- absence due to injuries,
- medical leave,
- hospitalization, or
- death





Securing a safe working environment is an ongoing effort within Hector Rail. HRAB and HRDE are continuously working on improving the work environment and conditions, e.g., by ensuring that work equipment meets or exceeds regulatory requirements. Each incident is recorded, analyzed, and reviewed together with the operational staff to minimize the risk for accidents where possible, to raise awareness and to avoid incidents and accidents as much as possible.

Hector Rail also maintains constant dialogue with authorities, customers, infrastructure providers, and suppliers to record and remove safety-hazards within the rail network.





Diversity and Equality

At Hector Rail, we believe that the organisational culture should reflect the society we live in. A diversified workforce and inclusive practices should therefore positively affect job satisfaction and the quality of life of all employees. We are convinced this also has a positive effect on the service quality delivered to our customers.

Hector Rail strives to achieve diversity with regards to gender, age, ethnicity, nationality, as well as in all other respects that contribute to stimulating equal opportunities in the workplace. We work with our steering documents, such as the Code of Conduct and internal policies, to fully reflect the work environment we are striving to create.

We work proactively to achieve greater gender equality in the male dominated rail transport market. When looking at the industry average in Sweden, 82% of loco drivers and ground staff are male⁴, a number that stands unchanged from previous years. Similar pattern exists in all countries where Hector Rail operates.



⁴ https://www.statistikdatabasen.scb.se/pxweb/sv/ssd/START_AM_AM0208_AM0208B/YREG61BAS/table/tableViewLayout1/





Our goal is to be more diverse than the industry average, by encouraging female applicants as well as fostering a culture of equal opportunities, where discrimination – on any grounds – does not occur.

Share of women (%) in Hector Rail Group

The gender diversity KPIs are measured as the number of female employees divided by total number of employees. We currently do not track the number of non-binary employees.

Counting all employees, the overall share of female employees decreased from 19,5% in 2023 to 19,0% in 2024. Throughout 2024, the workforce of HR Group grew by 2% compared to 2023, with very little fluctuation of female employees while the amount of male employees rose more significantly, resulting in the decrease of the female share.

Activities, such as locomotive driver school visits, are ongoing to attract a diversified workforce and to reach the long-term target.

The diversity KPIs are long-term targets for Hector Rail, as they are partly dependent on attracting more women to the industry overall, and partly on the existence of vacancies to be filled within Hector Rail.





Share of women (%) in Management positions

The definition of Management is Directors as well as Management staff reporting directly to a director and includes all Managers with direct reports.

For management positions, the share of women increased from 31% in 2023 to 32% in 2024, thus hitting the 2024 goal right on the mark.





Climate Change

To achieve a sufficient shift towards global climate and emission targets, it is necessary to promote rail transportation over road and air for both freight and passenger services. We must also strive to reduce the emissions from actual transports within Hector Rails control.

According to IEA, “The low energy and CO2 intensities of rail transport make promoting rail a promising strategy to diversify energy sources and reduce emissions.”⁵

For the Swedish market, the transport sector is important, as emissions from transports constitute just under one third of the total Swedish emissions of greenhouse gas⁶. While there is ongoing political debate around promoting rail transportation, there are several key challenges to create a sustainable and level playing field on the market.



⁵ <https://www.iea.org/energy-system/transport/rail>

⁶ <https://www.naturvardsverket.se/Sa-mar-miljon/Statistik-A-O/Vaxthugaser-utslapp-fran-inrikes-transporter/>





Infrastructure charges in Sweden alone will have increased by 522% between 2012 and 2025⁷. At the same time, road transportation does not have to carry any corresponding costs for maintenance of the road network. As customers evaluate modes of transport based on cost, this relative cost increase for rail transport reduces competitiveness, and therefore comes at an additional cost for the environment.

Considering rising infrastructure charges, the Federal Government in Germany introduced the infrastructure subsidy “TraFöG” in 2018 to subsidize costs for train slot fees. *TraFöG* aims at promoting rail as a feasible, competitive, and eco-friendly alternative to other transportation modes. While it does not reduce fees, it helps rail companies that qualify for subsidization to offset increasing fees. As infrastructure fees continue to increase year over year, the Federal Government decided to continue *TraFöG* until 30th November 2028⁸, while reducing the subsidy rate from on average 55% in 2023 to about 30% throughout 2024, which was significantly lower than in previous years.

As initiated in 2023, DB InfraGO took over the management of railway infrastructure by merging *DB Netz* and *DB Station&Service*. From an operational perspective, the shift proceeded smoothly, yet 2024 was characterized by intensive construction activities and consequential closures, detours and delays, resulting in increased planning efforts, traffic durations and associated operational costs and energy consumption.



⁷ <https://jarnvagar.nu/ju-mindre-desto-battre/>

⁸ <https://www.dbinfrago.com/web/schienenetz/leistungen/trassen/trassenpreissystem-2025/schienengueterverkehr-sgv/trafoeg-trassenpreisfoerderung-im-sgv-13085814>





In 2023, Swedish infrastructure and electricity provider Trafikverket moved from offering renewable energy as the only alternative for rail transport to instead providing the options renewable, CO2 free and the residual mix for railway companies. The first two alternatives can be offset by guarantee of origin certificates, while the residual mix contains energy sources that cannot be offset by such certificates.

When given the choice, the majority of HRAB's customers chose the renewable or CO2 free option in 2023 and 2024, but two large customers chose residual mix. Instead of the downward trend that has previously been reported, HRAB saw an increase of Hector Rail's Scope 2 emissions for those two years.

Hector Rail is in ongoing dialogue with all customers about purchasing guarantees of origin certificates covering all their energy needs going forward, but for now, the 2023 and 2024 numbers resulted in the emission KPIs moving in the wrong direction. It remains to be seen if this distribution will change in the future, but the sudden halting of CSRD implementation might slow down the move towards more sustainable and emission conscious practices even further.

Based on the experiences of highly volatile energy markets throughout 2022 and 2023, HRDE procured the majority of required energy for 2024 in 2023. In retrospect, this decision was highly valuable as it provided planning security while helping to avoid massive market fluctuations as in prior years.

GmbH also secured the proof of origin of renewable energy for the entire operational electricity volume in 2024 to minimize the overall CO2 emissions of the railway operations.





Decrease in Energy usage (Wh/Gross ton-km)

Energy usage is expressed in Wh/Gross ton-km and comprises the energy consumption of electricity and diesel for train operations. Diesel consumption is converted to kWh by means of the conversion rate of 9,96 kWh per litre⁹ for HRAB and 10,0 kWh per litre¹⁰ for HRDE. Gross ton-km is used as a denominator to measure the KPI to be able to capture improvements made from running longer and heavier trains.

The energy usage in 2024 was 16,56 Wh per gross ton-km, a decrease of 4,4% compared to 2023's 17,33 Wh per gross ton-km, continuing the trend of the last years by transporting more cargo per utilized Wh and achieving the set goal for 2024.

For the upcoming years, Hector Rail strives to continue the trend of utilizing energy more efficiently.



⁹ https://miljobarometern.stockholm.se/content/docs/tema/trafik/Berakningsmodell_SCB.pdf

¹⁰ https://www.bafa.de/SharedDocs/Downloads/DE/Energie/eew_infoblatt_co2_faktoren_2024.pdf?__blob=publicationFile&v=4





Decrease in GHG emissions (gCO₂e/Gross ton-km)

Reported emissions are divided into Scope 1-3 as outlined in the GHG protocol¹¹:

- Scope 1 is defined as direct emissions through burning of fuels of the emitter, whereas,
- Scope 2 is focused on indirect emissions generated by purchased electricity for own use.
- Scope 3 involves all indirect emissions of an organisation that are generated within their value chain in up- and downstream processes related to their own operational activities, i.e. by suppliers and supporting processes.



The measurement of GHG emissions at Hector Rail is based on total CO₂e emissions in grams and includes Scope 1 and 2 emissions for HRAB and GmbH, generated by diesel (Scope 1) and electricity consumption (Scope 2) for train operations. Scope 2 emissions from our own offices are excluded in this reporting as they are deemed to be a negligible part of the total. All offices are rented, and energy use is mostly included in the rent.

For 2024, Hector Rail aimed at reducing GHG emissions per gross ton-km, but as outlined above, the lack of certificates of origin for some traffics in Scandinavia, Hector Rail instead generated 1,95 gCO₂e per gross ton-km, compared to 1,84 gCO₂e per gross ton-km in 2023, thus not achieving the target of moving towards 0,8 gCO₂e.

Had there been certificates in place, Hector Rail would have met the 2024 target and decreased its reported emissions.

¹¹ <https://ghgprotocol.org/sites/default/files/standards/ghg-protocol-revised.pdf>





To meet the demands of the now postponed CSRD and the upcoming reporting requirements, Hector Rail began building the foundation for the Scope 3 emission reporting in 2023 by compiling the carbon inventory for operations while considering all up- and downstream activities of the railway operations.

Based on the assessment, emissions generated by the following upstream activities were material for the associated carbon footprint of Hector Rail's value chain in HRAB and GmbH in 2024:

- Category 1: Purchased goods and services
- Category 4: Transportation and distribution
- Category 6: Business travel
- Category 8: Upstream leased assets

With the assistance of Hector Rail's business partners and through the help from external consultants Beyond Intent, Hector Rail successfully summarized its material Scope 3 emissions.

At present, apart from Scope 3 emissions, calculated emissions have not been verified by third parties.

Increase in transport efficiency

In addition to expanding the GHG emission reporting, Hector Rail introduced a new KPI to supplement existing targets for energy efficiency in 2023: the performance and increase of net ton-km within railway operations.

Hector Rail set the goal of increasing net ton-km annually by about 2 % to achieve the long-term target of 5,4 billion net ton-km by 2028. The metric is measured to track the modal shift within the global logistics sector, i.e. moving cargo from road and sea to rail.

Considering all transports across HRAB and GmbH, Hector Rail managed to generate 4,96 billion net ton-km in 2024.





Key activities



2024

- GmbH obtained the new Single Safety Certificate (SSC) for the next five years.
- HRAB obtained the ISO recertifications for the 9001:2015, 1400:2015, and 27001:2017 certifications. GmbH kept the certification for ISO 9001:2015.
- In HRAB, a monthly Security report highlighting key events and summarizing monthly security KPI status is sent to all employees and published on the intranet.
- Expansion was made of internal GHG emission reporting in HRAB and GmbH.
- Leadership teambuilding workshops were held in HRAB.
- In HRAB, monthly information meetings with the CEO including question time continue to be held and recorded.
- Ongoing development and expansion of safety- and quality-related reporting was done in AB and GmbH.
- Review and updates of all established policies were made.



2025

- Continue selecting the most economical routes for roundtrips to actively manage and ensure energy efficient operations.
- Continue to modernize the fleet and aim for a high utilization of modern locos, to realize more energy efficient operations.
- Continue to aim for a decrease in emissions overall through promoting rail transport as a sustainable alternative to road and sea.
- Preparation for ISO monitoring audits in HRAB and GmbH.
- Continuation of the free counselling and psychological support app services for all employees.
- Continuous improvements based on annual safety targets, KPIs, audits and action plans made at Hector Rail. The safety targets and action plans are rigorous, and the active work with these are key to continue to improve our health and safety performance.



Hector Rail is part of the future of rail transport

The European Union Agency for Railways' (ERA) mission is *"Moving Europe towards a sustainable and safe railway system without frontiers."* Furthermore, ERA believes that rail has the potential to become the backbone of the European multimodal transport and mobility system.¹²

Hector Rail shares this vision and will continue to do our part by providing safe, flexible, and environmentally friendly transport solutions for freight and passenger traffic in Sweden, Norway, Denmark, and Germany while at the same time creating a safe and rewarding place of work for our employees.

Hector Rail

We make the railway the obvious transport solution



¹² <https://www.era.europa.eu/agency-you/agency/vision-mission-values-tasks>