OKQ8 Scandinavia – Sustainability Report 2022–2023

Sustainable mobility



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About the report
The OKQ8 Scandinavia Sustainability Report 2022–2023 covers the financial year 1 March 2022 to 28 February 2023 and is OK-Q8 AB's (556027-3344) tenth Sustainability Report. The report is OK-Q8 AB's statutory sustainability report in accordance with the Swedish Annual Accounts Act and it has been prepared in accordance with the Global Reporting Initiative Standards (GRI) 2021.

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This is OKQ8

Over the coming 12 years we will be on a journey to transform our business to adapt to a fossil-free future. We are developing a portfolio of products and services to enable sustainable mobility for private customers, business customers and OK members.



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We are OKQ8 Scandinavia

The world is transitioning to a fossil-free future. So are we. More than that, we want to lead that transition.

We offer and develop products and services that help our customers across Sweden and Denmark to sustainable mobility. Our offer of fuels, energy and mobility services enables every customer to be part of the transition.

Time is running out on our chances to mitigate the global climate crisis, which is why we have set ambitious climate targets. By 2035, OKQ8 Scandinavia will have reached net-zero CO_2e emissions across our value chain, with a stepping stone in 2025 for our own operations.

How we operate

OKQ8 is owned by OK Ekonomisk Förening and Kuwait Petroleum Europe BV. OK Ekonomisk Förening, with 1,800,000 members in Sweden, owns 50 percent of OKQ8. Our business is run through three commercial divisions: Retail and Associations, B2B Sales and Digital Business and Members. Together, we ensure access to more sustainable alternatives for customers of every kind.

What we offer

OKQ8 Scandinavia operates some 1,000 service stations and 10 fuel depots via OKQ8 in Sweden and Q8 in Denmark. We aspire to build Scandinavia's most up-to-date and largest network of High Power Chargers (HPCs) for electric vehicles (EVs), powered by renewable electricity from Skellefteå Kraft. In addition, we are expanding into hydrogen stations, starting in 2023. OKQ8 has Sweden's largest station network offering renewable diesel and biogas, as well as one of the Nordic region's biggest wholesalers of solar panels and charging and energy storage solutions.

A varied food menu and world-class coffee from Starbucks make us an attractive stop on the road. In Denmark, Q8 is now recognised as the place to have an award-winning plant-based meal and 100 percent organic baked goods from Meyers. These are just a few examples of what we have to offer.

4,136
employees in Sweden and Denmark

SEK 58.6 BILLION*
turnover 2022–2023

773 / 289
stations Sweden/Denmark

234
High Power Charging points

34%
of stations offering renewable fuels

* OK Detaljhandel AB is not included.



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Key results for the year



Minor reduction in GHG emissions from fuel sales

In 2022, we moved forward our net-zero greenhouse gas (CO_2e) emissions target year to 2035. Unfortunately, with rising prices and inflation, due to the macroeconomic effects of the war in Ukraine, many companies and consumers went back to choosing fossil fuels over renewable alternatives. As a result, we have not reduced our CO_2e emissions as much as we had expected.

Reduced emissions from own operations on track

A stepping-stone to our net-zero target is to reduce CO_2e emissions from our own operations by 90 percent by 2025. Currently, we are well on track to reach this target, having reduced emissions in Scope 1 and 2 by 80 percent since 2020 using the market-based method. Phasing out oil boilers, focusing on energy efficiency in our retail network and the continuous purchase of Guarantees of Origin were key contributing factors to progress this year.

547 million litres of renewable fuels sold

The share of renewable fuels sold has increased by two percentage points over the past year.

186 new High Power Charging points installed

Over the next few years we will be building Sweden's largest network of High Power Chargers for electric vehicles. Together with our partner, Skellefteå Kraft, we will ensure access to High Power Charging with renewable electricity all over Sweden and Denmark.

Solar panels sold this year generate 100 GWh annually

The future is renewable, and the solar business is a fast-growing business. During 2022–2023, we sold solar panels equivalent to a combined output of 104.3 MWp. In addition, 80 of our manned stations (50 percent) in Sweden have solar panels installed with a total output of 3.4 GWh, putting us in the top 10 list of the largest solar parks in Sweden.

SUSTAINABLE BRAND INDEX

INDUSTRY WINNER 2023

Swedish consumers perceive us to be the most sustainable brand in our industry

OKQ8 awarded as Sweden's most sustainable fuel brand

Within the category of fuels, OKQ8 comes out on top, with Swedish consumers rating it Sweden's most sustainable brand in 2023 in Europe's largest brand study on sustainability, Sustainable Brand Index™.

New solar offer for businesses

In August we launched SunDay – a brand within the OKQ8 family and a new offer, specialising in solar panels, EV charging and energy storage for property owners and businesses. SunDay offers everything from energy needs analysis to turnkey projects and service.

100 percent organic baked goods at Q8

The launch of a new partnership with Meyers means that all baked goods across all Q8 stations in Denmark are now 100 percent organic.

23 percent more food saved

In Denmark, 142,852 bags of food have been saved thanks to the partnership between Too Good To Go and Q8. In Sweden, OKQ8 is partnering with Karma, having saved 18,727 kg of food and drinks during 2022–2023.

More partnerships for sustainability

Partnerships are key to a successful sustainable transformation. Over the past year, we have forged a number of new strategic collaborations, e.g. with Volvo Trucks, Meyers, 2030 Sekretariatet and Nätverket Hållbart Näringsliv. At the same time, existing partnerships, with Skellefteå Kraft for instance, have been strengthened.

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Sustainability progress

Offer sustainable products and services

16%	Share of renewable fuel sold, in MWh
363	Service stations with renewable fuels
234	High Power Charging points for EVs
266	GWh from sold solar panels since 2021
43%	Of the food offered in Denmark was vegetarian or plant-based

Act on climate change

80%	Reduced Scope 1 and Scope 2 CO_2e emissions*
1%	Reduced Scope 3 CO_2e emissions*
80	Service stations with installed solar panels
3.4	GWh produced by solar panels at service stations
39%	HVO100 used in fuel distribution

Enable people and communities

4.4/5	Employee Engagement Score
64%	Reduction in spills to the environment
41%	Of top 100 suppliers rated by Ecovadis
51/49	Gender equality (female/male)
#1	Sustainable Brand Index™, Swedish industry leader in fuel category 2023

*Market-based method

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Message from the CEO



The year saw us accelerate the rollout of ultra-fast chargers at service stations in Sweden and Denmark. The target is 1,100 charging points split between 100 Q8 and 300 OKQ8 service stations. Rollout pace is mainly affected by access to the electricity grid, where things are moving slowly and lethargically, which has an impact on the electrification of the passenger car fleet. We understand just how important confidence in the ability to charge vehicles during journeys is for people investing in EVs.

Even though charging will mainly take place at the home or at work, the infrastructure along highways is of crucial importance. We are continuing these efforts with undiminished energy and together with our partner Skellefteå Kraft, we are looking for ways to make the rollout more efficient.

The electrification of passenger cars is accelerating, which is good for the environment, and it has also begun for heavy vehicles, which will require an extensive charging network to make the same progress possible. We will build a charging network in Sweden for heavy vehicles together with Volvo Trucks and Skellefteå Kraft. By no later than September 2023, it will be possible to charge heavy vehicles at 26 locations with at least two charging points including Sollentuna, Jönköping and Umeå.

Solar power forms an important part of our future energy mix, and demand for solar panels rose sharply during the year, especially in view of high electricity prices. We have installed panels in Sweden equivalent to an output of 2.4 MW in order to achieve self-sufficiency during parts of the year. Another way of illustrating our total output is that 2.4 MW qualifies as one of the larger solar parks in Sweden. We also see business opportunities in helping our customers switch to solar energy.

We offer companies and property companies adaptable, circular solar energy solutions for sustainable mobility through OKQ8 Sol and the SunDay brand, a new subcontracting concept in solar energy, charging and energy storage.

Our role in society is another perspective, and we are now partners of Mentor. I'm proud of the commitment shown by our employees, which has resulted in our participation in four 'Mentor Boosts' where we met hundreds of pupils with whom we discussed future choices, career opportunities and life in general. Mentor does important work toward achieving an inclusive society.

Its goal is for all young people to grow up healthy and enjoy a good start in working life. The judicious use of resources is essential for reducing our carbon footprint, and cutting food waste also lowers CO_2 emissions. In 2018, Q8 Denmark began working with Too Good To Go, an app for purchasing food that would otherwise be discarded. Since then, 400,000 meals have been saved, generating value for Q8 Denmark, the customer and the climate alike. OK-Q8 AB has a similar collaboration with Karma, and this has resulted in 40,000 items saved.

In May, Q8 Denmark entered into a partnership with the Danish chain Meyers, a pioneer in organic food and bakery products. Today, Q8 Denmark is that country's largest chain for 100 percent organic bread and pastries. In November, the Bearnaiseburger, which is fully plant based, was presented with the 'Plant-based Product of the Year' award, voted by the Danish people as the most popular product. Excellent proof that creating sustainable alternatives that also taste really good pays off!

It was recently announced that OKQ8 had received an award for being the most sustainable brand in the fuel category in Sweden, 2023. The Sustainable Brand Index™ is Europe's biggest independent brand study measuring consumer conception about a brand's sustainability efforts. The index is spread across different industries and countries, and I'm extremely pleased and proud that when Swedish consumers ranked Sweden's most sustainable brands in 2023, OKQ8 comes in as number one in the fuel category.

While it's always difficult to predict the future, we can see that it will be exciting, electric, eco-friendly, digital and climate smart.

You're more than welcome to join us on our journey. And enjoy the read!

J. Magnus Kamryd, CEO

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This is how we create value

Our mission is to enable sustainable mobility for everyone, from individuals and families to big and small businesses across Denmark and Sweden. By providing renewable fuel and energy solutions and low-impact services, we will reach net-zero emissions by 2035.

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The world around us

While we had all hoped 2022–2023 would be a year for recovery from the global pandemic, reality proved more difficult. As the pandemic started to subside, Russia invaded Ukraine, escalating an energy crisis in Europe, the full consequences of which are yet to be seen.



The vulnerability of our economy and energy markets, with heavy dependency on fossil fuels, became more apparent than ever. With high energy prices, inflation reached the highest level in decades and the economy weakened as central banks raised key interest rates in their attempts to curb inflation. Increased fuel prices, another consequence of the war, have directly affected our industry and our customers. Both households and businesses have experienced the consequences.

A new political landscape

The election of a new Swedish government in September 2022 led to immediate shifts in political priorities regarding energy and climate policy. The Swedish transport sector has a climate target of reducing emissions by 70 percent by 2030. While the Swedish national goal of climate neutrality by 2045 remains, the global pole position on abating greenhouse gas emissions from the transport sector through the use of biofuels has now been challenged. In contrast, following the Danish general election in October 2022, the new government decided to move Denmark's climate neutrality goal forward from 2050 to 2045, with a 110 percent reduction in emissions by 2050 relative to the baseline year 1990.

The conclusion that can be made is one of greater volatility in the world and in the economy. Meanwhile, long-term global trends in terms of climate change and digitalisation continue.

Digitalisation for the future

Digitalisation affects both our business offer and our working methods. Going forward, smart services will form an increasingly important component of our offer as we integrate data systems and develop new services and functionalities. As an example, our electricity customers can track their energy use in real-time using our app, allowing them to adjust their energy use at home, guided by hourly rates and climate impact. A welcome aid in times of spiking energy prices.

Digital meetings have become part of the new normal – a cornerstone of the new hybrid way of working. Physical meetings are valued and appreciated in a new way, as we make travel a more active choice, with an increasing focus on sustainable mobility, for both people and the planet. These are needs that we want to meet with services and products suitable for any circumstances, but also in our workplaces.

Towards net-zero and beyond

Global warming is now 1.2 degrees above pre-industrial levels. During the autumn of 2022, the Intergovernmental Panel on Climate Change (IPCC) warned that the 1.5-degree goal of the Paris Agreement is already beyond reach. Climate change is the most urgent and serious threat, both for the economy, but also for humanity itself. Nevertheless, emissions are rising.

At COP27, the EU announced its plans to cut emissions by 57 percent by 2030. The new Corporate Sustainability Reporting Directive was finally decided in November 2022, underscoring companies' accountability and alignment with the Paris Agreement. In February 2023, Europe's carbon price hit a record 100 euros per tonne. The world is stepping up to the challenge, albeit slowly.

For our part, we know our industry is part of the problem, and we want to ensure that we will be part of the solution instead. The transition to a fossil-free, sustainable society is under way. Our transition towards net-zero and beyond is under way.

There are many paths to get there, and they all need to be explored in parallel. Every customer has a different route to travel, given different circumstances and starting points. We understand that and we will do what we can to enable everyone to be part of the transition. Sustainable development means clean energy and mobility, with net-zero emissions of greenhouse gases. And that is what we are committed to deliver.

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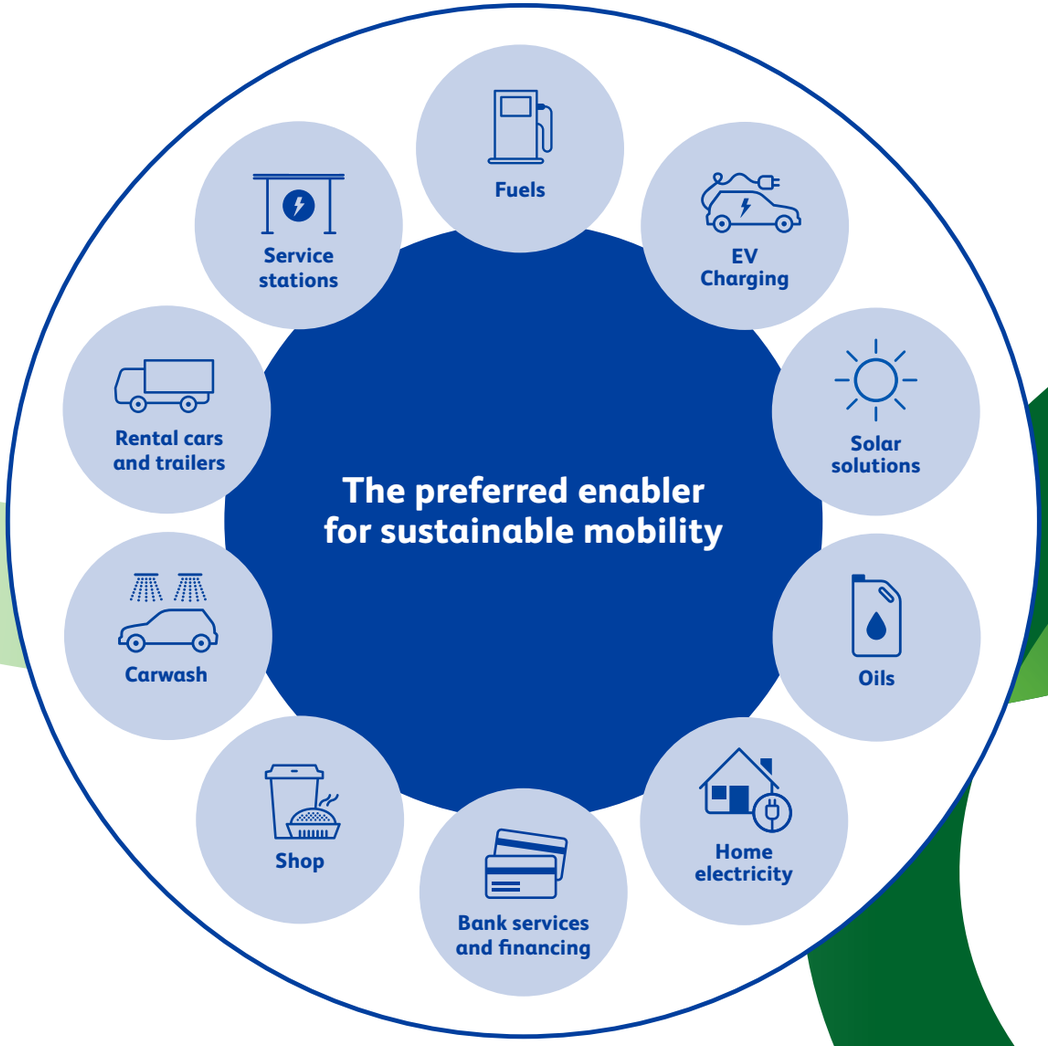
Enabling sustainable mobility

We are driving the transition towards a sustainable future. We are working together with suppliers, members, partners and customers to create real sustainable value for our societies.

We provide a variety of mobility and energy solutions for our private and business customers.

We offer a wide range of fossil and renewable fuels to accommodate any type of customer and help them transition to renewable fuels, based on their circumstances.

We also offer a wide range of non-fuel services, including car wash, rental cars and trailers, food and beverages on the go, solar energy solutions and renewable electricity for your home.



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Sustainability strategy

In 2022 we revised our sustainability strategy to ensure closer integration with our business strategy. Three overlapping focus areas remain the core of our strategy, together with six impact areas.

Sustainability focus areas:

- Offer sustainable products and services
- Act on climate change
- Enable people and communities

Our vision is to be the preferred enabler for sustainable mobility. Our business offers great opportunities to contribute to the transformation to a sustainable society by electrification of the transport sector, offering more renewable sources of energy, helping customers to make better choices, providing jobs, developing supply chains, and much more. The products and services we offer mean we have a significant footprint – on people, on the natural environment and on the communities in which we operate. These impacts are reflected in our three overlapping sustainability focus areas: offering sustainable products and services, acting on climate change and enabling people and communities. To deliver on these, we have revised our sustainability strategy to encompass six impact areas for action.

The sustainability strategy will help us transform our offer, take responsibility across our value chain, address our ecosystem impacts, engage and collaborate with key stakeholders, develop and empower our colleagues and reach net-zero by 2035. Beyond 2035 the journey continues, with the aim of becoming a net-positive company – for people, societies, climate and the natural world alike.

Some examples of undertakings in this direction include establishing Sweden's largest network of EV charging points – including for heavy trucks, developing a rapidly growing solar power offer, being the biggest provider of renewable liquid fuels and developing sustainable service offers for people on the move, including an attractive, ever-expanding plant-based food offer.

Our climate targets were updated in 2022, moving our net-zero target to 2035, with a stepping-stone in 2025 covering emissions from our energy use and company vehicles. This was done to reflect the latest science on the rate of decarbonisation required to meet the Paris Agreement. We track our progress towards both targets quarterly.

Our focus and impact areas have been mapped against the UN Sustainable Development Goals (SDGs) to ensure comprehensiveness and ambition levels. We conclude that 12 of the 17 goals are embedded in our strategy, serving as benchmarks for our efforts. Since 2014, OKQ8 has been a signatory to UN Global Compact. We are also evaluated annually by EcoVadis and the Carbon Disclosure Project, being currently at bronze level and a C-score respectively.



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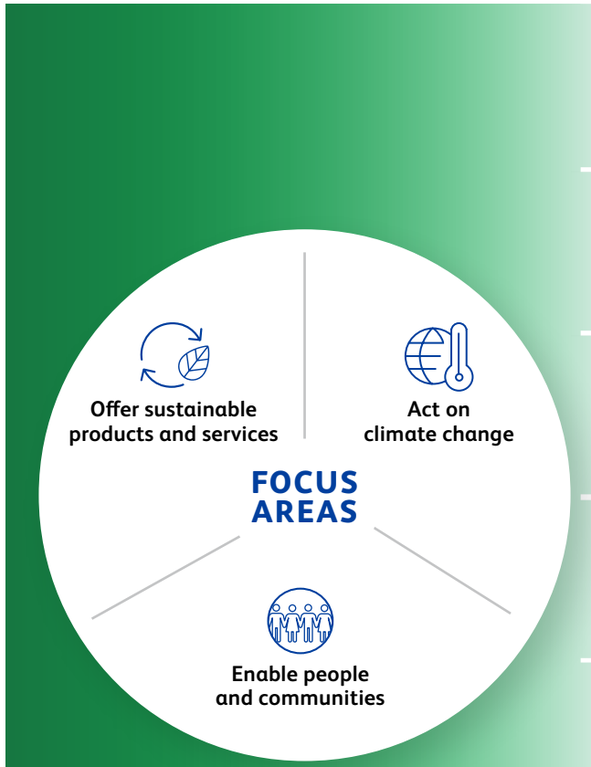
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Sustainability focus areas and the Sustainable Development Goals



Focus areas	Impact areas	Objectives	Connection to the UN SDG's
	OUR OFFER	• 1,100 High Power Charging points across 400 stations by 2026 • All stations offering renewable fuels (incl EV chargers) by 2035	
	CLIMATE	• >90 percent reduction in emissions in Scopes 1 and 2 by 2025 • Net-zero CO_2e emissions across our value chain by 2035	
	VALUE CHAIN	• All high-risk suppliers assessed within EcoVadis • Recycling 50 percent of all waste at stations by 2025 • Halving food waste by 2030 compared to 2020	
	ECOSYSTEMS	• 20 percent food and beverage products eco-labelled or certified by 2025 • Local biodiversity initiatives at all stations by 2030 • Water recirculation at all carwashes by 2030	
	EMPLOYEES	• Continuously improved Employee Engagement Survey score • Below industry-average sick leave (long and short) • Reduce number of Lost Workday Cases towards zero • Gender equality in managerial positions (50:50)	
	STAKEHOLDERS	• Sustainable Brand Index industry lead 2023–2024; top ranking 2026–2027 • Continuously improved Net Promotor Score	

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Our offer

OKQ8 can help its customers make more sustainable choices by the products and services we offer. We consider social and environmental aspects in our procurement process and when selling, marketing and making products available to consumers across Scandinavia.

Objectives

- Phase out fossil fuels to reduce CO_2e emissions to net-zero by 2035
- Increase access to sustainable mobility solutions
- Increase share of renewable fuels and energy solutions
- Increase share of sales of certified, organic and plant-based products
- Develop low-carbon, resource-efficient products and offers
- Shift focus from selling products to services where possible, implementing circular economy principles
- Increase share of sustainable investments



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Goals and performance

Development over the year

Our ambition is to make it easier for everyone to use vehicles that run on cleaner technologies. It is therefore a great leap forward that OKQ8 will be able to offer a Swedish nationwide charging network for long-haul travel, as well as two hydrogen filling stations. We launched a partnership with Meyers to offer organic bread and cakes, we developed our plant-based offering and won a prize for plant-based product of the year.

234
High Power Charging points for EVs

16%
share of renewable fuels sold, in MWh

3.6%
km travelled in EV rental cars

363
service stations offering renewable fuels

Performance indicators	Progress 2022–2023	Status	Next steps
Service stations offering renewable fuels	363 stations offering renewable fuels (High Power Chargers, ethanol, HVO100 or biogas).	In total, 34 percent of stations offer renewable fuels.	Over the coming year, we will be building our first two hydrogen stations, as well as chargers for heavy vehicles. HVO100 NesteMy will be made available in Denmark.
High Power Charging (HPC) points at service stations	186 new HPC points.	We now have 234 HPC points at 48 sites, equivalent to five percent of the station network.	During 2023–2024, we aim to install HPCs at 108 sites across Sweden and Denmark, plus 29 charging stations for heavy trucks.
Renewable fuels sold	Increase by 2 percentage points as a share of renewable fuels sold in 2022–2023 compared to 2021–2022 (assessed by energy content).	Assessed by energy content, 16 percent of the fuels sold in 2022–2023 were from renewable sources, including HPCs, ethanol, HVO100 and biogas.	Continue to expand the availability of renewable fuels in Denmark and Sweden.
GWh generated by sold solar panels	60 percent increase in GWh generated compared to last year (accumulated GWh since 2021).	266 GWh generated from sold solar panels since 2021.	Continue to expand our solar business.
Plant-based meals sold	In Sweden we increased the volume of vegetarian meals to 6.2 percent. We introduced more plant-based options in both countries.	In Sweden 26 percent of the food offer was vegetarian or plant-based. In Denmark the figure was 43 percent. Both include bakery products.	We believe in a plant-based offering and will continue to drive the development of a tasty plant-based menu.
Electric rental fleet	Increase in kilometres driven in electric rental cars by 2.5 percentage points compared to last year.	1.6 million kilometres driven in electric rental cars during 2022–2023, corresponding to 3.6 percent of all kilometres driven in rental fleet.	We continue to offer electric vehicles as rental cars.
Renewable home electricity	Increase in renewable electricity sold to private customers in 2022–2023 by 1,339 MWh compared to last year.	86,371 MWh renewable electricity sold to private customers during 2022–2023.	We will continue to offer renewable electricity to private customers.

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Progress 2022–2023 and next steps



Increased access to renewable fuel

Accelerating electrification

OKQ8 has initiated what will become the most extensive network of High Power Chargers (HPCs) in Sweden. OKQ8 has partnered with Swedish renewable energy supplier Skellefteå Kraft to install charging points across both countries. The new chargers have an output of 150 kW, a significant increase over standard chargers with an output of up to 50 kW, making EV charging quicker and more accessible. All electricity sold from HPCs is certified renewable energy. The plan is to install a minimum of 1,100 charging points at around 400 sites by 2026. As of February 2023, we have installed 234 High Power Charging points at a total of 48 sites.

Fast charging for heavy trucks

Volvo Trucks, Skellefteå Kraft and OKQ8 have started building Sweden's largest cohesive network of public charging stations for heavy vehicles. The goal is to accelerate the transition to electrified road transport and improve flexibility for hauliers and transport companies that invest in electric heavy goods vehicles. The plan is to establish a total of 68 charging points with a continuous output power of 350 kW at 29 locations in Sweden during 2023 and to commission them as soon as possible. Of the 29 charging stations, the plan is for 18 of these to be established at Volvo Trucks and its dealers, and 11 locations at OKQ8's stations. The investment to establish the charging stations is being supported by the Swedish Energy Agency and the Swedish Environment Protection Agency.

Hydrogen for heavy vehicles

During 2023, two filling stations for renewable hydrogen will open in Västerbotten as the result of the collaboration between Skellefteå Kraft and OKQ8. The purpose is to help to mitigate the climate impact of heavy road transport over long distances. The two filling stations will be located on the E12 in Umeå and Storuman. We are exploring multiple options for additional hydrogen stations.

Sweden's largest station network offering renewable diesel

OKQ8 collaborates with Neste, the world's largest producer of the renewable diesel, HVO100. This partnership has resulted in Sweden's largest network of stations providing HVO100. NesteMY Renewable Diesel (HVO100) meets all requirements in terms of sustainability criteria for biofuels, which means, among other things, that the entire supply chain is traceable for all raw materials and that CO_2e reduction calculations have been carried out for each batch.

HVO100 can be used in all engines approved for XTL, and it represents an easy way of reducing greenhouse gas emissions from internal combustion engine vehicles while waiting for other technologies to mature. As of February 2023, HVO100 is available at 185 stations in Sweden and 6 locations in Denmark.

Compressed and liquified gas

In early 2022, OKQ8 opened Denmark's first service station for trucks running on liquefied gas. Although customers will initially refuel with liquified fossil (formerly called 'natural') gas (LNG), the plan is to offer liquified biogas (LBG). In Sweden, we offer compressed biogas (CBG) in two variants: Biogas Bas and Biogas100. Our customers can refuel their vehicles with CBG at a total of 72 of OKQ8's stations.

Fully automated station for renewable boat fuels

OKQ8 has established a new state-of-the-art facility supplying renewable fuels for pleasure boats and commercial seagoing vessels in Stockholm. It is located at OKQ8's already existing marina station in Islinge.

Expanding solar business

The Nordics' largest wholesaler of solar energy

We are one of the leading Nordic distributors of solar energy, charging infrastructure and energy storage. Our subsidiary, KP, supplies products and systems to hundreds of retailers.

Over the past year, KP has welcomed over 20 new colleagues in order to make the most of this growth. During this period, we sold solar panels corresponding to a yearly output of 100 GWh.

During the past years, we have installed solar panels at 80 OKQ8 stations in Sweden.

Solar solutions for businesses

In August 2022, we launched SunDay, a new comprehensive supplier of solar energy, charging and storage for the business sector. We analyse our customers' energy needs, following all the way through to turnkey projects and all after-service. We predict strong growth for next year and aim to install solar panels equivalent to a total output of 16 MWp.

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More healthy and sustainable food

Offering more healthy and sustainable food is an important part of our offering when customers stop at our stations to refuel both their cars and themselves. We believe this will become even more important as more people switch to electric vehicles with a longer stopping time.

Transparent climate impact of meals

Klimato is a tool that helps us calculate the climate impact of the food we serve. Calculating the climate footprint of our meals allows us to transition towards an offer with a lower footprint. Using Klimato's web app, the climate impact is calculated based on ingredients, production method and country of origin. The tool provides information that can be presented to customers at our stations, enabling them to make conscious choices. During the year we used the tool to climate-label meals on our lunch menu in Sweden.

All organic baked goods from Meyers at Q8

In the beginning of May 2022, Q8 launched an exclusive partnership with the Danish brand Meyers. We replaced our entire range of baked goods with 100 percent organic products from Meyers in all our shops across Denmark. This is a long-term investment: we invest in quality and aim to change the common perception of what a meal on the go can be. The convenience market is known for quick and easy choices, which can also be an environmentally conscious choice.

Q8's Bearnaise Burger wins Plant-Based Product of the Year

We want to make plant-based meals a more common choice for a tasty meal on the go. Q8 Denmark was nominated for two awards at the 2022 PlantePriserne awards show by PlanteVækst; PlanteVækst Business of the Year and PlanteVækst Product of the Year. We are the first company in our industry to be nominated, and our Bearnaise Burger won the prize for the PlanteVækst Product of the Year, with 45 percent of the popular vote. The burger is a result of a collaboration between Naturli' Foods, PlanteVækst, Dagrofa Logistik and Q8.

Vegan meals by Oumph and El Taco Truck

We continued to expand our offering of vegetarian and plant-based products at OKQ8 service stations across Sweden. A collaboration was started with El Taco Truck to offer tasty vegan Tex-Mex products at the stations. We also launched two sandwiches with Oumph.



Refill concept with Coca-Cola

OKQ8 was the first business in the fuel industry to offer Coca-Cola's unique refill packaging solution. The new concept helps reduce the use of packaging, while at the same time giving the customer an opportunity to adapt the drink to their own preferences. The customer can choose between creating their own unique drink or having one of the regular flavours, such as Coca-Cola, Fanta or Sprite. The drinks have exactly the same high quality and taste as the pre-packaged ones.



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Climate

The Paris Agreement stipulates that the world needs to transition to a low carbon economy to keep global warming below 2 degrees, aiming for 1.5 degrees. We know our industry is part of the problem, and we know that the very core of our business needs to change. We are committed to being part of the solution. We want to lead the transition, phase out our fossil business, reduce our greenhouse gas emissions and reach net-zero by 2035.

Objectives

- Phase out fossil fuels to reduce CO_2e emissions to net-zero by 2035
- Reduce CO_2e emissions to net-zero by 2035
- Reduce CO_2e emissions in Scopes 1 and 2 by >90 percent by 2025
- Increase production and use of renewable energy

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Goals and performance

Development over the year

In 2022 we updated our climate targets. We set a goal to reach net-zero by 2035 and we will reach that target by reducing CO_2e emissions by at least 90 percent compared to a 2020 baseline. Our Scope 3 target is not on track with our anticipated development, because we have sold a larger volume of fossil fuels than expected due to customers switching from renewable fuels e.g. HVO100 biodiesel to fossil diesel. Conversely, our Scope 1 and 2 targets remain on track because we have phased out oil boilers, reduced energy use and and the continuous purchase of Guarantees of Origin.

80%
reduced Scope 1 and 2 CO_2e emissions cf. 2020–2021*

3.4 GWh
produced by solar panels in station network

1%
reduced Scope 3 CO_2e emissions cf. 2020–2021*

Performance indicators	Progress 2022–2023	Status	Next steps
Scope 1 and Scope 2 CO_2e emissions	Reduced by 80 percent against the 2020–2021 baseline year.*	We track Scope 1 and 2 CO_2e emissions quarterly. We have adopted more ambitious climate targets and we report according to the Greenhouse Gas Protocol.	Our aim is to reduce Scope 1 and Scope 2 CO_2e emissions by a minimum of 90 percent* by 2025. We will do this by switching company cars to EVs, reducing our energy use and purchasing Guarantees of Origin.
Scope 3 CO_2e emissions	Reduced by 1 percent against baseline year 2020–2021.*	We track Scope 3 CO_2e emissions quarterly. We have adopted more ambitious climate targets and we report in accordance with the Greenhouse Gas Protocol.	Our aim is to reduce Scope 3 CO_2e emissions by at least 90 percent* by 2035. Going forward, we will continue to expand our offer of low carbon products in order to push decarbonisation.
Scope 1, 2 and 3 CO_2e emissions	Reduced by 1 percent against baseline year 2020–2021.*	We have established a net-zero target of reducing emissions by 90 percent* by 2035.	We are accelerating our efforts to break the trend across our business segments. We remain committed to SBTi and hope to be able to apply for validation of our SBTs, sector guidelines pending.
Service stations with solar panels installed	An additional 45 manned service stations have been equipped with solar panels during 2022–2023.	A total of 80 of our manned stations (50 percent) in Sweden have solar panels installed with a total output of 3.4 GWh.	Solar panel installations planned at 10 stations in the coming year.

*Market-based method.

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Progress 2022–2023 and next steps

Tougher climate targets
In 2022 we updated our climate targets to reflect the need for a more rapid transition towards a low carbon, fossil-free society. We have set a goal to reach net-zero by 2035 – a target that we will reach by reducing CO_2e emissions by at least 90 percent compared to a 2020 baseline. We will compensate for the residual CO_2e (max. ten percent) emissions following the method of the Science Based Target initiative (SBTi).

Aiming for Science-Based Targets
In 2020 OKQ8 made a commitment to have our climate targets approved as Science-Based Targets. Since then, we have been waiting for SBTi to develop and publish the methodology for the oil and gas sector, which remains pending. Meanwhile, our commitment remains and we strive to ensure that our climate ambitions are aligned with the Paris Agreement.

Our net-zero target is composed of Scope 1 and 2 targets, i.e. emissions from our own operations, and a Scope 3 target covering our entire value chain. Scope 3 accounts for 99.9 percent of OKQ8's CO_2e emissions per 2022–2023, with fuels and oils accounting for 98.8 percent of Scope 3.

The road ahead
In order to reach our net-zero target, we will phase out our fossil fuel business and grow our non-fossil business, strengthening our focus on renewable energy and fuels such as HVO100, electricity, hydrogen, biogas, solar panels and batteries. The rapid electrification of the transport sector and the EU's Green Deal and Fit For 55 packages will be key driving forces in the transition. We will also keep developing an increasingly sustainable portfolio of other products and services with a lower carbon footprint.

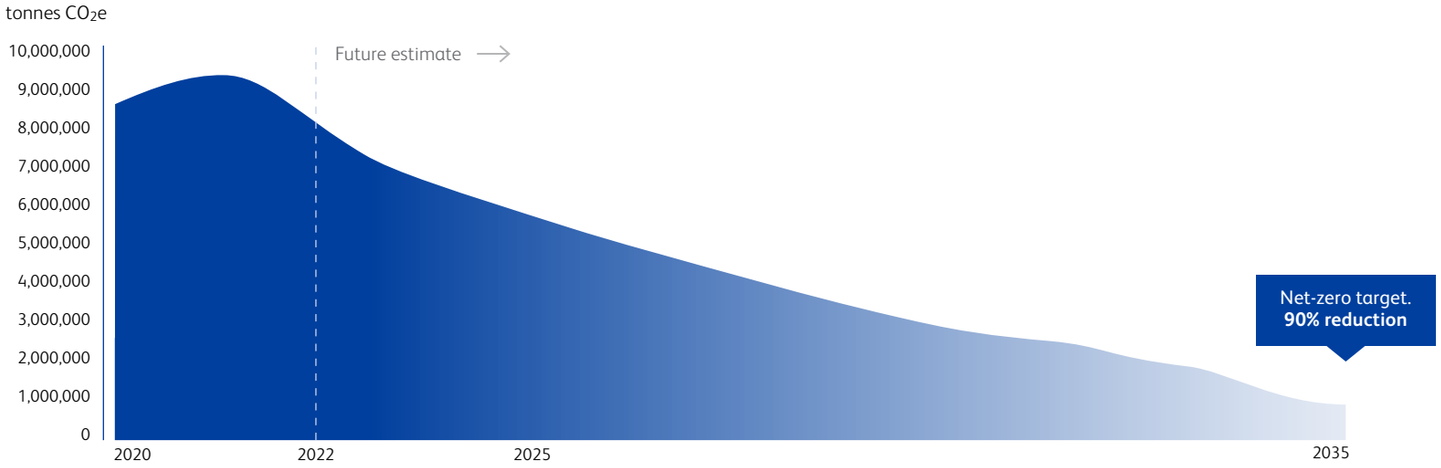
We are on track with our reduction target for Scope 1 and Scope 2. All internal combustion engine (ICE) company cars are to be replaced with EVs by 2025. We continuously invest in energy-optimising equipment in the station networks, such as lighting, fridges, ovens etc. Lastly, we purchase Guarantees of Origin to guarantee the use of renewable electricity sources, thereby eliminating greenhouse gas emissions from electricity use. Our Scope 3 target is not on track with our anticipated development towards net zero.

Greenhouse gas reduction mandate
In Sweden the greenhouse gas reduction mandate (Reduktionsplikten) was introduced in 2018 in order to contribute to Sweden's national target to lower greenhouse gas emissions from domestic transport by 70 percent by 2030. This is one of of the most ambitious targets for the transport sector globally. The law stipulates a certain greenhouse gas emissions reduction from diesel and petrol through the blending of renewable alternative fuels. During 2022 the law required an emissions reduction for diesel of 30.5 percent lower than the fossil reference, with the corresponding requirement for petrol being 7.8 percent. High-blended fuels such as HVO100 and E85 are exempted. In Denmark the greenhouse gas reduction mandate requires an emissions reduction of six percent for both petrol and diesel, with a special requirement for advanced biofuels. OKQ8 and Q8 complied with the greenhouse gas reduction requirements in 2022.

Scopes 1, 2 and 3



Conceptual carbon reduction over time



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Value chain

We work together with our suppliers and customers to address and reduce our impact across the value chain. We want our suppliers to act responsibly and reduce their environmental and social impact. We help our customers to make sustainable choices with a smaller footprint and strive to minimise waste. As a supplier we are increasing our transparency and aim to develop circular solutions.

Objectives

- Increase our transparency as a supplier
- Assess and develop our suppliers' ESG performance
- Increase our customers' sustainable choices
- Implement circular solutions where possible
- Minimise waste
- Ensure waste-sorting and recycling



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Goals and performance

Development over the year

Our main focus last year was on improving transparency in our supply chain by including high-risk suppliers in EcoVadis. Furthermore, we have been developing, piloting and rolling out waste-sorting initiatives throughout our network in Sweden and Denmark. Minimising waste is a key priority, not least when it comes to food, for which we have strategic partners in Too Good To Go and Karma.

39%
HVO used in fuel distribution

41
out of the top 100 suppliers by spend rated in EcoVadis

23%
more food saved through partnerships

19%
of waste sent for recycling

Performance indicators	Progress 2022–2023	Status	Next steps
Renewable fuels in fuel distribution	The share of biofuels used for fuel distribution has increased by 28 percentage points compared to last year.	In 2022–2023, biofuels accounted for 39 percent of fuels used for fuel distribution based on volume.	Extend low-carbon distribution to packaged and non-fuel products.
EcoVadis supplier assessments	Invited top 100 suppliers by spend to EcoVadis.	Rollout ongoing. 41 of 100 top suppliers by spend have been assessed.	Continue to enrol all applicable high-risk suppliers and follow suppliers' progress on corrective actions.
Supplier transparency	OKQ8 received a Bronze rating in EcoVadis.	EcoVadis score for 2022–2023 is due in late spring 2023.	We will continue to follow recommendations to improve our rating.
Food waste	We saved 23 percent more food compared to the previous year as a result of our partnerships with Karma and Too Good To Go (TGTG).	10 percent food waste (write-offs) in Sweden. 18,727 kg of food was rescued in collaboration with Karma. 7.5 percent food waste (write-offs) in Denmark. 142,852 bags of food were rescued in collaboration with Too Good To Go (TGTG).	We will continue to review and streamline our range and offerings at stations and use TGTG and Karma to keep food waste to a minimum.
Waste recycling	We have launched new waste-sorting systems at 148 (56 percent) manned stations in Sweden and Denmark.	19 percent of all waste in our service station network was sorted and sent for recycling in 2022–2023.	Going forward, all manned stations will be equipped with facilities for sorting waste.
Plastic waste recycling	22 percent increase in amount of plastic waste sent for recycling compared to last year.	25 tonnes of plastic waste from our stations was sent for material recycling in 2022–2023. We continue to find a way of measuring the share of kg plastic waste in our service station network that is sorted and sent for recycling.	We will continue to review packaging choices, increase the use of recyclable packaging and improve recycling facilities at our service stations.

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Progress 2022–2023 and next steps

Suppliers

No russian crude oil suppliers

OKQ8 does not buy Russian crude oil and does not trade with Russian suppliers. Our suppliers have phased out all Russian crude oil from the fuels we sell. Dialogue with our fuel suppliers is good and we remain determined that no Russian crude oil should be used in the products we sell.



Responsible supply chain with EcoVadis

OKQ8 has reported to the supplier management system EcoVadis since 2021–2022 and we hold a bronze rating.

In 2021, we chose EcoVadis as our preferred supply chain management tool for supporting assessment of compliance by our suppliers with OKQ8's Partner Code of Conduct. During this year we have enrolled suppliers into EcoVadis and implemented affiliated processes in OKQ8. By February 2023, 41 percent of 100 high-risk suppliers had been assessed by EcoVadis. We held training sessions for internal supplier managers and developed processes for implementation and follow-up. When there is a challenge with existing suppliers, the case is prepared by a supplier manager and a Procurement Board reviews the case and decides on the next steps for the supplier.

BRONZE 2022 ecovadis Sustainability Rating

Recycling and reusing

Waste-sorting

We wish to minimise the waste sent from our service stations for incineration and prioritise recycling. By 2025, at least half of the waste should be recycled, and all plastic should be recycled by 2030. To meet this goal, we initiated projects in both countries to ensure waste-management practices that support proper segregation and waste-handling at service stations, depots and offices. Most of the waste is generated in the manned service station network. We analysed the waste fractions generated, tested and implemented waste-sorting solutions for customers and staff, and conducted dialogues with our waste-handling contractors. In Denmark, we conducted a pilot study to segregate single-use coffee cups at manned stations to be recycled together with food and drinks packaging, instead of going for incineration.

Partnerships to reduce food and beverage waste

We aim to cut food waste by 50 percent by 2030, compared to 2020. Some food waste can be avoided by changing our procurement practices and write-offs, making sure that food that has been prepared for sale, but not sold, and food close to expiration date can be sold at a reduced price instead of being discarded.

OKQ8 collaborates with two partners that provide app-based solutions for this purpose. Karma has been our partner in Sweden since 2019. In Denmark, we have worked with Too Good To Go since 2018. The apps make it easy for customers to make a sustainable choice and contribute to reducing food waste on the go. In addition, Q8 and Meyers have agreed on a common zero food waste target for all baked goods as part of our exclusive partnership.

Moreover, Q8 is part of a collaboration with Too Good To Go and Royal Unibrew in Denmark to stop beverages go to waste. Customers can order surplus beverages in the Too Good To Go app at good prices, to be collected at selected Q8 service stations.



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Ecosystems

Societies, economies and businesses rely on ecosystems in fundamental ways. At the same time, humans use resources beyond what the planet is able to sustain, which is affecting the ecosystems on which we depend. OKQ8 can make a positive impact by minimising the environmental impact of the products and services we offer.

Objectives

- Phase out fossil fuels to reduce CO_2e emissions to net-zero by 2035
- Enforce environmental criteria for procurement
- Increase the share of certified and organic shop products offered and sold
- Increase share of plant-based foods offered and sold
- Minimise emissions to water and soil
- Optimise water use
- Develop a holistic biodiversity strategy
- Implement local biodiversity initiatives at service stations



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Goals and performance

Development over the year

OKQ8 has engaged in local biodiversity initiatives at stations in Sweden and Denmark. In Denmark we have increased the share of organic sales significantly as a consequence of our partnership with Meyers. We have launched a pilot project to explore how existing treatment plants can be rebuilt to recycle water. Furthermore, all spills were managed, remediated and reported to authorities as stipulated by permits.

100%
organic bakery products in Denmark

64%
reduction in spills to the environment

12
stations with local biodiversity projects

Performance indicators	Progress 2022–2023	Status	Next steps
Certified and organic food and beverages	A new partnership with Meyers in Denmark has increased the share of organic bakery products in our offer to 100 percent.	3.7 percent of food and beverage products are organic and/or certified in Sweden. We are yet to establish this figure for Denmark.	Continue to increase our offer of certified and organic food and beverage products.
Stations with local biodiversity initiatives	Eight new local biodiversity initiatives implemented at stations.	Nine Q8 and three OKQ8 service stations with local biodiversity initiatives.	Going forward, we aim to include biodiversity initiatives whenever we rebuild or refurbish a station.
Spills	The number of spills to the environment fell by 64 percent compared to last year. The number of spills to hard surfaces increased by 14 percent as we started to include all volumes of spills, even the spills below 5 liters.	Four spills to the environment (5 – 159 litres). 42 spills to hard surfaces (5 – >159 litres).	OKQ8 has a strict process for how to manage incidents, with corresponding measures for controlling pollution. We will continue to work to minimise incidents.
Wastewater treatment and recirculation at automatic car washes	We built four new car washes with biological treatment plants that can re-use the water. We also built additional car washes with biological treatment plants at three existing sites.	22 percent of automatic car washes in Sweden and 23 percent in Denmark are equipped with biological wastewater treatment and/or recirculation.	We continue to work to fulfill ambitions to recycle water in all automatic car washes by 2030.

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Progress 2022–2023 and next steps

Holistic strategy and biodiversity pilot projects

In the coming year, OKQ8 will start developing a holistic biodiversity strategy taking into consideration the whole value chain of our business and assessing the biodiversity impact of some of our core products.

To raise awareness about our responsibility in terms of biodiversity, both internally and with our customers, we have initiated local biodiversity projects at service stations in Sweden and Denmark to support local flora, fauna and ecosystems. By the end of 2022–2023, we had nine projects ongoing in Denmark and three in Sweden. One objective is to learn and develop best practices, for example what plants are more suitable in different locations and how to maintain plants and flowers. We have developed a catalogue of ideas for supporting implementation of local biodiversity initiatives more broadly in our station network. We have worked closely with biologists and subject matter experts to ensure that the initiatives are compatible with local ecosystems.

Wastewater treatment at car washes

Wastewater from car-washing contains harmful substances such as oils, heavy metals, asphalt, tyre residue and chemicals from car care products. At all our car washes, wastewater is directed through treatment units and oil separators. Washing your car at OKQ8 is a better option for the environment than washing your car at home, because the automatic car wash captures pollutants and uses less water.

Our target is to recirculate water at all automatic car washes in Sweden and Denmark by 2030.

In 2022–23 we built four new car washes with biological treatment plants that can re-use the water. We also built additional car washes with biological treatment plants at three existing sites. A total of 22 percent of our automatic car washes in Sweden and 23 percent of automatic car washes in Denmark are equipped with biological wastewater treatment and/or recirculation.

To read more about how we manage spills to hard surfaces and the environment, please see page 42.



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Employees

As an employer, OKQ8 is responsible for ensuring that its employees are thriving and engaged. However, our responsibility extends beyond that. If we are to succeed with the sustainable transition, we must develop the leaders of tomorrow and continuously evolve our abilities and expertise. OKQ8's ambition is to foster creative and innovative employees that put sustainable development at the centre of decision-making.

Objectives

- Prioritise safety, health and well-being of our employees
- Ensure diversity and inclusion in recruitment and workplaces
- Promote gender equality in leadership positions
- Prioritise training, up-skilling and personal development



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Goals and performance

Development over the year

During 2022–2023 OKQ8 has initiated new partnerships, programmes and training courses to help our employees develop the skills needed to transition OKQ8 into the future and give back to society. We are especially proud to announce our partnership with Mentor Sweden, a non-profit organisation that helps young people find a path towards a promising future.

4.4/5
Employee Engagement Survey Score

33
Lost Workday Cases

1,883
safety walks conducted

51/49
gender equality OKQ8 (female/male)

Performance indicators	Progress 2022–2023	Status	Next steps
Employee Engagement Survey	Our Employee Engagement Survey was expanded to all of OKQ8 Scandinavia.	Our current Employee Engagement Survey score is 4.4/5. We are proud to see that we have a high level of engagement within the company.	We work continuously with analysis, follow-up and pushing ahead action plans based on the survey outcome. Introducing pulse surveys as an extra follow-up engagement tool for managers.
Lost Workday Cases	The number of Lost Workday Cases has not changed since 2021–2022.	33 Lost Workday Cases registered.	The focus will be a near-miss root cause analysis during 2023 and lessons learnt from the analysis.
Injuries	The number of personal injuries has decreased by 3 percent.	211 personal injuries registered.	Our goal is to reduce personal-related injuries by 5 percent next year.
Safety walks	The number of safety walks has increased by 6 percent.	1,883 safety walks conducted.	We will continue to perform safety walks at service stations and depots and share learnings across the organisation.
Gender equality in managerial positions	We continue to focus on gender equality.	Executive Management Team: 64 percent female, 36 percent male. In Denmark the split is 42 percent female and 58 percent male. In Sweden the split is 44 percent female and 56 percent male.	All vacant management positions are advertised to promote equal opportunities. We consider gender in all recruitments and require broad gender representation in candidate selection, both in external and internal recruitment.
Whistleblowing	The number of whistleblowing cases reported and closed has increased from one case in 2021–2022.	Five whistleblowing cases reported and closed.	We will continue to monitor whistleblowing cases and act accordingly.

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Progress 2022–2023 and next steps

Leadership and talent

Leadership development
We continuously invest in the development of our leaders. The purpose is to equip leaders in line with OKQ8's strategy and to create conditions for a developing, supportive and goal-oriented leadership. More than 40 managers and 27 franchise participants completed leadership training in 2022–2023.

Employee engagement survey
Once again, we received excellent results in the employee engagement survey, proving that our employees are satisfied and feel committed to their work at OKQ8 Scandinavia. Commitment, collaborative climate and leadership show the highest scores in our survey, in addition to a strong result in working with our company strategy.

In the coming years, an area we would like to address and improve further as a key focus within all divisions is digitalisation. Compared to last year's result, a new development is that our local initiatives to foster "sustainable employees" have had a positive effect.

Talent program for future Sales Managers within the station network
OKQ8 invests in talent programs in both Sweden and Denmark to equip and prepare sales managers for the future. The programmes provide practical leadership tools, self-insight and sales coaching for employees seeking to become Sales Managers. During the year, 30 candidates participated in the Swedish programme. In Denmark, the 18th team of leadership trainees is now underway. This year 16 new candidates enrolled in Denmark.

Graduate programme
In order to attract ambitious employees to take us further in our sustainable transition, OKQ8 continues enrolling recently graduated professionals in a year-long graduate programme. OKQ8 also holds student seminars on our progress towards a fossil-free and digital society in the future, and in so doing prompting considerable interest among many of the students.

Sustainability training
In 2022 we developed a sustainability e-learning course for service station employees in order to raise awareness of sustainability-related topics. The need for the course arose from an internal EMI survey that highlighted low awareness about sustainability in groups around the organisation.

Mentor Sweden
OKQ8 participates in various programs through its partnership with Mentor Sweden, a non-profit organisation helping young people to find a path towards a promising future. The goal of the partnership between OKQ8 and Mentor is to contribute to society and promote work with social sustainability and inclusion. We believe the collaboration is rewarding both for the young people and for the OKQ8 employees who choose to participate.

"We play an active part, meeting students at schools and having an opportunity to mentor students individually," says CEO, Magnus Kamryd. "The commitment shown by the employees meeting hundreds of students and discussing future choices, career opportunities and life in general is overwhelming. As well as the pleasure of meeting the students, I also hope that we can get them interested in a future career with us."



"More than 40 managers and 27 franchise participants have completed leadership training in 2022–2023."

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Health and wellbeing

New centre of excellence for EHS

A central Environment, Health and Safety (EHS) department was reinstated in August 2022, and we expect to see a reduction in incidents going forward. During 2022–2023 we did not see a reduction in reported incidents.

Our goal is to reduce personal injuries by 5 percent next year and work towards a zero accidents approach.

Health strategy and Health & Safety committee

In order to identify OKQ8's current state of health, we collect data through our annual employee engagement survey, the statutory work environment survey, as well as a digital health-screening that is offered to all employees. Q8 Denmark is preparing a Health Strategy to prevent work-related illnesses, stress and accidents and to contribute to psychological security, well-being and employee satisfaction. A Health and Safety committee has also been established, which, together with HR, creates frameworks and initiatives that promote health and cohesion among office employees.

Ditch the chair

Mental and physical well-being is essential in order to thrive in a workplace, but it can be challenging to find opportunities to move in a busy routine. In Q8, employees have been invited to participate in "Ditch the Chair"; a 10-week programme showing participants how to become more energetic and experience greater well-being with just the slightest changes in their everyday life at work.

Work-life balance

New conditions for parental leave

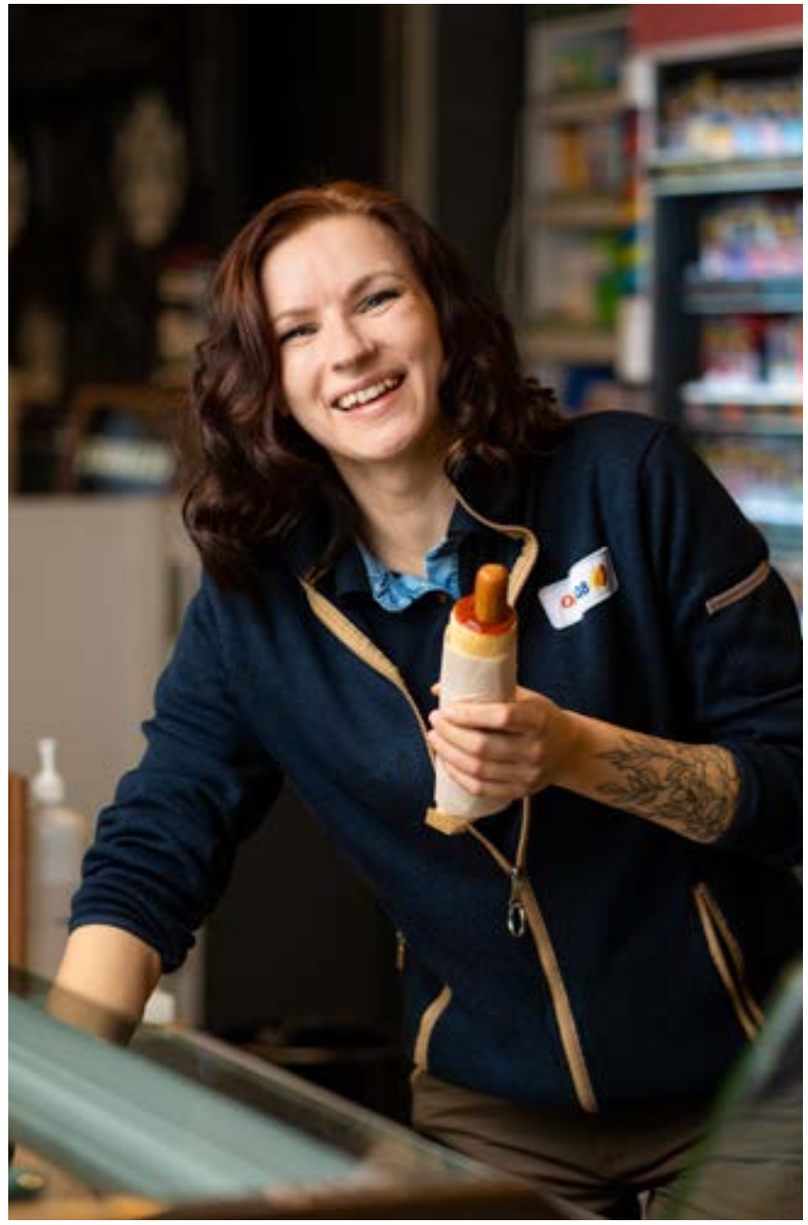
Parents should have the opportunity to use their right to spend valuable time with their new family member. In Denmark, our parental leave conditions have been revised to ensure equal opportunities for our employees. This includes the option of taking 26 weeks' paid parental leave for both parents after nine months of seniority, pension during the period you receive parental benefit and accrual of holiday days during parental leave.

Flexible and remote work

OKQ8's ambition is to create a working environment that is adapted to the nature of the work and where we feel and perform at our best. Offering the option of working remotely enables a health-promoting work environment and allows employees to combine work life with leisure activities and family activities.

Supporting our employees

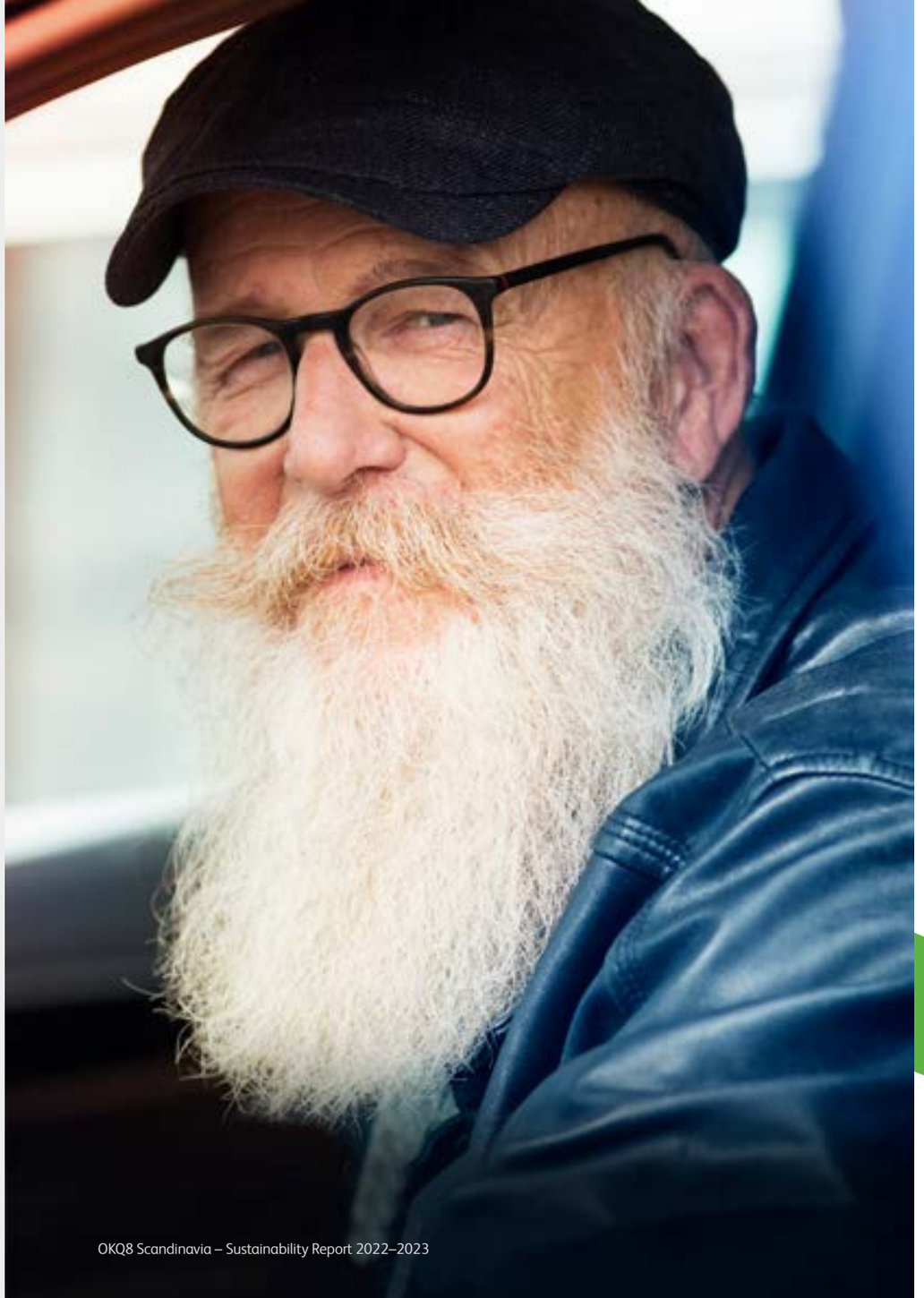
OKQ8 employees have access to both health insurance and pension contribution, including local benefits in Sweden and Denmark.



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OKQ8 Scandinavia – Sustainability Report 2022–2023

Stakeholders

We want to lead the transformation in our sector, with transparency and integrity. We do that by listening to customers and members, enabling them to make more sustainable choices, and by engaging in partnerships and collaborations that support our long-term ambitions.

Objectives

- Engage in partnerships that advance our sustainability agenda
- Achieve top Sustainable Brand Index™ ranking
- Maintain a presence in relevant external forums
- Achieve high customer engagement

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Goals and performance

Development over the year

This year, we expanded our interface with key stakeholders, including industry peers and sustainability leaders. An ambitious sustainability agenda and transformation requires collaboration, partnerships and sharing insights and challenges with others. During 2023–2024, we look forward to deepening our relationships, with a focus on new stakeholder dialogues with our customers.

#1
Sustainable Brand Index™
Swedish industry leader in fuel category in 2023

227
ranking in
Sustainable Brand Index™ DK

Performance indicators	Progress 2022–2023	Status	Next steps
Strategic partnerships supporting OKQ8's sustainability agenda	New partnerships and engagements 2022–2023 include 2030 Sekretariatet, Nätverket Hållbart Näringsliv, Håll Sverige Rent, Hold Danmark Rent, Mentor, Volvo Trucks and Meyers.	We have increased our outreach over the past years and continued forging partnerships in order to accelerate the sustainable transition.	Making the most of our existing partnerships and ensuring that new collaborations contribute to our sustainability ambitions.
Sustainable Brand Index™	Moved 111 ranks up in Sweden and dropped eight ranks down in Denmark.	Ranking 2023: DK (227) SW (154). In Sweden, OKQ8 is industry leader within the fuel category.	Reinforcing our focus on positioning our brand and communicating our plans and achievements.
Interactions on social media channels (SW and DK)	75 percent increase in total no. of views. 33 percent increase in total no. of likes. 30 percent increase in total no. of comments. 21 percent fall in total no. of shared posts.	Total no. of views: 1,905,899. Total no. of likes: 14,552. Total no. of comments: 421. Total no. of shared posts: 618.	Continuing to communicate our plans, progress and achievements in relation to sustainability on our social media channels to give our stakeholders insights into our journey.

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Progress 2022–2023 and next steps

Stakeholder dialogues
A successful sustainable transformation is not achieved in isolation. It requires collaboration, partnerships, outreach and a strong, transparent commitment to goals and ambitions. 2022–2023 was a year for renewed focus on our external positioning, on forging alliances and claiming our place in the spaces where other change-makers meet. We expanded our interface with key stakeholders, including industry peers and sustainability leaders.

Next year we look forward to deepening our relationships, with a focus on new stakeholder dialogues with our customers. We will also put renewed focus on communicating sustainability, inviting customers and other stakeholders along on our transformation towards net-zero.

Hold Danmark Rent and Håll Sverige Rent
OKQ8 established long-term partnerships with non-profit waste collection organisations Hold Danmark Rent in Denmark and Håll Sverige Rent in Sweden. As part of these partnerships, OKQ8 sponsors waste collection routes, with non-profit organisations collecting waste and in return receiving a donation to their organisation. In Denmark, Hold Danmark Rent also served as an external consultant on our waste-segregation project. Read more on page 20.

Electrification focus at Almedalen
Almedalen, the Swedish politicians' week, was back in Visby after a pandemic hiatus – and so were we. Our key theme this year was electrification of the transport sector. Together with Skellefteå Kraft, OKQ8 hosted a seminar on the topic of the substantial transformation of the transport chain. We also hosted a breakfast seminar on the cost of the sustainable transition and participated in five other events courtesy of Di Mobilitet, Volkswagen and Volvo Trucks.

Business customer market analysis
We want to support our customers' transition towards sustainable mobility and energy use. Therefore, in 2022 we initiated a large-scale analysis of the growing sustainability challenges our business customers are facing today and up to 2030. The market analysis will help us understand how OKQ8 can support customers in their transition. Data for the analysis was collected by means of a questionnaire and interviews with OKQ8's business customers. The analysis encompasses both the Danish and Swedish markets for sustainable mobility and energy use. The analysis and customer survey confirm that the demand for sustainable services and products will only increase in the near future.

> "We are proud of the award, which is proof that our work to enable members' and customers' sustainable mobility, contributes to Sweden's transition towards a fossil-free future. The result of the study reflects our ambitious goal to become industry leader in sustainable development, and it is proof that we genuinely want to make a difference."

Agnes Palinski, Head of Communications OKQ8.



OKQ8 declared Sweden's most sustainable fuel brand 2023
Within the fuels category, OKQ8 comes out on top when Swedish consumers rank Sweden's most sustainable brands 2023 in Europe's largest brand study, Sustainable Brand Index™.

Interview with OK member Magnus Bergström, elected representative in the Northwest Stockholm region



Why are you a member of OK?
I became a member when I turned 18 and got my driver's license. I appreciate the accessible, happy and knowledgeable people at the service station. Also, I like the fact that members can influence society in different ways.

How can OK contribute to the transition to a sustainable society?
By influencing consumers' daily actions. Through enhancing development within sustainable alternatives for fuels and products with locally sourced raw materials.

OK Ekonomisk Förening, which owns half of OKQ8, has 1,800,000 members across Sweden.

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Our sustainability statements

At OKQ8 we want to lead the transition towards a sustainable future. With progressive sustainability objectives based on our impact areas, we work together with customers and partners to create real change.

Our sustainability statements show what areas we work with, how we work and what progress we have achieved so far.

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Materiality and risk analysis

In our transition from a provider of fossil fuels to an enabler of sustainable mobility, we are constantly developing and improving the sustainability performance of our organisation. We analyse our positive and negative impacts and maintain a continuous dialogue with key stakeholders. The fuel industry is a major contributor to carbon emissions and OKQ8 is in a unique position to provide solutions for contributing to climate change mitigation.

Sustainability strategy
During 2022, we revised our sustainability strategy by maintaining our focus areas, but introducing related impact areas (see page 9). The six impact areas reflect the key areas where OKQ8 impacts the world around us, but also how the world impacts OKQ8. Each impact area has a set of aspirational goals and targets, guiding our development to becoming the preferred enabler for sustainable mobility.

For some of the goals, it is not yet possible for us to track progress, but we are preparing to do so within the next couple of years. For other goals and targets, we track the status regularly.

Stakeholder dialogue as part of our sustainable transformation
Guidance and feedback from our stakeholders is essential to our transformation. To collect feedback, we continuously organise sustainability seminars, interviews and meetings with stakeholders and customers, and we engage in development projects and member surveys. These activities are a great way in which to see ourselves through the eyes of our stakeholders, allowing us to evaluate and develop, and to find better, more sustainable solutions for our customers, as well as for society.

The outcome of our dialogues is a better understanding of our stakeholder's needs, demands and requirements. This dialogue also gives us a better understanding of the sustainability topics that are important to different stakeholder groups when assessing our company or when making decisions in relation to us.



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A systematic process
The process of defining OKQ8's material sustainability topics was based on the following activities:

- Analysis of external factors and sector-relevant issues drawn from various political and legal frameworks, as well as the outcome from stakeholder dialogues, to identify material sustainability topics.
- Assessing the sustainability topics' actual and potential impacts. Sustainability-related risks and opportunities were considered during the assessment, underpinned by cross-referencing with the Sustainable Development Goals.
- Prioritising the most significant sustainability topics based on their actual and potential, negative and positive impacts on the economy, the environment, people and human rights.
- Through engagement with external experts and a broad range of stakeholders, each of our material topics has been evaluated and ranked to establish which areas are most critical for OKQ8 to focus on.

Materiality analysis
From the materiality analysis conducted in 2020–2021, we identified the key focus areas and topics of our sustainability strategy. In 2022, the strategy was revised to comprise six impact areas within the three focus areas where we have the largest impact and where we can achieve the greatest transformation. Also, adding a number of leading KPIs with a stronger business focus further embedded the sustainability strategy in our overall strategy. Our sustainability strategy guides us to successfully mitigate the risks associated with our business conduct and provides the foundation for setting targets, committing resources, acting and tracking our progress. We continuously identify and monitor the positive and negative impacts of our operations.

The materiality analysis has been conducted according to the requirements of the GRI Standard 2021. The material sustainability topics have been approved by the Executive Management Team and the Board of Directors.

The results of our materiality analysis has inspired the three focus areas and six impact areas in our sustainability strategy:

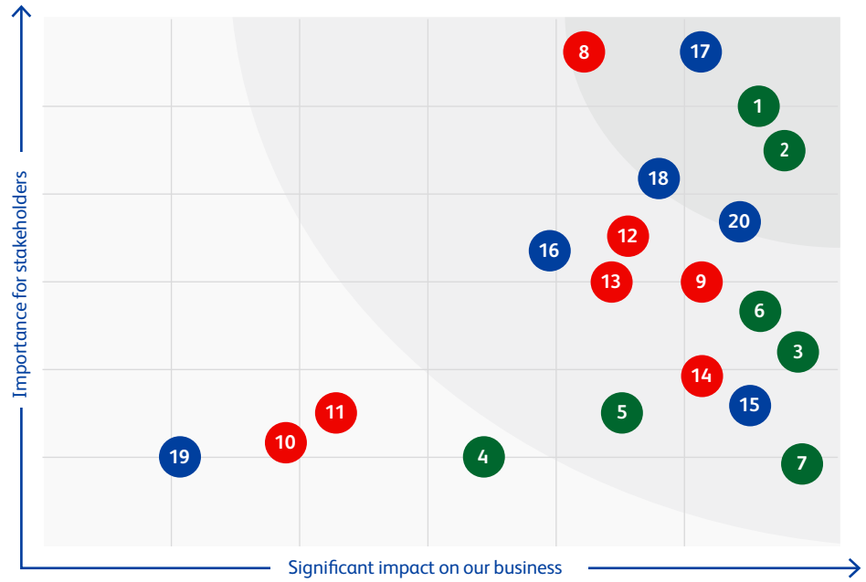
Focus areas

- Offer sustainable products and services
- Act climate change
- Enable people and communities

Impact areas

- Our offer
- Climate
- Value chain
- Ecosystems
- Employees
- Stakeholders

OKQ8 materiality analysis



Environmental factors

1. CO_2e emissions
2. Fossil fuels and renewable fuels
3. Renewable energy
4. Sustainable food production
5. Clean water
6. Chemicals and pollution
7. Biodiversity, preserving the natural environment and eco-systems

Social factors

8. Social justice, at local and global levels
9. Workers' rights and conditions
10. Healthy lifestyle
11. Access to affordable transportation
12. Diversity and inclusion
13. Equality
14. Mental well-being

Economic factors

15. Anti-corruption
16. Ethical trading
17. Sustainable production systems
18. Investments in research and development
19. Sustainable asset management
20. Partnerships

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OKQ8 sustainability risks

Sustainability enterprise risks

In addition to the materiality assessment process, sustainability risks are also part of the Enterprise Risk Management framework at OKQ8. During the year, we conduct a risk and control assessment with the aim of identifying and understanding the key risks in the business and developing effective controls and activities to mitigate them. Controls and mitigating activities are monitored on a quarterly basis to assess the impact on risk and to ensure that risk is managed. This process is handled by risk and control owners in the divisions and led by the Corporate Risk Manager.

Below, identified sustainability risks, controls and mitigating activities are presented from the perspective of our six sustainability impact areas.

Impact areas	Risk area	Description	Controls and mitigating activities
Our offer	Increased cost of raw materials	If the cost of raw materials increases, OKQ8's direct costs will increase. Access to high quality biofuels is needed to comply with national legislation in Denmark and Sweden, as well as supplying the market with biofuels to meet the demand for liquid renewable fuels.	By long-standing collaboration and continuous dialogue with key suppliers, and by engaging with industry peers, we monitor market conditions with great vigilance and maintain a dynamic approach.
	Changes in demand for our core products and services	Changes in demand for our core products and services may arise from changes in laws and regulations or from emergence of new fuel efficiency-improving technologies. The demand for several of our current core products will change i.e. the demand for fossil petrol and diesel will decrease. The market will demand more renewable fuels such as electricity, HVO100 and hydrogen.	In the transition to a fossil-free society, and in order to reach our target of being net-zero by 2035, phasing out fossil fuels and replacing them with renewable alternatives is key. We are transforming our operations in order to be ready to supply fuel-efficient technologies, mobility services and renewable fuels at the right time to all customers.
	Emerging regulations	As a company that provides fuel products for B2B and B2C mobility, OKQ8 is a key enabler in decarbonising transportation. Emerging regulations will impact the demand for fossil liquid fuels. Consequently, this will impact the demand for the fossil petrol and diesel OKQ8 sells and possibly create an even larger demand for EV chargers and other alternative fuels, which we will need to meet.	Our legal team identifies upcoming legal changes on regular basis and evaluates the effect of these on our business. Where legal changes influence our business, experts from affected business areas work together to implement the changes. OKQ8 must be ready to deal with and meet an increased demand for EV chargers.
Climate	Climate change	OKQ8's operations and value chain generate negative environmental impacts, in particular emissions of greenhouse gases. Requirements and expectations from stakeholders to manage these negative impacts are increasing, along with regulatory pressure.	OKQ8 has set a goal to reach net-zero CO_2e emissions by 2035. This target will be reached by cutting CO_2e emissions by at least 90 percent by phasing out sales of fossil fuels and replacing them with renewable energy sources such as HVO100, electricity, hydrogen, solar panels and batteries, while at the same time offering other sustainable products and services. We follow selected CO_2e emssision categories on a quarterly basis.
Value chain	Access to key products, components, competence and services	Our emerging solar business is growing fast, but it risks being slowed down by insufficient supply of products and components, lack of expertise as well as capacity for installations. For our expanding EV charging segment, the pace at which we can install new HPCs is at risk of being slowed down by the processes that ensure the supply of electricity on sites.	We work hard to meet the growing demands on the market by close collaboration with key partners and suppliers. We engage with industry peers to raise awareness of the challenges that may hinder our ambitions to deliver timely transition to renewable energy and electrification.
	Corruption and unethical business practices	Occurrences of corruption or unethical business practices could severely damage OKQ8's reputation.	Anti-corruption is a key part of OKQ8's Partner Code of Conduct that our suppliers and partners must comply with, and which forms part of every contract we sign. Evaluating key suppliers through EcoVadis adds another layer of supervision.

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Impact areas	Risk area	Description	Controls and mitigating activities
Ecosystems	Biodiversity	Every product OKQ8 places on the market has an impact on ecosystems and biodiversity.	By transforming our portfolio from fossil to renewable fuels, to more plant-based foods, to more certified and organic products, to a greater focus on services rather than products, we also reduce our negative impact on ecosystems and biodiversity across our value chain. By implementing local biodiversity initiatives at stations, we hope to raise awareness of biodiversity as a key prerequisite for a net-positive future.
	Extreme weather	The increasing occurrences of extreme weather due to climate change, such as heavy rainfall, storms and extreme heat or cold, pose risks to our infrastructure and services. If disrupted, the society in which we operate may be severely affected.	As part of the ongoing assessment of our infrastructure and services, we will be sure, going forward, to include aspects relating to how these will be impacted by extreme weather in the short and long terms.
	Pollution	There is a risk of chemical accidents, spills or fire at the fuel depots, during distribution and at service stations. If any of these occur, it could mean severe pollution to the surroundings, as well as a danger to health and safety.	OKQ8 remediates pollution in accordance with legal requirements and in dialogue with regulatory authorities. OKQ8 has a strict process for managing incidents, together with measures for limiting pollution. The fuel depots have a safety management system for reducing the risk of chemical accidents, spills or fire. Risk analyses and risk assessments are carried out at fuel depots to ensure that operations can be conducted with minimal risk of incidents. We have annual maintenance plans and carry out inspections in accordance with established permits, laws and internal requirements. Staff are trained and drills conducted to ensure that they are prepared for any incidents. Safety walks are held regularly.
Employees	Work-related injuries and ill-health	Unsafe working environments pose risks for workplace accidents or ill-health, which in turn may lead to consequences for the individual in the short or long term.	In order to identify work-related hazards and assess risks, OKQ8 performs safety walks, safety rounds and control programmes on a yearly, quarterly, monthly and daily basis. All accidents and near-accidents are monitored, followed up and reported in our internal incident-reporting system. Both managers and employees can report incidents in the system, which can be accessed via our intranet.
Stakeholders	Changing consumer behaviour	Due to high prices of energy and fuels overall and high-quality biofuels in particular, several customers are shifting from low-emission biofuels back to conventional fossil fuels. Changing customer behaviour may also lead to decreased revenues due to reduced demand for products and services.	OKQ8 conducts deep-dives on certain topics several times a year e.g. projections of how fast consumers shift from ICE cars to EV cars, the supply and demand of renewable fuels for ICE cars, the development of other renewable fuels, and these deep dives are presented to the board for information and decision-making.
	Reputation	Currently, OKQ8's primary product continues to be fossil fuels, while we transition towards offering more sustainable fuels at a competitive price to enable the transition to a fossil-free society. The public perception of how well a company does in terms of acting on climate change is vital for brand and reputation.	OKQ8 is very mindful of its external communication and that we do not communicate our efforts towards offering more sustainable fuels in a way that could be accused of greenwashing.
	Human rights	With a broad offering of products comes a broad exposure to risk of violations of human rights upstream in the supply chain.	Human rights is a key part of OKQ8's Partner Code of Conduct with which our suppliers and partners must comply, and which forms part of every contract we sign. Evaluating key suppliers through EcoVadis adds another layer of transparency and control, as does engaging with industry peers in order to address such risks jointly.
	Code of Conduct compliance	If any OKQ8 employee or OKQ8 partner violates the Code of Conduct, it may damage OKQ8's reputation, risking loss of business.	All OKQ8's employees must comply with the Code of Conduct. All OKQ8's suppliers and partners must sign and comply with our Partner Code of Conduct. Any reported deviation from the Code of Conduct is handled by the Ethical Council.

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Opportunities to further develop

Further developing the sustainability-related opportunities that support our business is an inherent part of OKQ8's corporate strategy. A number of major sustainability-related opportunities are presented below.

Impact area	Opportunity area	Description
Our offer	Energy offer and management	OKQ8 runs an energy company which sells renewable electricity to customers. The electricity is carbon-neutral by virtue of the procurement of renewable energy certificates (RECs) to eliminate greenhouse gas emissions from the electricity. Smart services in the OKQ8 app also enable customers to monitor and optimise their use of electricity.
	Total energy solutions: KP and SunDay	OKQ8's solar business consists of the wholesale of solar panels and battery storage, as well as complete turn-key solar solutions for businesses. This is a relatively new business segment in OKQ8, and it supports the transition to a low-carbon economy by enabling customers to generate and store renewable energy, increasing overall electricity production and increasing the share of renewable electricity in the grid. In addition, OKQ8 can leverage existing business areas and provide energy solutions, such as Power Purchasing Agreements (PPAs) in the future.
	The development and/or expansion of low-carbon goods and services – electrification of the transport sector	OKQ8 has partnered with Swedish renewable electricity provider Skellefteå Kraft to set up High Power Chargers (HPCs) for EVs at all service stations in our network in Denmark and 300 stations in Sweden. This is a step towards the transition to a low-carbon economy. OKQ8 is collaborating with Volvo Trucks and Skellefteå Kraft to electrify long-haul transport, having committed to build a network of HPCs for heavy trucks, starting in 2023.
	Development of new low-emission goods and services – mobility	Mobility as a service – collaborations with property developers to introduce mobility hubs in parking facilities and buildings. We can offer products such as electrified mobility services (rental cars, bicycles and trucks), electrified carpools for companies with car fleets, and charging points. Carpools for private consumers facilitated through property developers and owners.
	Development and/or expansion of low-emission goods and services – fuels	We currently offer a wide range of biofuel and renewable fuel – as an alternative to fossil fuel – to all customers. In 2023, we will build our first hydrogen fueling stations. We have a LNG station in Padborg, which is a transport hub for long-haul transport through Europe, which will be able to sell LBG in the future. We sell NesteMy biodiesel (HVO100) and are also working on electrifying long-haul transportation, as well as passenger car transportation. OKQ8 is actively seeking partnerships and collaboration with entities in government and the private sector with a view to forming partnerships to develop both electrification and the market for hydrogen.
	Consulting on low-carbon services	OKQ8 can offer its customers end-to-end services that support their transition to a fossil-free society. Services may consist of energy solutions, advisory services and reporting.
	Development of a plant-based and more sustainable food offering	Expanding our food offer with more plant-based and tasty options will allow us to maintain and attract future customers who want a tasty meal while powering their cars at OKQ8 stations.

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Impact area	Opportunity area	Description
Climate	Using renewable energy in the station network	Installing renewable energy solutions, e.g. solar panels, in the station network, allows us to increase our use of renewable electricity, sell it to the electricity grid and thereby feed renewable electricity into the grid and reduce our Scope 2 greenhouse gas emissions.
	Offering renewable and low-carbon fuels	By offering customers renewable and low-carbon fuels, we help our customers transition to a fossil-free society while also reducing our own Scope 3 greenhouse gas emissions.
Value chain	Responsible supply chain management	By working closely with our suppliers, we can mitigate risks, inspire improved performance on sustainability issues and promote change in the value chain.
Ecosystems	Car wash	OKQ8 can expand its offering of energy-efficient car washes that also re-use the water and use less harmful chemicals that are Nordic Swan-Ecolabelled to attract customers who place value on a car wash with a smaller impact on the environment.
Employees	Attracting and maintaining a talented workforce	Being an attractive employer that wants to lead the transition to a fossil-free society means that we can attract and maintain a talented workforce.
Stakeholders	Being an attractive corporate partner	By leading the transformation to a fossil-free society, we can be an attractive partner for other private and non-private organisations who wish to further the transition.

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Sustainability governance

Sustainability governance at OKQ8 is about delivering on our sustainability objectives and strategy, thus ensuring an efficient organisation.

OKQ8's sustainability work is an integral part of our overall company governance structure, making it possible to incorporate our commitments, targets and risk management work throughout the organisation.

Governance structure and composition
There are six members of the Board of Directors (the board), who have been elected at the general meeting, and one employee representative. None of the members have an executive role within OKQ8.

Nomination and selection of the highest governance body
The members of the board are nominated by the shareholders and selected at the general meeting.

Evaluation of the Board of Directors
The performance of the board is evaluated annually. The process is managed by the Chairman of the Board.

The board's work on sustainability
The board bears responsibility for OKQ8's sustainability progress and performance. Operational responsibility is delegated to the Executive Management Team (EMT), which reports back to the board on a quarterly basis. Material non-compliances or critical concerns raised to the EMT are reported to the board immediately.

The board and the Chief Executive Officer are responsible for the preparation and approval of the Sustainability Report, and have approved OKQ8's sustainability focus and impact areas, materiality analysis, sustainability targets and policy, and Code of Conduct. The result of the sustainability work in terms of progress and efficiency, as well as changes in impact on stakeholders, are presented to the board quarterly and annually by the EMT.

During 2022–2023, the board has overseen and approved e.g. the updated Sustainability Policy, a revised sustainability strategy with several new key performance indicators more closely connected to the business, as well as updated climate targets and the initiation of internal quarterly reporting on those targets. The board ensures that it is kept informed and continuously updated in order to oversee OKQ8's sustainability progress and performance.

The work of the Executive Management Team on sustainability
The Executive Management Team (EMT) is operationally responsible for OKQ8's sustainability progress and performance. The CEO is responsible for implementation of the company's Code of Conduct and Sustainability Policy. Regular EMT meetings are held to review sustainability progress and to plan ahead. Reporting to the board on sustainability progress is done annually and as needed. Material non-compliance and critical concerns are reported to the EMT as they occur. Reported concerns are investigated and corrective actions are taken when necessary. The board and the EMT update and develop their sustainability-related skills on a continuous basis.



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Sustainability management

Sustainability is at the core of our business strategy. Fundamental to our transformation is ensuring we have guidelines and objectives that govern our approach to sustainability, and that our staff are informed and can act accordingly.

Selected examples of frameworks underpinning our sustainability work

- UN Global Compact
- Sustainable Development Goals (SDGs)
- Paris Agreement
- Science Based Target Initiative
- World Economic Forum Global Risk Report 2022
- EU Green Deal and Fit For 55
- EU CO_2e emission targets for car manufacturers
- EU Circular Economy Package
- National Climate laws
- Fossil Free Sweden roadmaps from 22 sectors, including the fuel industry
- The Danish Biofuel Act and the Swedish GHG Reduction Regulation

Overall structure and requirements in order to succeed

Sustainability organisation

Achieving our sustainability goals requires a holistic approach that involves everyone in the company, regardless of their position. Each individual division and department is responsible for implementing our sustainability goals and monitoring progress using the relevant key performance indicators. The results are evaluated annually in a company-wide review.

In the Executive Management Team, sustainability is represented by the Director of Sustainability & Communication. OKQ8 also employs a team of sustainability specialists who support Divisions across both Sweden and Denmark. They act as agents of change in leading the sustainability transformation and following up on progress.

The HR and Environment, Health & Safety (EHS) functions ensure the health, well-being and safety of all employees. HR reports directly to the CEO, while EHS reports to the Director of Sustainability & Communication.

The Supply Chain & Asset Development division, (SCAD), is responsible for the procurement, storage, handling and distribution of fuels. The SCAD division is responsible for addressing operational risks related to the environment, quality, health and safety, as well as general, fuel-specific issues. The corporate EHS function provides support and has close communication and regular EHS audits with the SCAD division.

Code of Conduct

The health, well-being and safety of all our employees is of the utmost importance. OKQ8 operates with a Code of Conduct based on the principles of the UN Global Compact within our sphere of influence. We have committed to uphold these principles and ensure that each employee receives mandatory training in order to understand the principles of our Code of Conduct.

The Corporate Compliance Officer is responsible for overseeing the establishment, implementation and updating of internal rules to ensure that employees can easily comply with the Code of Conduct. No level within OKQ8 is exempted from compliance with the Code of Conduct.

Anti-corruption is a key component of OKQ8's Code of Conduct. OKQ8 has a legal and ethical obligation to prevent corruption and anti-competitive behavior at any level. It is also in OKQ8's own interest to address anti-corruption, since it could severely damage the company's reputation. OKQ8 endeavours to comply with the Swedish Anti-Corruption Institute's Code of Business Conduct.

OKQ8 also has a Partner Code of Conduct that our suppliers and partners must comply with, and which forms part of every contract we sign. The Partner Code of Conduct is also based on the ten principles stipulated by the UN's Global Compact

OKQ8 Bank is also vigilant with respect to corruption and has processes in place to detect suspected cases of money laundering, in compliance with government standards and legislation.

Sustainability Policy

In 2022, OKQ8 has updated our Sustainability Policy. The policy stipulates the areas in which OKQ8 can make a positive impact on cultivating a corporate culture in which our sustainability focus areas are embedded in all our operations. The policy outlines internal rules and guidelines, roles and responsibilities, as well as monitoring and control. The policy is reviewed annually by OKQ8's Board of Directors (the board).

Management systems

OKQ8 has a central management system that manages environmental, health and safety risks within the organisation.

Our Swedish depots are certified according to ISO 14001 and ISO 9001. Q8 Oils in Denmark are certified according to ISO14001, 45001 and 9001.

Ethical Council

OKQ8 has an Ethical Council that deals with any reported deviations from its Code of Conduct and other relevant policies. The aim of the Ethical Council is to be a forum for initiatives, and for analysis and evaluation of how OKQ8 pro-actively handles ethical questions, and to act as a support for the entire organisation. The Ethical Council acts as an advisory and

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supportive body for the CEO and OKQ8 in ethical questions and in case of suspected breach of the Code of Conduct and other relevant requirements. The Ethical Council can recommend a path forward but has no delegated decision-making authority. That mandate follows the OKQ8 attestation order. How cases are handled varies from case to case.

The Ethical Council convenes once a month, or when required. The Ethical Council may change the frequency of meetings to better suit its purpose. The Ethical Council comprises the Corporate Compliance Officer (convener), the General Counsel and the HR Director.

OKQ8 endeavours to fully comply with applicable laws and regulations.

Whistleblowing

All OKQ8 employees may report breaches of the Code of Conduct without fear of reprisals from the company. OKQ8 has an anonymous whistleblowing service that allows employees to easily raise their concerns and be heard. The Ethical Council will handle any suspected breaches of the Code of Conduct, including suspected cases of corruption. All details of such cases are treated in confidentiality, and cases are registered and properly concluded.

Internal audit

It is crucial that every branch of OKQ8 complies with local rules and regulations. The OKQ8 internal audit team reports directly to the board. Its role is to support the board in fulfilling its oversight responsibilities with regards to the suitability and efficiency of the internal audits systems, the audit process and the company's compliance with the law and various regulations. The internal audit team has a mandate to review every single activity within OKQ8 and its business units, including all joint venture activities of which OKQ8 or its business units are a part.

Offer sustainable products and services

Sustainable procurement

Offering sustainable products and services is at the very core of OKQ8's sustainability strategy. This includes how products from fuels to food, car care products and services that we offer to our customers are sourced from suppliers. All our suppliers must comply with the terms stipulated in our Partner Code of Conduct.

As part of our Partner Code of Conduct, we have developed a counterpart policy linked to a risk matrix. The risk matrix defines the risks for different types of products and services and how and when to assess suppliers. The counterpart policy includes activities such as suppliers signing our Code of Conduct and which suppliers should be assessed further in our supplier assessment tool, EcoVadis.

Liquid fuels

OKQ8 neither extracts oil nor owns refineries but acts as a retailer of fossil and non-fossil liquid fuels on the market. We source both fossil and renewable fuel commodities in the form of refined products and additives.

We enter the process of fuel purchases late in the value chain and buy products from refineries with whom we have a long-standing and solid relationship. This applies to the purchase of refined products and additives that we procure from European suppliers.



OKQ8's supplier assessment tool

EcoVadis is a platform that allows OKQ8 to assess and track the sustainability performance of our suppliers using 21 different criteria in four main areas: environment, labour, human rights, ethics and sustainable procurement. The assessment is based on international CSR standards including the Global Reporting Initiative (GRI), the UN Global Compact and ISO 26000. Supplier evaluation is conducted by independent sustainability experts at EcoVadis. Based on the score in EcoVadis, different measures will be taken in relation to the suppliers. A low score and no improvement over time may lead to an on-site audit, whilst a high score may lead to contractual benefits for the relevant supplier.

In 2022–2023, 41 out of the top 100 suppliers by spend were assessed in EcoVadis. The assessment considers the suppliers' sector, size and geographic location.

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Renewable fuels
The renewable fuels that OKQ8 offer to customers are made from agricultural waste products and materials such as animal fats, vegetable oils and used cooking oil. The majority is purchased from European suppliers with global supply chains. The renewable fuels are regulated by legally defined sustainability requirements.

To qualify for sustainable sourcing, OKQ8 ensures the following:

- The fuels must be produced in a way that does not violate human rights.
- There is follow-up of suppliers and partners to ascertain compliance with the Act (2010:598) on sustainability criteria for renewable fuels and our Partner Code of Conduct. The purpose of the Act on sustainability criteria for renewable fuels (2010:598) is to protect areas of high biodiversity and to reduce CO_2 emissions compared to fossil alternatives.
- Renewable fuels are handled through third-party certification, including the ISCC (International Sustainability and Carbon Certification), together with requirements for full traceability.

Certificates from our suppliers are subject to scrutiny and validation through third-party audits, and they are reported annually to relevant authorities in Denmark and Sweden.

Food, beverages, car maintenance and leisure products
OKQ8 offer various food and beverage items, as well as car maintenance products and various leisure products in our stores. During the year we implemented specific sustainability requirements for our food range.

We maintain continuous dialogues with suppliers on how to reduce and improve environmental and social impacts, focusing on our best-selling products.

Act on climate change

EU Taxonomy
The EU Taxonomy was launched in 2020 to help create a common language to understand which sustainable economic activities (revenue, capital expenditures, operating expenses) a company has, and the legislation will in turn help investors and companies navigate the transition to a low-carbon, resilient and resource-efficient economy. Currently, the EU Taxonomy does not apply to OKQ8, but the requirements are thoroughly monitored by an internal working group to detect any changes that may affect us.

Environmental permits
OKQ8 conducts certain operations that require permits and the submission of applications according to the Environmental Code. The main impact of the company's operations on the environment occurs primarily through pollution to air and water. The fuel depots in Sweden in which OKQ8 operates have been certified in accordance with Chapter 9 Section 6 of the Environmental Code and the transitional provisions set out in SFS 1998:899 for the handling of petroleum products. Moreover, the company also has a permit for a rock chamber facility intended for stockpiles.

In accordance with Chapter 9 Section 6 of the Environmental Code and Section 21 of the Ordinance concerning Environmentally Hazardous Activities and the Protection of Public Health (1998:899), all sales locations with a sales volume of at least 1,000 m³ of motor fuel per year and/or with the capacity to perform at least 5,000 car washes per year must submit applications to the appropriate authorities.



Land contamination
The potential occurrence of land contamination in previous years has been generally assessed at our service stations and at all our operating fuel depots. OKQ8 remediates pollution in accordance with legal requirements and in dialogue with regulatory authorities.

Every year, OKQ8 engages an external company to conduct ground surveys at locations where ground contamination has been discovered or is suspected. On this basis, OKQ8 makes provision for future decontamination costs in its accounts. Costs relating to addressing land contamination that is detected and resolved during the year (in addition to the major annual survey) are recognised as they arise.

Pollution prevention
The fuel depots and stations work continuously on managing the impact of contamination with regards to health, safety and the environment.

The fuel depots have a well-documented safety management system to reduce the

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risks of chemical accidents, spills or fire. Before any major or minor operational changes, risk analyses and risk assessments are carried out at fuel depots to ensure that operations can be conducted with minimal risk of incidents. Annual maintenance plans are formulated and inspections are carried out in accordance with established conditions, laws and internal requirements. Staff are trained and conduct drills to ensure that they are prepared for any incidents. The fuel depots are equipped with preventive protection devices and equipment for handling incidents. All incidents are reported and investigated, and knowledge from incidents is shared across the business for the purpose of continuous improvement.

Spills
In the event of a spill, immediate action is taken to remove and prevent spread of the contaminant. We classify spill depending on whether it has been released to hard surfaces, where a spill can be easily contained, or to the environment, where more extensive efforts are required to manage and remediate spills. During the year we experienced four spills to the environment equivalent to a total volume of 35 litres, the largest single spill being 20 litres. The spills were managed, remediated and reported to authorities as stipulated by permits. There were also spills to hard surfaces, and all spills greater than 159 litres were managed as spills to the environment.

Enable people and communities

Occupational health and safety management system
OKQ8's central management system manages occupational health and safety risks, as legally required by the Swedish Arbetsmiljölagen and the Danish Arbejdsmiljølov. The purpose of the Environment, Health & Safety (EHS) system is to identify risks in our daily work and to work to achieve a safe, secure and sustainable workplace for all employees. The EHS system comprises 18 elements, including crisis management, risk assessments and management of suppliers, environment and occupational health and safety. Each process includes relevant procedures, templates and instructions. All employees and workplaces in OKQ8 are covered by the management system, including e.g. station network employees, office employees and solar installation employees.

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Processes to eliminate or minimise work-related injury and ill health

OKQ8 provides access to an occupational healthcare provider as well as a benefits-portal for employees, where healthcare allowance and other discounts related to non-occupational healthcare services are available.

OKQ8 conducts worker training on occupational health and safety (OHS), including 'Safe Employees' and 'Sustainable Employees' training, systematic OHS, high risks incident management training and specific training on occupational health by department. All managers are mandated to complete training in systematic health and safety, ensuring they have the required competence to achieve a safe working environment.

To identify work-related hazards and assess risks, OKQ8 performs safety walks, safety rounds and control programmes on a yearly, quarterly, monthly and daily basis. All accidents and near-accidents are monitored, followed up and reported in our internal incident-reporting system. Both managers and employees can report incidents in the system that can be accessed via our intranet. All reported incidents are assigned to an incident manager, who investigates the incident together with the manager concerned. If the incident is complex, the EHS or other relevant department can also be involved. The purpose of reporting incidents and near-accidents is to identify factors that cause incidents and find solutions to prevent them from occurring in the future.

OKQ8's vision is that all work situations should be safe in terms of injuries or illness. If employees believe a situation is dangerous, we encourage them to talk with their manager in order to establish a risk assessment and an action plan to eliminate or minimise the risk. All employees are protected by law against reprisals for reporting work-related issues. We encourage our employees to report all kind of incidents in order to build a strong safety culture and minimise risks of injury or illness in work situations.



> "OKQ8's vision is that all work situations should be safe in terms of injuries or illness."

Improving OKQ8's EHS management system

We are continuously working on improving OKQ8's EHS management system in order to ensure the quality of our procedures and the expertise of our employees. In order to evaluate and improve the results of the system, OKQ8 reviews and analyses the results at EHS, management and board meetings. The objective of improving the system is incorporated into management goals. Statistics are reported quarterly to our owners, the board and the executive management team.

OKQ8 has 1-to-1 and group meetings with employees, in addition to yearly employee surveys and evaluation committees in order to involve and consult our employees in the development, implementation and evaluation of the EHS system. Twice a year, managers, HR, EHS and union representatives (representing the employees) come together in formal joint management-worker health and safety committees.

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Governance of OKQ8's material topics

Focus area	Impact Actual and potential, negative or positive impact	Negative effects due to activities and business relationships	Policies and commitments	Actions for managing impact	Follow-up on the effectiveness of activities	How stakeholders are informed about the effectiveness of activities
Offer sustainable products and services	• Direct and indirect negative impact on the climate, ecosystems and biodiversity from the production (suppliers) and use of products and services • OKQ8 helps customers make more sustainable choices from products and services on offer • Greater access to sustainable mobility solutions	• Effects on climate, ecosystems and biodiversity from the production (suppliers) and use of products and services	• Objective of developing low-carbon, resource-efficient products and services • Increase share of sales of certified, organic and plant-based products • Sustainability strategy • Code of Conduct • Partner Code of Conduct • EcoVadis supplier evaluations • Increase the share of renewable fuels.	• Transforming our portfolio from fossil to renewable fuels and energy, to more plant-based foods, more certified and/or organic products, to a greater focus on services rather than products • Mobility as a service-collaboration • Providing services to enable customers to optimise their use of electricity • Developing a biodiversity strategy and implementing local initiatives at stations • Sustainability requirements for renewable fuels.	• Supplier evaluations • Quarterly follow-up on progress, internally and to the board • Annual sustainability reporting and assessments	• Sustainability Report • Stakeholder dialogues
Act on climate change	• Direct and indirect negative impact on the environment from the products and services offered by OKQ8 • Objective set to reach net-zero emissions by 2035 • 80 percent* reduction of CO_2e emissions in Scopes 1 and 2 since 2020–2021 • 1 percent* reduction of CO_2e emissions in Scope 3 since 2020–2021 *with market-based method.	• CO_2e emissions from the production (suppliers) and use of products and services	• At least 90 percent reduction in direct and indirect CO_2e emissions by 2035 • 100 percent renewable electricity in own operations by 2025 • Sustainability strategy • Certified management systems, safety management systems at fuel depots • Code of Conduct • Partner Code of Conduct • EcoVadis supplier evaluations	• Replacing fossil fuels with renewable energy sources such as HVO100, electricity, hydrogen, solar panels and batteries	• Quarterly follow-up on progress, internally and to the board • Annual sustainability reporting and assessments	• Sustainability Report • Stakeholder dialogues
Enable people and communities	• Training, up-skilling and personal development • Safe and attractive workplaces • Equal, diverse and inclusive workplaces • Promoting our sustainability agenda with partnerships • Providing services and products that enable sustainable mobility	• Ill health among employees caused by stress • Workplace injuries	• Objective of increasing employment engagement and reducing sick leave and Lost Workday Cases • Sustainability strategy • Certified EHS systems • Internal incident-reporting system • Code of Conduct • Partner Code of Conduct • Ethical Council	• Worker-training in occupational health and safety • Safety walks • Control programmes on a yearly, quarterly, monthly and daily basis • Expanding offer of sustainable products and services	• Follow-up of incidents reported via the whistle-blower system • Quarterly follow-up on progress, internally and to the board • Annual sustainability reporting and assessments	• Sustainability Report • Stakeholder dialogues

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Sustainability performance

Measuring our sustainability performance helps us ensure that we are acting on our sustainability strategy – making progress, managing risks and developing opportunities.

In 2022–2023 we made significant progress in updating and further embedding sustainability into the business strategy, developing adequate goals, targets and KPIs, and we embarked on a journey to enable much more data-driven reporting and progress of our sustainability strategy.

This chapter provides a granular overview of our sustainability performance. The chapter is broken down into the impact areas defined in our sustainability strategy. Read more about our sustainability strategy on pages 9–10, where you can also find more information about our objectives, progress and next steps.

KPIs, progress and results for the impact area 'Our offer' have been included throughout the report. Please go to pages 11–14 to see the progress we have made.

Climate

OKQ8 uses the operational control approach as our organisational boundary for carbon accounting. Therefore, OKQ8 accounts for 100 percent of applicable GHG emissions from Group companies, sister companies and subsidiaries in Sweden and Denmark. We do not include greenhouse gas emissions from franchise units and member-owned service stations. We report on Scopes 1, 2 and 3.

For reporting our carbon footprint, the web-based system, CEMAsys has been used. CEMAsys is developed from the Greenhouse Gas Protocol standard and based on emission factors which are recognised in both Denmark and Sweden. Emission factors are automatically updated by the system owner.

In our former sustainability reports we reported according to OKQ8s own classification of Scope 1, 2 and 3. We have ended that practice and now report according to the Greenhouse Gas Protocol's definition of Scope 1, 2 and 3.

Energy consumption in own operations (fuel, electricity and heating)

	2022–2023		2021–2022		2020–2021	
	Consumption (MWh)	Renewables (%)	Consumption (MWh)	Renewables (%)	Consumption (MWh)	Renewables (%)
Direct energy (primary sources)						
Stationary combustion						
Burning oil	424	0%	1,128	0%	1,490	0%
Fossil gas	345	0%	326	0%	307	0%
Transportation						
Diesel	1,839	17%	2,659	18%	2,870	17%
HVO	565	100%	692	100%	0	100%
Petrol	1,114	5.5%	1,267	6.3%	529	5.1%
MGO (Marine Gas Oil)	84	0%	48	0%	76	0%
Total direct energy	4,371	22%	6,120	21%	5,271	10%
Indirect energy (purchased energy)						
Electricity	86,872*	75%	86,909	78%	85,131	74%
District heating	19,910	45%	22,033	43%	20,738	40%
Total indirect energy	106,782*	69%	108,942	71%	105,868	67%
Total energy consumption	**111,153***	**68%**	**115,062**	**68%**	**111,140**	**65%**

* Due to broken meters, the electricity consumption was partly or fully estimated based on last year's consumption for 13 stations in Sweden, and the district heating consumption for five stations in Sweden.

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Energy intensity

Energy intensity (MWh/MSEK)	2022–2023	2021–2022	2020–2021
Direct energy	0.57	0.87	0.97
Indirect energy	14	16	20
Total energy	**14**	**16**	**20**
Change to baseline	*–30%*	*–20%*	

The energy intensity ratio is calculated using the annual gross profit for OKQ8 Scandinavia.

CO_2e emissions in Scope 1 and 2 (own operations) – location-based method

Emissions (tCO_2e)	2022–2023	2021–2022	2020–2021
Scope 1 (direct emissions)			
Stationary combustion	162	334	427
Transportation	688	888	823
Total Scope 1	850	1,222	1,250
Scope 2 (indirect emissions)			
Electricity	5,118	5,139	6,482
District heating	915	1,243	1,258
Total Scope 2	6,034	6,382	7,740
Total Scopes 1 + 2 (own operations)	**6,884**	**7,604**	**8,990**
Change to baseline	*–23%*	*–15%*	–

Scope 1 emissions have been reduced by 400 tCO_2e compared to baseline year 2020–2021. The reduction in emissions from stationary combustion are a consequence of replacing of oil boilers at service stations. The reductions for transportation are primarily due to improved data quality since 2020–2021, allowing for breaking down specific fuel products.

Scope 2 emissions have been reduced by 1,706 tCO_2e compared with the baseline year. Reductions in emissions from electricity can be ascribed to an increased share of renewables in the electricity grid, resulting in lowered emission factors. Reduction in emissions from district heating is due to a decreased heating consumption in Denmark and a significantly lowered emission factor for district heating in Denmark.

CO_2e emissions in Scope 1 and 2 (own operations) – market-based method

Emissions (tCO_2e)	2022–2023	2021–2022	2020–2021
Scope 1 (direct emissions)			
Stationary combustion	162	334	427
Transportation	688	888	823
Total Scope 1	850	1,222	1,250
Scope 2 (indirect emissions)			
Electricity	0	0	6,482
District heating	915	1,243	1,258
Total Scope 2	915	1,243	7,740
Total Scope 1 + 2 (own operations)	**1,765**	**2,465**	**8,990**
Change to baseline	*–80%*	*–73%*	–

Since 2021–2022, Guarantees of Origin has been purchased to ensure that the total electricity consumption within the organisation is covered by renewable sources. Hence, according to the market-based method, Scope 2 emissions have been reduced by 6,825 tCO_2e compared to the baseline year.

CO_2e emissions in Scope 3 (value chain) – location-based method

Emissions (tCO_2e)	2022–2023	2021–2022	2020–2021
Scope 3 (upstream emissions)			
Cat. 1 Purchased goods and services	1,895,118	1,951,087	1,879,549
Cat. 3 Fuel- and energy-related activities	2,153	3,852	2,912
Cat. 4 Upstream transport and distribution	6,808	10,754	14,498
Cat. 5 Waste	1,998	2,049	2,056
Cat. 6 Business travel	145	51	31
Total upstream emissions	1,906,223	1,967,792	1,899,045
Scope 3 (downstream emissions)			
Cat. 11 Use of sold products	6,748,024	7,240,732	6,842,655
Cat. 13 Downstream leased assets	16,003	21,516	15,259
Total downstream emissions	6,764,027	7,262,248	6,857,915
Total Scope 3 (entire value chain)	**8,670,250**	**9,230,040**	**8,756,960**
Change to baseline	*–1.0%*	*+5.4%*	

Scope 3 emissions have been reduced by 86,710 tCO_2e, corresponding to 1 percent, compared to baseline year 2020–2021. The reduction can mainly be ascribed to decreasing volumes of fossil diesel and petrol sold in Sweden. Emissions from upstream transportation have decreased by 53 percent due to increased use of HVO100 in fuel distribution.

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CO_2e emissions all Scopes – location-based method

Emissions (tCO_2e)	2022–2023	2021–2022	2020–2021
Scope 1	850	1,222	1,250
Scope 2	6,034	6,382	7,740
Scope 3	8,670,250	9,230,038	8,756,960
Total all scopes	**8,677,133**	**9,237,642**	**8,765,950**
Change to baseline	*–1.0 %*	*+5.4 %*	

CO_2e emissions all Scopes – market-based method

Emissions (tCO_2e)	2022–2023	2021–2022	2020–2021
Scope 1	850	1,222	1,250
Scope 2	915	1,243	7,740
Scope 3	8,670,250	9,230,038	8,756,960
Total all scopes	**8,672,015**	**9,232,503**	**8,765,950**
Change to baseline	*–1.1 %*	*+5.3 %*	

Emission intensity

Emission intensity (tCO_2e/MSEK)	2022–2023	2021–2022	2020–2021
Scope 1	0.11	0.17	0.23
Scope 2	0.12	0.18	1.4
Scope 3	1,122	1,314	1,613
Total all scopes	**1,122**	**1,314**	**1,615**
Change to baseline	*–29 %*	*–19 %*	

The emission intensity ratio is calculated using the annual gross profit for OKQ8 Scandinavia.

Biogenic emissions

Biogenic emissions (tCO_2e)	2022–2023	2021–2022	2020–2021
Scope 1	214	N/A	N/A
Scope 2	0	N/A	N/A
Scope 3	1,259,554	N/A	N/A
Total all scopes	**1,259,768**	**N/A**	**N/A**

NO_x emissions

NO_x emissions (tNO_x)	2022–2023	2021–2022	2020–2021
Scope 1	3.7	N/A	N/A
Scope 2	0	N/A	N/A
Scope 3	29,665	N/A	N/A
Total all scopes	**29,669**	**N/A**	**N/A**

SO_2 emissions

SO_2 emissions (tSO_2)	2022–2023	2021–2022	2020–2021
Scope 1	0.02	N/A	N/A
Scope 2	0	N/A	N/A
Scope 3	191	N/A	N/A
Total all scopes	**191**	**N/A**	**N/A**

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Value chain

Waste generation and management

Waste generated (tonnes)	2022–2023	2021–2022	2020–2021
Hazardous waste			
Material recycling	8.1	9.5	6.0
Energy recovery	0.6	0.8	1.2
Total hazardous waste	8.8	10.3	7.2
Non-hazardous waste			
Material recycling	889	840	826
Energy recovery	3,943	4,046	4,061
Total non-hazardous waste	4,832	4,887	4,887
Total waste			
Material recycling	897	850	832
Energy recovery	3,944	4,047	4,062
Total waste	**4,841**	**4,897**	**4,894**

The total amount of waste generated at stations has remained stable since 2020–2021. The effects of waste-sorting introduced at stations during 2022–2023 are expected to have a positive impact on the share of waste sent for material-recycling in the next reporting period. Waste-handling of oil sludge is not included, due to lack of data.

Ecosystems

Spills

	2022–2023	2021–2022
Minor spills (5–50 litres) to the environment	4	9
Major spills (50–159 litres) to the environment	0	0
Major spills (>159 litres) to the environment	0	2
Minor spills (5–159 litres) on hard surfaces	42	45
Major spills (>159 litres) on hard surfaces	4	6

Data collected from internal incident management system. All spills are investigated and corrective/preventive actions are followed up until closure. Data for 2020–2021 is not applicable as the incident management system was updated.

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Employees & stakeholders

The data reported with respect to work environment covers all OKQ8 Scandinavia's own activities and staff. The tables considering; EMI, EHS management systems, injuries, incidents and lost workday cases include OKQ8 Scandinavia as well as franchise and distributors. Distributors who transport our products to customers and service stations are also included in this report.

In the sustainability report 2021–2022, employee data from the acquired company KP was not included. In this report the data is included.

Some data regarding our Environment, Health & Safety system does not include historic data due to a system update (this is also commented below the relevant tables).

In previous sustainability reports we have used the concept Lost Time Accidents, to describe cases resulting in time employees would have worked but could not due to work related illness or injury. In this report we use the definition Lost Workday Cases to describe the similar cases.

Employees 2022–2023

Denmark

	Employees (number)	Contract (distribution %)		Employment (distribution %)		Female/male (distribution %)		Age (Average)	Age (Average)	
		Permanent	Temporary	Full-time	Part-time	Female	Male			
Offices incl. depots	200	81	19	84	16	39	61	44	27	73
Station management	107	100	0	99	1	49	51	42	49	51
Station personnel	1,485	20	80	17	83	47	53	28	49	51
Total	1,685	27	73	25	75	46	54	30	42	58

Sweden

	Employees (number)	Contract (distribution %)		Employment (distribution %)		Female/male (distribution %)		Age (Average)	Age (Average)	
		Permanent	Temporary	Full-time	Part-time	Female	Male			
Offices incl. depots	632	85	15	91	9	44	56	42	31	69
Station management	161	94	6	98	2	51	49	44	51	49
Station personnel	1,819	57	43	26	74	58	42	32	51	49
Total	2,451	63	37	43	57	54	46	35	44	56
Total OKQ8	**4,136***	**49**	**51**	**36**	**64**	**51**	**49**	**33**	**43**	**57**

*The number of station management employees are also included in the station personnel total numbers.

Personnel in the solar business have been included in the figures for Swedish office employees.
All employees in Sweden who work 100 percent for OKQ8-owned companies have collective bargaining agreements. In Denmark, 82.37 percent of employees (stations and depots) have collective bargaining agreements. The rest of the Danish employees are covered by "Funktionærloven" and have the right to association. Minimium notice periods are in line with requirements in collective bargain agreements and follow local practice.

Management Denmark and Sweden

	Employees (number)	Contract (distribution %)		Employment (distribution %)		Female/male (distribution %)		Age (Average)
		Permanent	Temporary	Full-time	Part-time	Female	Male	
OKQ8 board	12	N/A	N/A	N/A	N/A	42	58	57
Executive management	11	100	0	100	0	64	36	53

Average length of employment and employee turnover 2022–2023

	Denmark			Sweden		
	Offices incl. depots	Station management	Station personnel	Offices incl. depots	Station management	Station personnel
Average length of employment (year)	9.6	11	2.6	6.8	17	5.5
Employee turnover (%)	13	18.3	64	15	15	63

Personnel in the solar business have been included in the figures for Swedish office employees. The average length of employment is calculated based on permanent employees.

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Employee engagement survey 2022–2023

	Total OKQ8 Scandinavia	Offices incl. depots DK & SW	Stations DK	Stations SW
Response rate (%)	88%	90%	94%	88%
Engaged employees	4.4	4.5	4.3	4.4
My work is meaningful	4.3	4.4	4.1	4.2
I have a suitable work/life balance	4.0	3.9	4.1	3.9
I have the opportunity to receive relevant training and development	3.9	4.0	3.8	3.9
My work challenges correspond to my skills and ambitions	3.8	3.9	3.7	3.9
Leadership index	4.3	4.2	4.2	4.3

The numbers in the EMI for Sweden include all types of ownership (company-owned, franchises and member-owned).

Discrimination and harassment	OKQ8 Scandinavia total (stations and offices)
Bullying	3%
Harassment or other verbal abuse	12%
Unwanted sexual attention	6%
Threats of violence	6%
Physical violence	1%

Discrimination and harassments are based on responses from the employee engagement survey performed within OKQ8 Scandinavia. Numbers of responses are 4,098. Due to integrity, we have chosen to report on percentages and not individual cases.

Annual employee appraisal dialogues 2022–2023

	Denmark			Sweden		
	No. Of employees invited to appraisal dialogue	No. Of completed appraisal dialogues	% completed	No. Of employees invited to appraisal dialogue	No. Of completed appraisal dialogues	% completed
Office incl. depots	151	123	81	466	392	84
Station managers	193	136	70	172	135	78
Station personnel	608	354	58	758	305	40

Workers covered by an occupational health and safety management system (OHSMS) 2022–2023

	Denmark			
	Employees			Non-employees
	Offices	Stations	Distribution & depots	
Number of workers covered by OHSMS	181	1,466	19	37
Number of workers covered by internally audited OHSMS	181	1,466	19	37
Number of workers covered by externally audited or certified OHSMS	0	0	6	0
Total number of workers	**181**	**1,466**	**19**	**37**

	Sweden			
	Employees			Non-employees
	Offices	Stations	Distribution & depots	
Number of workers covered by OHSMS	481	1,789	30	566
Number of workers covered by internally audited OHSMS	481	1,789	30	566
Number of workers covered by externally audited or certified OHSMS	0	0	30	0
Total number of workers	**481**	**1,789**	**30**	**566**

Non-employees are defined as workers who are not employees but whose work and/or workplace is controlled by the organisation. All employees are covered by OKQ8 OHSMS. Only depot organisation in Sweden and Q8 Oils are certified according to ISO 9001 and 14001. Only the year 2022–2023 is reported, as the IT system was updated last year and the data could not be transferred.

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Incidents 2022–2023

	Denmark				
	Employees			Non-employees	Customers
	Offices	Stations	Distribution & depots		
Near-accidents	0	4	2	2	0
Personal injuries	1	27	1	2	1
Fatalities	0	0	0	0	0
Crime	1	77	0	0	1

	Sweden				
	Employees			Non-employees	Customers
	Offices	Stations	Distribution & depots		
Near-accidents	5	112	3	0	4
Personal injuries	2	157	1	3	16
Fatalities	0	0	0	0	0
Crime	1	144	7	0	1

Only the year 2022–2023 is reported, as the IT system was updated last year and the data could not be transferred.

By conducting risk assessments and analysing tends, OKQ8 has identified that work-related hazards posing a risk of high-consequence injury includes work at heights, transportation, ATEX environment, threat and violence. During 2022, threat and violence have caused or contributed to high-consequence injury. To eliminate these hazards, OKQ8 has increased its focus on preventative training and adopted risk-minimising procedures, e.g. all identified employees working in risk environments wear assault alarms. OKQ8 conducts regular risk-assessment reviews to focus on eliminating risk if possible. If it is not possible to eliminate risk, OKQ8 mitigates or controls the risk, using the hierarchy of controls.

Personal injury and lost workdays 2022–2023

	Denmark				Sweden			
	Employees			Non Employees	Employees			Non Employees
	Offices	Stations	Distribution & depots		Offices	Stations	Distribution & depots	
Lost workday cases	1	15	1	0	0	17	0	1
Lost workday cases severity	0.03	0.18	0.5	0	0	0.15	0	0.2
Lost workday severity rate	10.4							

Lost workday cases are cases resulting in days the employees would have worked but could not because of work-related injury or illness. Lost workday case severity is the number of days of absence per LWC. Lost workday severity rate is the number of days of absence in the event of occupational injuries x 200,000 per number of working hours. Data for lost workday severity rate is not available per country or business area, but for the entire business collectively. Only the year 2022–2023 is reported, as the IT system was updated last year and the data could not be transferred.

Safety walks

	2022–2023	2021–2022	2020–2021
Number of completed safety walks	1883	1689	2077

Data for number of safety walks is not available per country or business area, but for the entire business collectively.

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Work-related ill health 2022–2023

	Denmark				Sweden			
	Employees			Non-employees	Employees			Non-employees
	Offices	Stations	Distribution & depots		Offices	Stations	Distribution & depots	
Number of fatalities due to work-related ill health	0	0	0	0	0	0	0	0
Number of cases of recordable work-related ill health	0	0	0	0	0	9	0	0

Only the year 2022–2023 is reported, as the IT system was updated last year and the data could not be transferred.

By conducting e.g. safety rounds, employee surveys, statistics-gathering from the Occupational Health Service, incident-reporting and 1-to-1 meetings between employee and manager, OKQ8 has identified work-related hazards that pose a risk of ill health, including stress, unclear boundaries for tasks and lack of work-life balance. To eliminate these hazards and to minimise risks, OKQ8 has implemented action plans with HR and/or Occupational health centre. New processes for rehabilitation and early signals have been implemented during 2022.

Sick leave 2022–2023

	Denmark			Sweden		
	Offices incl. depots	Station management	Station personnel	Offices incl. depots	Station management	Station personnel
Sick leave (%)	1.9	0.49	3.1	3.3	4.1	6.3

Membership associations

- The Swedish Industry Organisation for Sustainable and Innovative Mobility (formerly called The Swedish Petroleum and Biofuels Institute, SPBI).
- On the Road to Climate Neutral Freight Transportation (KNEG).
- Danish Fuels Industry Association.
- Confederation of Danish Industry(DI).
- Employer Association Fremia, Fossil Free Sweden (SW).

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About the report

The OKQ8 Scandinavia Sustainability Report covers the financial year 1 March 2022 to 28 February 2023 and is OK-Q8 AB's (556027-3344) tenth Sustainability Report. The report is published once each year and was published in June 2023 by the latest. The basis for OK-Q8 AB's sustainability report has been the continuous work, with its three sustainability focus areas and six impact areas, including a materiality analysis and stakeholder dialogue.

The report is OK-Q8 AB's statutory sustainability report in accordance with the Swedish Annual Accounts Act and has been prepared in accordance with the Global Reporting Initiative Standards (GRI) 2021. OK-Q8 AB also reports in accordance with relevant parts of GRI 11: Oil and Gas Sector 2021. Key activities in OK-Q8 AB's operations that are material in relation to the Oil and Gas Sector are the transportation of oil and gas, as well as the selling of oil and gas products for the purpose of fuels and gas for retail use.

The report has been reviewed by OK-Q8 AB's external auditor. OK-Q8 AB has been a signatory of the UN Global Compact since 2014 and has committed to work for and take responsibility for the ten principles of the initiative concerning human rights, labour rights, the environment and anti-corruption. As of 2023, our Communication on Progress report with the UN Global Compact is downloadable from unglobalcompact.org.

OKQ8 Scandinavia Sustainability Report 2022–2023 covers all operations within OK-Q8 AB, including all its subsidiaries in Denmark and Sweden. The Group also conducts business via a collaboration agreement in OK Detaljhandel AB, which is owned by OK ekonomisk förening. Where OK Detaljhandel AB is not included in the sustainability report, this is explained either in text or in a footnote. Individual franchises operate service stations under the OKQ8 brand via franchise agreements with OK-Q8 AB. This is known collectively as OKQ8 Scandinavia. OK-Q8 AB is owned jointly by OK Ekonomisk Förening (50 percent) and Kuwait Petroleum Europe B.V (50 percent).

The sustainability report is an important component of OK-Q8 AB's dialogue with different stakeholders and its aim is to promote transparency and continuous improvement.

For questions regarding the report or OKQ8 Scandinavia's sustainability work, please contact: sustainability@okq8.se.

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GRI index

STATEMENT OF USE OKQ8 Scandinavia (below OKQ8) has reported in accordance with the GRI Standards for the period 1 March 2022 to 28 February 2023.

GRI 1 USED GRI 1: Foundation 2021

APPLICABLE GRI SECTOR STANDARD GRI 11: Oil and Gas Sector 2021

GRI Standard Title	Disclosure Number	Disclosure Name	Location	Omission			GRI Sector Standard Ref. No 11
				Requirements omitted	Reason	Explanation	
GENERAL DISCLOSURES							
GRI 2: GENERAL DISCLOSURES 2021	2-1	Organizational details	0, 61				
	2-2	Entities included in the organization's sustainability reporting	53				
	2-3	Reporting period, frequency and contact point	53				
	2-4	Restatements of information	45, 49				
	2-5	External assurance	59, 60				
	2-6	Activities, value chain and other business relationships	1, 2, 8, 28–30				
	2-7	Employees	24–27, 49				
	2-8	Workers who are not employees	50–52	Workers who are not employees are not included in table "Employees 2022–2023".	Information unavailable.	Workers who are non-employees are included (part of franchise business) in all relevant tables at pages 50–52.	
	2-9	Governance structure and composition	38	OKQ8 Group AB does not fully report on this disclosure.	Confidentiality constraints.	OKQ8 Group AB is not a public company and does not report in accordance with the Swedish Code of Corporate Governance.	
	2-10	Nomination and selection of the highest governance body	38	See above.	See above.	See above.	
	2-11	Chair of the highest governance body	38				
	2-12	Role of the highest governance body in overseeing the management of impacts	38				
	2-13	Delegation of responsibility for managing impacts	38				
	2-14	Role of the highest governance body in sustainability reporting	38				
	2-15	Conflicts of interest	38	Information is not public.	Confidentiality constraints.	OKQ8 is not a public company and does not report in accordance with related requirements in the Annual Accounts Act and the Swedish Code of Corporate Governance.	
	2-16	Communication of critical concerns	38				
	2-17	Collective knowledge of the highest governance body	38				
	2-18	Evaluation of the performance of the highest governance body	38				
	2-19	Remuneration policies		Information is not public.	Confidentiality constraints.	OKQ8 is not a public company and does not report in accordance with related requirements in the Annual Accounts Act and the Swedish Code of Corporate Governance.	
	2-20	Process to determine remuneration		See above.	See above.	See above.	
	2-21	Annual total compensation ratio		Complete information from the Group companies is missing.	Information unavailable.	OKQ8 will prepare to be able to report in time for the implementation of CSRD/ESRS.	

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GRI Standard Title	Disclosure Number	Disclosure Name	Location	Omission			GRI Sector Standard Ref. No 11
				Requirements omitted	Reason	Explanation	
	2-22	Statement on sustainable development strategy	5				
	2-23	Policy commitments	32, 38–40, 44				
	2-24	Embedding policy commitments	32, 38–43, 44				
	2-25	Processes to remediate negative impacts	32, 38–43, 44				
	2-26	Mechanisms for seeking advice and raising concerns	39–40				
	2-27	Compliance with laws and regulations	40				
	2-28	Membership associations	52				
	2-29	Approach to stakeholder engagement	39–40, 32–33				
	2-30	Collective bargaining agreements	49				
MATERIAL TOPICS							
GRI 3: Material Topics 2021	3-1	Process to determine material topics	32–33				
	3-2	List of material topics	33				
Anti-corruption							
GRI 3: Material topics 2021	3-3	Management of material topics	39–41, 44				
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	34, 39				11.20.2
	205-2	Communication and training about anti-corruption policies and procedures	39				11.20.3
	205-3	Confirmed incidents of corruption and actions taken	40				11.20.4
Anti-competitive behavior							
GRI 3: Material topics 2021	3-3	Management of material topics	39–40, 44				11.19.1
GRI 206: Anti-competitive behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	39–40				11.19.2
Energy							
GRI 3: Material Topics 2021	3-3	Management of material topics	11–14, 15–17, 34–35, 44				11.1.1
GRI 302: Energy 2016	302-1	Energy consumption within the organization	45				11.1.2
	302-2	Energy consumption outside of the organization	46–47	OKQ8 does not report on energy consumption outside of the organization.	Information incomplete.	OKQ8 will investigate how to obtain satisfying data on energy consumption outside of the organization going forward.	11.1.3
	302-3	Energy intensity	46				11.1.4
	302-4	Reduction of energy consumption	45				
Water and effluents							
GRI 3: Material Topics 2021	3-3	Management of material topics	21–23, 41, 44				11.6.1
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource		OKQ8 does not report on water consumption.	Data incomplete.	OKQ8 will investigate how to obtain satisfying data on water consumption going forward.	11.6.2

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GRI Standard Title	Disclosure Number	Disclosure Name	Location	Omission			GRI Sector Standard Ref. No 11
				Requirements omitted	Reason	Explanation	
	303-2	Management of water discharge-related impacts		OKQ8 does not report on water discharged-related impact.	Data incomplete.	OKQ8 will investigate how to obtain satisfying data on water discharge-related impacts going forward.	11.6.3
	303-3	Water withdrawal		OKQ8 does not report on water withdrawal.	Data incomplete.	OKQ8 will investigate how to obtain satisfying data on water withdrawal.	11.6.4
	303-4	Water discharge		OKQ8 does not report on water discharge.	Data incomplete.	OKQ8 will investigate how to obtain satisfying data on water discharge.	11.6.5
	303-5	Water consumption		OKQ8 does not report on water consumption.	Data incomplete.	OKQ8 will investigate how to obtain satisfying data on water consumption.	11.6.6
Biodiversity							
GRI 3: Material Topics 2021	3-3	Management of material topics	21–23, 34–35, 44				11.4.1
GRI 304: Biodiversity 2016	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		Our operations are not close to areas with high biodiversity value.	Not applicable.	OKQ8 does not run any operations adjacent to areas of high biodiversity value.	11.4.2
	304-2	Significant impacts of activities, products and services on biodiversity	23, 34–35, 40–41				11.4.3
	304-3	Habitats protected or restored	42				11.4.4
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations		OKQ8 does not report on IUCN Red List species and others affected by operations.	Not applicable.	Our operations in the form of service stations and depots are not located so that they affect IUCN Red List Species.	11.4.5
Emissions							
GRI 3: Material Topics 2021	3-3	Management of material topics	15–17, 34–35, 44				11.1.1
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	46–47				11.1.5
	305-2	Energy indirect (Scope 2) GHG emissions	46–47				11.1.6
	305-3	Other indirect (Scope 3) GHG emissions	46–47				11.1.7
	305-4	GHG emissions intensity	47				11.1.8
	305-5	Reduction of GHG emissions	46–47				11.2.3
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	47				11.3.2
Waste							
GRI 3: Material Topics 2021	3-3	Management of material topics	18–20, 44				11.5.1
GRI 306: Effluents and Waste 2016	306-3	Significant spills	48				11.8.2
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	18–20				11.5.2
	306-2	Management of significant waste-related impacts	18–20				11.5.3
	306-3	Waste generated	48				11.5.4
	306-4	Waste diverted from disposal	48				11.5.5
	306-5	Waste directed to disposal	48				11.5.6

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GRI Standard Title	Disclosure Number	Disclosure Name	Location	Omission			GRI Sector Standard Ref. No 11
				Requirements omitted	Reason	Explanation	
Supplier environmental assessment							
GRI 3: Material Topics 2021	3-3	Management of material topics	39–43, 34–35, 44				
GRI 308: Supplier Environmental Assessment 2016	308-2	Negative environmental impacts in the supply chain and actions taken	39–43, 44				
Employment							
GRI 3: Material Topics 2021	3-3	Management of material topics	24–27, 39–43, 44				11.10.1
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	49				11.10.2
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	27				11.10.3
	401-3	Parental leave	27	OKQ8 does not report on parental leave.	Information unavailable.	All our employees are entitled to parental leave. OKQ8 does not follow-up on number of employees taking parental leave or leaving OKQ8 after finished parental leave.	11.10.4; 11.11.3
Labor/management relations							
GRI 3: Material Topics 2021	3-3	Management of material topics	44, 50				11.10.1
GRI 402: Labor/Management Relations 2016	402-1	Minimum notice periods regarding operational changes	49				11.10.5
Occupational health and safety							
GRI 3: Material Topics 2021	3-3	Management of material topics	24–27, 39–43, 44				11.9.1
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	39–43				11.9.2
	403-2	Hazard identification, risk assessment, and incident investigation	39–43				11.9.3
	403-3	Occupational health services	39–43				11.9.4
	403-4	Worker participation, consultation, and communication on occupational health and safety	39–43				11.9.5
	403-5	Worker training on occupational health and safety	39–43				11.9.6
	403-6	Promotion of worker health	39–43				11.9.7
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	39–43				11.9.8
	403-8	Workers covered by an occupational health and safety management system	50				11.9.9
	403-9	Work-related injuries	51				11.9.10
	403-10	Work-related ill health	52				11.9.11
Training and education							
GRI 3: Material Topics 2021	3-3	Management of material topics	26–27, 44				11.10.1
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee		OKQ8 does not report on average training hours.	Information unavailable.	OKQ8 will investigate how to report on training going forward.	11.10.6; 11.11.4
	404-2	Programs for upgrading employee skills and transition assistance programs	26–27				11.10.7
	404-3	Percentage of employees receiving regular performance and career development reviews	49–50				

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GRI Standard Title	Disclosure Number	Disclosure Name	Location	Omission: Requirements omitted	Omission: Reason	Omission: Explanation	GRI Sector Standard Ref. No 11
Diversity and equal opportunity							
GRI 3: Material Topics 2021	3-3	Management of material topics	24–27, 44				11.11.1
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	49				11.11.5
	405-2	Ratio of basic salary and remuneration of women to men		OKQ8 does not report this information.	Information unavailable.	OKQ8 will investigate how to report on salaries with regards to our different types of employment.	11.11.6
Non-discrimination							
GRI 3: Material Topics 2021	3-3	Management of material topics	24–27, 44				11.11.1
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	50				11.11.7
Freedom of association and collective bargaining							
GRI 3: Material Topics 2021	3-3	Management of material topics	24–27, 44				11.13.1
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	49	Not fully reported.	Information incomplete.	We are using EcoVadis to follow up on suppliers, more complete reprting to follow going forward.	11.13.2
Forced or compulsory labor							
GRI 3: Material Topics 2021	3-3	Management of material topics	24–27, 44				11.12.1
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	40	Not fully reported.	Information incomplete.	We are using EcoVadis to follow up on suppliers, more complete reporting to follow going forward.	11.12.2
Supplier social assessment							
GRI 3: Material Topics 2021	3-3	Management of material topics	39–43, 44				11.10.1
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	40	Not fully reported.	Information incomplete.	OKQ8 cannot track the number of new suppliers out of total number of suppliers in our supplier assessment tool EcoVadis.	11.10.8; 11.12.3
	414-2	Negative social impacts in the supply chain and actions taken	39–43, 44				11.10.9

TOPICS IN THE APPLICABLE GRI SECTOR STANDARDS DETERMINED AS NOT MATERIAL

Topic		Explanation
11.7	**Closure and rehabilitation**	The main disclosures required in 11.7 are not relevant for our business. However, we operate service stations and depots. When closed we set aside financial provisions for closure and rehabilitation. Our financial provisions (11.7.6) are reported in the Annual Report 2022–2023.
11.14	**Economic impacts**	The main disclosures required in 11.14 relates to how OKQ8 affects economic systems connected to procurements practices and employment of workers. Our operations at local, national and global level are not material enough to have that type of impact.
11.15	**Local communities**	The main disclosures required in 11.15 relates to community engagement programmes and operations with significant negative impacts on local communities. We operate service stations and depots all over Denmark and Sweden. These are dependent upon permits from local authorities.
11.16	**Land and resource rights.**	Land and resource rights are not material to OKQ8 focusing on the marketing and sale of oil and gas.
11.17	**Rights of indigenous peoples**	Given our type of business, marketing and sale of oil and gas, the rights of indigenous people are not identified as material.
11.18	**Conflict and security**	We operate in Denmark and Sweden and we do not use security personnel.
11.21	**Payments to governments**	Payments to governments in addition to what is legally required is not part of OKQ8 AB's business.
11.22	**Public policy**	Public policy in this sense is not material for OKQ8.

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Auditor's Limited Assurance Report on OKQ8 Scandinavia's Sustainability Report and statement regarding the Statutory Sustainability Report

To OK-Q8 AB, Corp. id. 556027-3244

Introduction
We have been engaged by the Board of Directors and the Chief Executive Officer of OK-Q8 AB to undertake a limited assurance engagement of OKQ8 Scandinavia's (as the organization is defined on page 53) Sustainability Report for the year 2022–2023.

Responsibilities of the Board of Directors and the Chief Executive Officer
The Board of Directors and the Chief Executive Officer are responsible for the preparation of the Sustainability Report including the Statutory Sustainability Report in accordance with applicable criteria and the Annual Accounts Act respectively. The criteria are defined on page 53 in the Sustainability Report, and are part of the Sustainability Reporting Guidelines published by GRI (The Global Reporting Initiative), that are applicable to the Sustainability Report, as well as the accounting and calculation principles that the Company has developed. This responsibility also includes the internal control relevant to the preparation of a Sustainability Report that is free from material misstatements, whether due to fraud or error.

Auditor's responsibility
Our responsibility is to express a conclusion on the Sustainability Report based on the limited assurance procedures we have performed and to express an opinion regarding the Statutory Sustainability Report. Our responsibility is limited to the historical information reported and thus does not include future-oriented information.

We conducted our limited assurance engagement in accordance with ISAE 3000 (Revised) Assurance engagements other than audits or reviews of financial information. A limited assurance engagement consists of making inquiries, primarily of persons responsible for the preparation of the Sustainability Report, and applying analytical and other limited assurance procedures. Our examination regarding the Statutory Sustainability Report has been conducted in accordance with FAR:s accounting standard RevR12 The auditor's opinion regarding the Statutory Sustainability Report. A limited assurance engagement and an examination according to RevR 12 is different and substantially less in scope than an audit conducted in accordance with International Standards on Auditing and generally accepted auditing standards in Sweden.

The firm applies International Standard on Quality Control 1, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

We are independent of OKQ8 Scandinavia in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements.

The limited assurance procedures performed and the examination according to RevR 12 do not enable us to obtain assurance that we would become aware of all significant matters that might be identified in an audit. The conclusion based on a limited assurance engagement and an examination according to RevR 12 does not provide the same level of assurance as a conclusion based on an audit.

Our procedures are based on the criteria defined by the Board of Directors and Chief Executive Officer as described above. We consider these criteria suitable for the preparation of the Sustainability Report.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our conclusions below.

Conclusions
Based on the limited assurance procedures performed, nothing has come to our attention that causes us to believe that the Sustainability Report is not prepared, in all material respects, in accordance with the criteria defined by the Board of Directors and the Chief Executive Officer.

A Statutory Sustainability Report has been prepared.

Stockholm 26 April 2023

KPMG AB

Tomas Gerhardsson
Authorised Public Accountant

Torbjörn Westman
Special member of FAR

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Our history is our guide to the future

1901
Gulf Oil is founded in Texas, USA

1913
Gulf launches its first drive-in gas station



1926
IC is founded to combat the monopoly of multinational oil companies

1936
Kuwait Oil Company is founded, with Gulf as one of its owners



1951
IC introduces the first unmanned station in the world



1969
IC brand name replaced by OK

1980
Kuwait Oil Company introduces the Q8 brand

1984
Q8 are the first company in Europe to offer lead-free petrol

1986
Gulf brand name replaced by Q8

1991
World's first brushless automatic car wash installed at OK in Uddevalla

1999
OKQ8 becomes Sweden's largest petrol company

2012
Q8 Denmark & OKQ8 merge

2014
OKQ8 signs the UN Global Compact

2015–2016
Starbucks On The Go launched at Q8 in Denmark

2019
Ambitious climate goals – OKQ8 aims to achieve climate neutrality across the value chain by 2045

2019
Acquisition of Kraftpojkarna

2019
Acquisition of Steamrex and Iwash

2019
Starbucks On The Go launched at OKQ8 in Sweden

2020
Partnership for renewable diesel (HVO100) in Sweden

2020
OKQ8 commits to Science Based Targets initiative (SBTi)

2020
Partnership with Skellefteå Kraft for High Power Chargers in Sweden & Denmark

2021
Acquisition of D&D car washes, with biological wastewater treatment plants

2022
Meyers launched at Q8, becoming the largest chain in Denmark with 100 percent organic baked goods

2022
Revised sustainability goals: OKQ8 Scandinavia will have net-zero emissions across the value chain by 2035

"Since 1926, we have used the strength found in our history as a guiding light towards the future we want to create. Through partnerships, innovations and a clear sustainability agenda, we want to be the preferred enabler for sustainable motion."



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