

Speeron

SUSTAINABILITY REPORT 2025

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Table of Contents

Introduction
3 About Speeron
3 Our Values
4 CEO Statement

Executive Summary
5 Focus areas 2025
6 Alignment with the UN Sustainable Development Goals

Environmental performance
7 Purpose
7 Reporting period
7 Assumptions
8 Scope of the report
8-9 Climate impact
10 Categories and emission sources
11 Scope 1-3 categories

Social performance
12-13 Key areas in social performance

Governance
13 Sustainability governance
13-14 Integrated Management System

Looking ahead
14 Commitment to Responsible Growth
14 Developing short- and long-term targets

Introduction

About Speeron

Founded in 2007, we are an innovation company headquartered in Stockholm, Sweden. From the start, we have been committed to delivering the best possible solutions for the hospitality industry and public sector, helping our clients embrace the future of technology. Our passion for technology drives everything we do, ensuring that we stay at the forefront of technological advancements to better serve our clients and their guests.

We operate through offices in several countries and a global network of resellers, bringing together diverse expertise and a shared passion for technology.

Our core values guide how we work and define the behaviours against which we are all evaluated. We collaborate with diverse organisations in the hospitality industry and the public sector, aiming to modernise their operations and utilise the power of the latest technology.

Our values

Technology

We are deeply committed to leveraging the latest technology to drive progress and create solutions that help our customers stay ahead in a rapidly changing world.

Innovation

We are constantly exploring new ways to solve challenges, pushing the boundaries of what's possible to help our customers achieve their goals and to create the best possible experience for their guests/ clients.

Partnership

We believe in building strong, long-lasting relationships with our customers and partners, working together to foster mutual success.

CEO Statement

At Speeron, responsible business conduct is an essential part of how we operate. We are committed to reducing our environmental impact and respecting human rights across our operations and supply chain.

During the year, we introduced GoClimate to strengthen the measurement and monitoring of our greenhouse gas emissions. This provides a more reliable basis for identifying our main sources of emissions, prioritising reduction measures and setting future targets. We have also increased our focus on human rights due diligence and reinforced the standards we expect our suppliers and business partners to uphold.

Our sustainability work is still developing. Further efforts are needed to strengthen our processes, improve follow-up and ensure that environmental and social considerations are consistently reflected in our business decisions.

Our employees play an important role in this work. Their contribution, alongside collaboration with our suppliers and business partners, supports the implementation of responsible practices throughout the organisation. We will continue to build on these efforts and report transparently on our progress and the areas that require further attention.

On behalf of Speeron, I would like to thank our employees, customers, suppliers and business partners for their continued trust and cooperation.

Mats Melander
CEO

Executive summary

Focus areas 2025

2025 was the year we built the foundation for our sustainability work. By measuring our greenhouse gas emissions with GoClimate for the first time, we now have a baseline to set reduction targets against. Our focus has been on improving data quality, strengthening supplier requirements and making our recruitment more inclusive. The figures below show where we stand today and where we need to improve.

Environment	Social	Governance
Ensuring the quality of carbon emissions data, investing in GoClimate and thereby establishing a good baseline for future targets Ensuring that suppliers provide accurate and complete data during onboarding	Stabilising our voluntary employee turnover Implementing initiatives in our recruitment process to ensure diversity in the candidate pool, .	Further strengthening our ESG work by allocating additional resources and increasing organisational focus Maintaining our ISO 9001, ISO 14001 and ISO 27001. The certificates are audited annually

Key figures for	2025 kg CO_2e	2024 kg CO_2e
Scope 1 emissions	14 101	10 752
Scope 2 emissions	1 348	3 619
Scope 3 emissions	2 176 593	2 176 440
Total	2 192 042	2 190 811
Number of employees	16	14
Gender distribution female	25% (4 of 16)	14% (2 of 14)

2025 is the first year calculated with GoClimate. 2024 figures were calculated using a different methodology and are not fully comparable.

Alignment with the UN Sustainable Development Goals

Our sustainability efforts are aligned with the United Nations Sustainable Development Goals (SDGs).

We focus on the goals and specific targets that are most relevant to our operations and where we believe we can make the greatest contribution. By integrating sustainability considerations into our strategy, governance and daily operations, we aim to support responsible business practices, climate action and long-term value creation.



Mission

To offer safe, fair and secure working conditions in our own operations and supply chain.

Actions

We carry out regular work environment risk assessments, and our Supplier Code of Conduct prohibits child labour and forced labour. Concerns can be raised through our whistleblower function.



Mission

To promote responsible consumption and production through ethical sourcing and efficient use of resources throughout our operations and value chain

Actions

Suppliers sign our Supplier Code of Conduct, which sets requirements on human rights, labour conditions, environment and business ethics.



Mission

To understand and reduce the climate impact of our business.

Actions

In 2025 we measured our Scope 1. 2 and upstream Scope 3 emissions with GoClimate for the first time.
We have started requesting emissions data from our largest suppliers, so that future calculations can rely less on estimates.



Mission

To offer equal opportunities and work towards a gender-balanced organisation.

Actions

We use structured recruitment processes and gender-neutral job advertisements, and we actively encourage applications from women. The share of women increased from 14% in 2024 to 25% in 2025

Environmental performance

Purpose

The climate report aims to provide a clear overview of the organisation's impact on the climate during the specified period.

By measuring the emissions associated with the organisation's operations, we can achieve several objectives, such as identifying opportunities to reduce emissions and enabling public reporting of emissions.

An overview of emissions allows us to make informed decisions that have a positive impact on the climate and help future-proof the business.

Reporting period

This climate report covers Speeron's greenhouse gas (GHG) emissions recorded between 2025-01-01 and 2025-12-31.

Assumptions

The majority of the calculations are based on the specific quantities that the company has actually purchased or consumed. This may include activity data such as kWh or the cost of services. In cases where data is unavailable, certain assumptions have been made. In such instances, calculations are based on average activity data obtained from national statistics, scientific literature, or GoClimate's own customer database.

Calculations and intensity metrics per employee are based on 16 employees.

Calculations and intensity metrics per turnover are based on 92 millions.

Emissions from electricity consumption are based on our electricity invoices.

Electricity is reported as zero in Scope 2 (market-based) because our electricity contract is covered by guarantees of origin for renewable electricity. Location-based Scope 2 emissions are reported for comparison.

Heating is estimated from office area because actual consumption data was not available from the landlord. We aim to use actual data from 2026.

Emissions from heating are based on the assumption that district heating is used and are calculated using average kWh per square metre of office space (265 m^2).

Food-related emissions are based on the assumption that approximately 30% of purchased meals are vegetarian.

Scope of the report

The calculation follows the GHG Protocol Corporate Standard and uses the operational control approach. We have initially included Speeron's operations in Sweden and will gradually extend the coverage to other countries. Emissions were calculated with GoClimate, using activity data (such as kWh, litres of fuel and distance travelled) and spend-based estimates. The rest are based on averages from national statistics, or GoClimate's database.

Excluded: Category 7 (employee commuting) is excluded because reliable data is not yet available; we expect it to be small relative to the total. Downstream categories 9–15 are not included in this first calculation. We plan to assess them in 2026.

Because our footprint is driven by the products we deliver, emissions per employee 137 tonnes CO_2e are high and will follow sales volumes more than headcount. We therefore also report emissions per revenue: 23,83 tonnes CO_2e/MSEK

The largest opportunity to reduce our footprint lies in our product choices: working with suppliers that have lower-carbon manufacturing, prolonging product lifetimes and choosing energy-efficient models. We will use the 2025 baseline to prioritise these areas.

Climate impact

Our total greenhouse gas emissions in 2025 were 2.192 tonnes CO_2e. More than 85% comes from electronics, mainly screens that we purchase and deliver as part of our solutions to hotels and public sector customers. The emissions from producing these screens dominate our footprint. Our own offices, travel and vehicles account for less than 5%.

Emission source	Emissions (kg CO_2e)	Share (%)
Business Travel	**36 158**	1.6%
Unspecified Travel	15 416	0.7%
Flights	11 735	0.5%
Ferry	6 264	0.3%
Accommodation	1 704	<0.1%
Per Diem	593	<0.1%
Mileage Allowance	330	<0.1%
Taxi	97	<0.1%
Bus	17	<0.1%
Public Transport	1	<0.1%
Electronics	**1 864 854**	85.1%
Screens	1 792 101	81.8%
Other Electronics	70 852	3.2%
Computers	1 753	<0.1%
Phones	84	<0.1%
Cables	65	<0.1%
Food & Beverage	**5 344**	0.2%
Dairy Products	2 761	0.1%
Restaurants	1 888	<0.1%
Groceries	263	<0.1%
Alcohol	207	<0.1%
Fruit and Vegetables	125	<0.1%
Beverages	67	<0.1%
Chocolate	18	<0.1%
Coffee	18	<0.1%
Oils & Fats	1	<0.1%

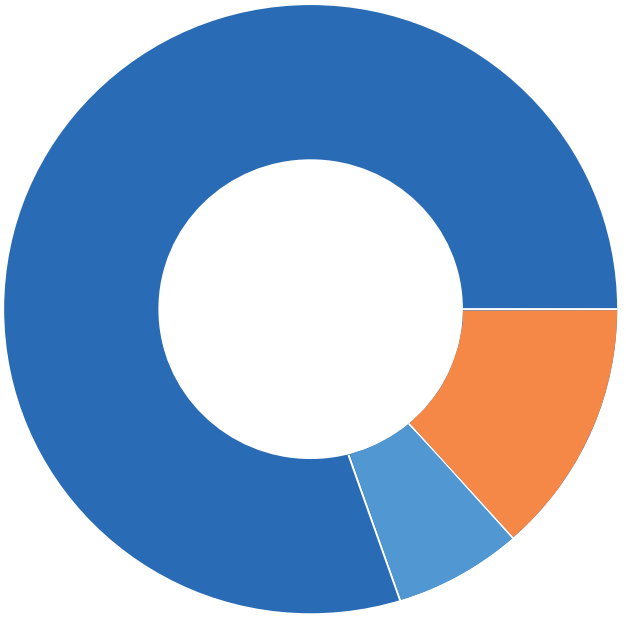
Emission source	Emissions (kg CO_2e)	Share (%)
Facilities	**2 034**	0.1%
Heating	1 442	<0.1%
Electricity	319	<0.1%
Waste	184	<0.1%
Water	79	<0.1%
Leased Offices	6	<0.1%
Event Venue Rental	4	<0.1%
Transport	**29 111**	1.3%
Supplier Car Travel	18 429	0.8%
Freight	5 177	0.2%
Sea Freight (Supplier)	2 918	0.1%
Supplier Air Travel	2 581	0.1%
Supplier Taxi	6	<0.1%
Other Purchases	**192 248**	8.8%
Broadband	156 352	7.1%
Metal Raw Materials	12 933	0.6%
Construction Materials	6 336	0.3%
General Purchases	4 958	0.2%
Software	4 333	0.2%
General Purchases	4 958	0.2%
Furniture	2 959	0.1%
Mobile Subscriptions	2 424	0.1%
Textiles & Leather	610	<0.1%
Plastic & Rubber	433	<0.1%
Printed Materials	294	<0.1%
Chemicals	204	<0.1%
Packaging	149	<0.1%
Cloud Servers	133	<0.1%
Machinery & Equipment	53	<0.1%
Cleaning Supplies	18	<0.1%
Napkins & Hygiene Paper	17	<0.1%
Digital Advertising	16	<0.1%
Care Services	12	<0.1%
Office Supplies	5	<0.1%
Paper Packaging	4	<0.1%
Other	5	<0.1%
Vehicles	**62 293**	2.8%
Car Leasing	43 293	2.0%
Petrol	9 126	0.4%
Diesel	8 670	0.4%
Lubricants	441	<0.1%
Vehicle Spare Parts	288	<0.1%
Work Machines	243	<0.1%
EV Charging	213	<0.1%
AdBlue	17	<0.1%
Vehicle Wash	2	<0.1%
Total Emissions	**2 192 042**	**100%**

Figures differ between the source-based and Scope 3 tables due to category allocation. Per diem-related emissions are included under Business Travel in the source-based table but allocated elsewhere in the Scope 3 breakdown. Scope 3 category 3.5 includes both waste and wastewater-related emissions, shown separately as Waste and Water in the source-based table. Minor differences may arise from rounding.

Categories and Emission Sources

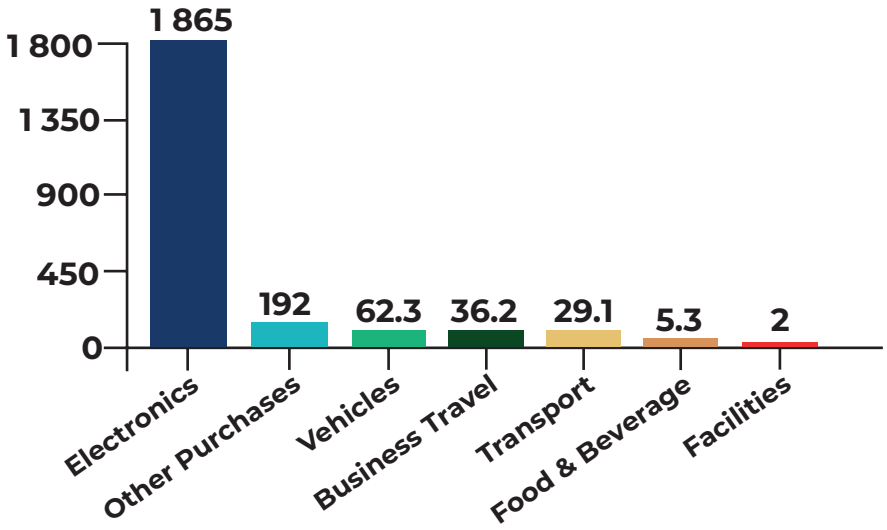
Emissions are grouped into general categories in order to provide a clear overview of the emissions. The charts below present emissions both by these general categories and by more detailed emission sources.

Emissions by source



Screens 81.8%
Broadband 7.1%
Other sources 11.1%

Emissions by category (tonnes CO_2e)



Scope 1-3 categories

Scope 1
Refers to direct emissions from sources owned or controlled by the company, such as fuel-powered vehicles.

Scope 2
Refers to indirect emissions arising from the generation of purchased electricity, heating and cooling.

Scope 3
Refers to all other indirect emissions across the value chain. This includes activities such as business travel, food consumption and the procurement of goods.

Scope	kg CO_2e
Scope 1	14 101
Diesel	6 958
Petrol	7 135
AdBlue	8
Scope 2	1 348
Heat	1 348
Scope 3	2 176 593
3.1 Purchased goods & services	182 879
3.2 Capital goods	1 881 152
3.3 Production of energy carriers	4 329
3.4 Upstream transportation	29 113
3.5 Waste	263
3.6 Business travel	35 564
3.8 Leased assets	43 293
Total (Market-Based)	**2 192 042**

Energy-related emissions kg CO_2e	
Market-Based	
Purchased Energy (Scope 2)	1 348
Location-Based	
Purchased Energy (Scope 2)	1 571

Outside of Scopes	kg CO_2e
Biogenic CO_2 Emissions (Scope 1 & 2)	4 485

Figures for fuel and heating on pages 8–9 include upstream emissions from producing and distributing the fuel and energy. In this table, those upstream emissions are reported separately in Scope 3 category 3.3 (fuel- and energy-related activities).

Per diem-related emissions are included under Business Travel in the source-based table but allocated elsewhere in the Scope 3 breakdown. Scope 3 category 3.5 includes both waste and wastewater-related emissions, shown separately as Waste and Water in the source-based table.
Minor differences may arise from rounding.

Social Performance

Speeron strives to create a work environment where every employee feels safe, respected, and encouraged to do their best work. Our priority is to prevent accidents and health risks through a proactive and systematic approach to workplace health and safety.

Key areas in social performance

Work enviroment

Our work environment policy forms the basis of our work in maintaining a safe workplace for all our employees. It includes our commitment to comply with applicable laws and regulations and to strive for best practice in occupational health and safety.

Our goal is that every employee at Speeron should be able to work in a safe and healthy work environment where accidents and dangerous situations are minimised. We realise that work environment responsibility is a joint task that requires commitment and participation from all employees.

Through our work environment policy, we ensure that our employees have the necessary training, resources, and support to maintain a safe and healthy work environment. We actively seek to follow best practice, carry out regular risk assessments and improve our occupational health and safety performance over time.

We extend ethical requirements to our suppliers in our Code of Conduct and enforce a binding framework to guide and support external parties to act in accordance with our values.

Employee Diversity and Inclusion

We operate in an industry where most professionals are men, and this is reflected in our workforce. In 2025 we revised our job advertisements to use gender-neutral language and actively encouraged applications from women.

The share of women increased from 14% to 25%. We do not tolerate discrimination, bullying or harassment, and any incidents are handled according to our written procedures.

Employee Health and Safety

Most of our employees work in an office environment, while our technicians install equipment at customer sites. We carry out work environment risk assessments covering both settings.

Technicians receive safety training and protective equipment for installation work. Responsibility for health and safety is shared by everyone, and employees are encouraged to report risks and incidents.

Human Rights

Speeron respects internationally recognised labour and human rights across its operations and business relationships. Our Supplier Code of Conduct prohibits child labour, forced labour and human trafficking. We prioritise follow-up on high-risk suppliers and materials, including electronics manufactured in high-risk countries.

We focus our follow-up on suppliers and materials with the highest risk, such as electronics manufactured in high-risk countries. Any concerns or violations should be reported either to management or through our whistleblower system.

Governance

At Speeron, strong governance is a key foundation for responsible and sustainable business practices. We are committed to maintaining high standards of business ethics, transparency, and accountability across all areas of our operations.

Our governance framework is designed to ensure compliance with applicable laws and regulations, including data protection requirements such as GDPR, as well as relevant industry standards. Clear roles and responsibilities are defined within the organisation to support effective decision-making and oversight.

We have established internal policies, including a Code of Conduct, which outlines expected behaviours related to ethics, anti-corruption, and compliance. These principles apply to both employees and external partners. To support ethical conduct, we provide channels for reporting concerns, including a whistleblower function. All reported issues are handled confidentially and investigated as appropriate.

We continuously review and improve our governance practices, with a focus on risk management, supplier oversight, and regulatory compliance.

Sustainability governance

Overall responsibility for sustainability lies with the CEO Mats Melander and the Quality and Sustainability Manager coordinates the work and reports progress to the management team.

In 2025 we measured our greenhouse gas footprint with GoClimate for the first time. The results are used to identify our main emission sources, prioritise reduction measures and set targets. Climate related risks and opportunities are reviewed as part of our ISO 14001 management system.

Integrated Management System

We operate an integrated management system based on internationally recognised standards for quality, environmental management, and information security, including ISO 9001, ISO 14001, and ISO 27001. The certificates are audited annually.

By combining these standards into a unified framework, we ensure a structured and efficient way of working where quality, environmental responsibility, and information protection are embedded in our daily operations and decision-making processes.

The management system supports our efforts to:

- continuously improve the quality of our products and services

- reduce the environmental impact of our operations

- strengthen the protection of data, information, and digital assets

- improve operational efficiency and reduce business risks.

Our ambition is not only to maintain compliance with these standards but to further strengthen our management practices, drive continuous improvement, and support our long-term sustainability

Looking ahead

Commitment to Responsible Growth

2025 gave us our first comprehensive picture of our climate impact. It shows that the products we deliver, especially screens, account for most of our emissions. Our biggest lever is therefore in our supply chain and product choices, not in our own offices.

Developing short- and long-term targets

With 2025 as our base year, our priorities for 2026 are to:

- Set a reduction target for Scope 1 and 2 emissions and a target for engaging our largest suppliers on Scope 3, to be decided by 2026.

- Assess the emissions from the use and end-of-life of the products we deliver (Scope 3 categories 11 and 12).

- Replace estimates with actual data for heating and travel.

- Report social key figures annually, including employee turnover and supplier Code of Conduct coverage.

We will report on our progress in next year’s sustainability report.