

SUSTAIN<sup>®</sup>  
2030  
FOR A CLEANER FUTURE

ESG REPORT 2023



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# ASPEN GROUP OVERVIEW



**Coryton UK**  
Production Site  
59 people

**Aspen Sweden**  
Production Site  
88 people

**Marline France**  
Production Site  
30 people

**Aspen Agrol Sweden**  
Sales Office

**Coryton De & Aspen De**  
Sales Office

**Coryton South Korea**  
Sales Office

**Aspen US**  
Sales Office

**Aspen & Coryton Japan**  
Distributor

 **Production Site**

 **Sales Office**

 **Distributor**

Aspen Group is covering >30 countries thanks to its >25 great distributors.



We wish that governments who pledge to act in the best interest of their people remember that choosing peace over chaos is the ultimate act of strength.

## WELCOME FROM OUR HEAD OF SUSTAINABILITY

### A challenging year

2023 was another year of high living costs, declining economies, tragic events and geopolitical tension. The wars in Ukraine and between Israel and Palestine continue, and our thoughts are with everyone affected, especially children, who can't protect themselves against any of this.

Earthquakes in Turkey and Syria claimed an astonishing 55,000 lives, worsened by a lack of shelter from the cold and much needed aid. Meanwhile, July was the hottest month on record, with North & South America, and Antarctica experiencing anomalies of +4°C.

These macro factors heavily impacted both ourselves and Lantmännen. The Agriculture Sector had to contend with a difficult harvest due to long dry spells, followed by unusually heavy rain, which the soil could not absorb. This resulted in a poor harvest of 4.6 million tonnes, compared to a standard year of 5.6 million tonnes. Despite this, both we and our owners continued our sustainability journey in 2023.

Lantmännen's sustainability target aims to halve climate impact<sup>1</sup> every decade and achieve climate neutrality by 2050. The Agriculture Sector follows its roadmap 'Farming of the Future', which includes a 'Climate and Nature' cultivation program to support sustainable farming.

Meanwhile, the 'Greenhouse Program' platform for open innovation supports developing innovative concepts into profitable businesses.

Coryton's direct owners, Aspen, developed positively throughout 2023, despite some lower revenue months, not least due to the contributions of subsidiaries, including Coryton. More synergies within the Aspen Group have been identified, with the second year of ownership resulting in a clearer vision of the Aspen Group as a whole. Great examples are that Jennifer Gilchrist, who developed great insight and skills at Lantmännen's 15-month Graduate Trainee program, joined our sustainability efforts and, simultaneously, the introduction of an Aspen Group management.

Our work on widening our sustainability strategy, including all operations of the Aspen Group, intensified, therefore. We started by calculating Scope 1, 2, and 3 emissions, providing a much better understanding of our carbon footprint whilst supporting customers to reduce their GHG impact.

We consider sustainability in everything we do, from reducing our waste to further developing our SUSTAIN® fuels.

We are proud to be part of the Aspen Group and look forward to continuing our partnership and helping society in these uncertain times. This ESG report reflects our intensified efforts. We now have more partners joining our journey and we invite you to be part of it as well.

ARNE GIMMINI  
HEAD OF SUSTAINABILITY

<sup>1</sup> CO<sub>2</sub>e/turnover until 2030, base year 2019, for scope 1 + 2, transports in scope 3.3 and 3.4



## ABOUT THIS REPORT

Sustainability has been at the centre of our long-term strategy for a considerable time. We have shared our ESG performance for the last three years and we are now proud to publish our 4<sup>th</sup> ESG report covering January to December 2023.

The information in this ESG Impact Report relates to the operations of Coryton, and where highlighted, to Aspen Group's ESG performance.

The report has been compiled following our Corporate Governance Policies. These are aligned to statutory regulations, industry standards, and national and international policies, agendas, and recommendations, across our global locations. All our GHG emissions data has been prepared in line with the statutory Streamlined Energy and Carbon Reporting (SECR) standards.

The report shows that we have taken the next step on our sustainability journey, by accounting for all significant Scope 1, 2, and 3 emissions for Coryton and continuing our work with external bodies to verify these by using the internationally recognised ISO 14064-1 standard.



**Scope 1**


INDIRECT SOURCES




Emissions from purchased electricity for own use.

**Scope 2**

DIRECT SOURCES




Onsite energy consumption and materials processing.




Company owned vehicles.

**Scope 3**


UPSTREAM AND DOWNSTREAM SOURCES




Processing of sold products.




Downstream transportation and distribution.



End-of-life treatment of sold products.



Investments.



Business travel.

## ABOUT CORYTON AND ASPEN GROUP

We are proud to be a part of the Aspen Group, market leaders in producing high-performing, environmentally- and human-friendlier alkylate.

We combine the technical expertise to research and develop sustainable liquid energy carriers with offering lubricants that reduce fuel consumption and extend the lifespan of machines. Both our amazing staff and the Aspen Group have a unique opportunity to stimulate growth and promote our strategy: 'A Cleaner Future' for all.

The Aspen Group, consisting of Aspen, Coryton, and Marline, took further shape in 2023. As a result, we found many synergies, particularly in terms of our sustainability activities. Coryton's operations remained autonomous, and we added new team members, including Jennifer Gilchrist, who joined Aspen Group in November. She teamed up with Arne Gimmini, Head of Sustainability, to lead our sustainability efforts, underlining the commitment towards our vision.

While we launched SUSTAIN® 2030 prior to becoming a part of the Aspen Group, we extended our assignment last year. We did this by looking at our sustainability performance from an Aspen Group level, as it is important that we reduce our carbon footprint wherever it occurs.

Crucially, we recognise the synergies and the great staff we have in each subsidiary. But we need to get to know each other to continue this journey together. To that end, we held our first Aspen Group Day in 2023, fostering a better understanding of our strategic goals – sustainability being a key one.

Our belief in creating value for our stakeholders more widely – including society, our staff, and our owners – is key to the long-term resilience and value of our business. This responsibility drives our environmental activities, and in the race to address climate change we are committed to achieving net zero.





# Lantmännen

Group Functions

## Agricultural Sector

Lantmännen Lantbruk  
Lantmännen Maskin  
Lantmännen Agro

## Energy Sector

Lantmännen Biorefineries  
Scanbio  
Aspen Group

## Food Sector

Lantmännen Cerealia  
Lantmännen Unibake

## Swecon Business Area

Swecon Sweden  
Swecon Germany  
Swecon Baltics

## Real Estate Business Area

Lantmännen Real Estate

## Scan Sverige

## Aspen Group

Aspen  
Coryton  
Marline

## HIGHLIGHTS AND ACHIEVEMENTS

### At a glance

This year we improved our ESG performance thanks to the commitment of our incredible team. Without your focus and hard work, we would not have been able to achieve this progress. It has taken considerable engagement across the business, and we want to thank all of you.

Lantmännen's group functions supported us too, and we thank them for finding more efficient ways of reporting annual sustainability figures and handling Corporate Sustainability Reporting Directive (CSRD) requirements. From 2025, Lantmännen will need to report against CSRD, and so as the Aspen Group we are monitoring and assessing the coming requirements closely with Lantmännen. This is helping us to further progress on our sustainability efforts. We are seeing good collaboration in other ways too, such as the installation of EV charging stations at Aspen's site in Hindås, Sweden.

We continue to be committed to developing our teams through professional education programs, ensuring that we attract and retain the most talented people to help us to grow. As a result, many people are choosing to build their careers with us, which results in most management positions being fulfilled by internal candidates.

We are also proud that we launched our One Aspen Group campaign in 2023. We have reinforced this by establishing sustainability functions, supported with strategy days for all staff and a local support scheme. This collaborative approach will ensure we reach our target goals.



People

**59** Coryton  
**202** Aspen Group



Sold volume

**13.5ML** Coryton  
**79.0ML** Aspen Group



Site

Powered by  
**100%**  
renewable energy



Fuel

**169KL**  
surplus fuels used instead  
of virgin fossil fuel



Landfill

**0%** waste to  
landfill throughout  
the Aspen Group



Sick leave

**2.45%** Coryton  
**2.97%** Aspen Group





# ENVIRONMENTAL





## GETTING TO NET ZERO

We want sustainability to be embedded into every aspect of our business, from our values through to our strategy, and ultimately in, our performance. Driving this ambition is our SUSTAIN® 2030 strategy. It is how we plan to achieve the outcomes we have set ourselves, from reaching net zero and building more sustainability-oriented products, to helping our clients to 'defossilise'.

To develop SUSTAIN® 2030, we have assessed GHG emissions across all Scopes aligned to the GHG Protocol. This has allowed us to review all business products and activities to ascertain the key drivers of GHG emissions in our current business. From this, we have created the six pillars of our SUSTAIN® 2030 strategy.

- 1 Development and supply of SUSTAIN® products.
- 2 Research into new sustainable components.
- 3 Operation of carbon neutral transport for all goods and services.
- 4 Maximise circular economy approach.
- 5 Improved energy efficiency on-site.
- 6 Offsetting residual emissions using certified schemes.

### Transport

Coryton is using DKV Climate Neutral fuelling, which enables us to offset the emissions of any market fuel used by our truck fleet.

This is done by purchasing bio-credits for every applicable litre of diesel our trucks need to use when filled off-site. We own and operate three diesel trucks, which are used to distribute our high-quality tailored fuels to customers across Europe.

Our Scope 3 analysis shows that our transportation is one of the major contributors of emissions; so, we are continuously working on improving this with our partners and stakeholders. We are making progress, with the majority of incoming goods for Aspen in Sweden being delivered by trucks using HVO.

### Supply Chain Emissions

We conducted extensive work in 2023 to understand the emissions created by supply chain activities, including upstream- and downstream transport for the whole Aspen Group. It has provided us with a valuable baseline which we will evaluate year-by-year, while aiming to consistently reduce it.

## OUR SUSTAIN<sup>®</sup> 2030 PRIORITIES

SUSTAIN<sup>®</sup> 2030 kicked off our net zero journey and intensified our sustainability efforts, as we realised that a broader approach would be necessary if we are to be more efficient in reducing our carbon impact. These increasing efforts, paired with a collaborative approach, will ensure our target goals can be reached. From employees to hauliers, our valued customers and all the way up to suppliers, we will encourage and/or incentivise all stakeholders to join us on our mission.

We identified six main areas of focus:

### SUSTAIN<sup>®</sup> Products

Our SUSTAIN<sup>®</sup> products are at the heart of our strategy to support the energy transition. The movement from fossil fuels to sustainable alternatives will not happen overnight. Our role is to support the movement away from fossil fuels and towards high-performance and reliable sustainable fuels. We are driving change by researching and formulating our SUSTAIN<sup>®</sup> fuels with the highest possible GHG saving.

### Sustainable components

The importance of promoting and using sustainable components cannot be overstated. Our technical and procurement team focuses on sourcing and supporting the manufacture of these materials to further expand the range of components available to us. As part of our strategy, we are intensifying our engagement with manufacturers to produce more sustainable components with the lowest possible carbon footprint.

### Carbon neutral transport & circular economy approach

We consider emissions from all goods and services, and how components and products are transported plays a vital role. Diesel used by Coryton trucks is being offset with certified carbon credits. These offset 24.3t CO<sub>2</sub>e in 2023.

We will further assess how sustainable diesel can be used in our supply chain by being offered to third party hauliers. We are also trying to maximise our circular economy approach throughout the Aspen Group, to re-use surplus volumes wherever we can.

### Improved energy efficiency

We continue to seek operational efficiencies and energy reduction opportunities. Coryton conducted an air leakage survey and fixed leaks, decreasing our CO<sub>2</sub>e footprint by 3.5t. At Aspen, Hindås (Sweden), the Volatile Organic Compounds, which naturally occur whilst producing Aspen Alkylate, are being converted into heating the offices and to warm water which reduces energy consumption.

We also reduce the environmental impact of our operations through effective energy management initiatives. In 2023 an energy analysis at the Hindås site was conducted, highlighting where we can reduce consumption. This is an area we are eager to continue to work on within our overall reduction strategy.

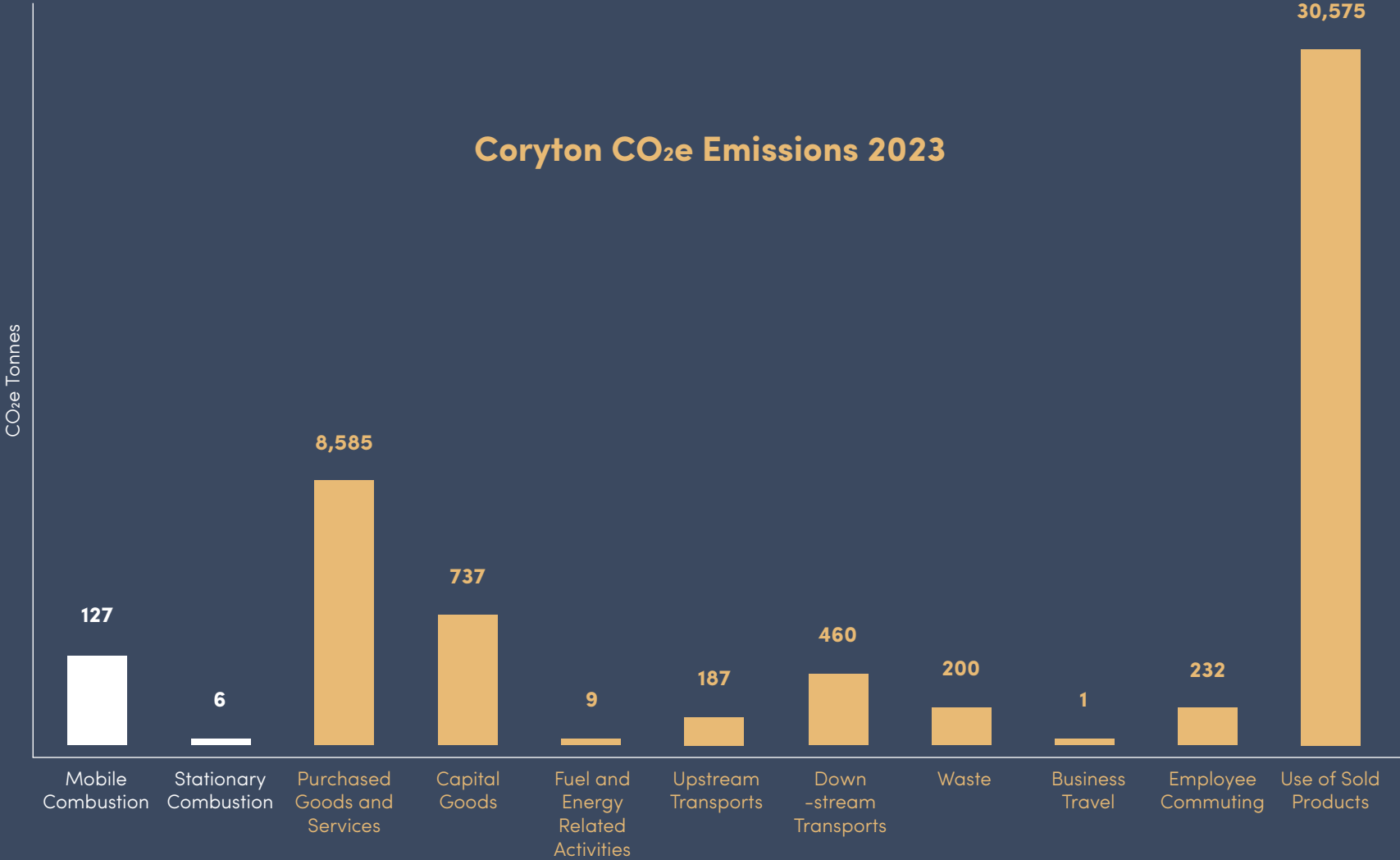
### Offsetting residual emissions

Reducing our emissions is our primary goal towards supporting the global transition to reach net zero, but residual emissions are currently unavoidable. We are committed to reducing emissions, therefore, by using certified offset projects. For 2023, we offset all scope 1 and 2, and + Fuel and Energy related activities, Upstream Transport, Waste, Business Travel, and Employee commuting for 2023, representing 762 CO<sub>2</sub>e tonnes.

## SUSTAIN<sup>®</sup> 2030 STRATEGIC OBJECTIVES

- 1 Establish a net zero pathway by 2026.
- 2 Externally verify Scope 1, 2, and Transport and Products emissions annually.
- 3 Offset carbon emissions for Scope 1, 2, and Fuel and Energy related activities, Upstream Transport, Waste, Business Travel, and Employee Commuting yearly as of 2023.
- 4 Ensure that the Coryton truck fleet uses sustainable diesel (25% as of 2024 and increasing year-on-year).
- 5 Aim for 85% of our suppliers to agree to our supplier code of conduct in 2024.
- 6 Enhance our Reduce, Reuse, Recycle waste management plan.

## Coryton CO<sub>2</sub>e Emissions 2023



**Total: 41,119 CO<sub>2</sub>e Tonnes**



## SUSTAIN® PRODUCTS

SUSTAIN® products are sustainable solutions for different sectors and applications, and can immediately help to reduce their impact on global emissions. Sustainable fuels, which are compatible with the existing fleet (and infrastructure!) of internal combustion engine (ICE) powered vehicles or other ICE applications, are currently at the core of the SUSTAIN® product range.

What makes our products sustainable? They need to contain a sustainable component<sup>1</sup> or reduce GHG emissions<sup>2</sup> – both by at least 30%. This threshold qualification will be reviewed and reset periodically as technology evolves – at the latest, by 2025.

We will achieve our sustainability goals by sourcing sustainable components with the lowest possible carbon footprints, as well as scientifically formulating products in a way that allows an increased proportion of sustainable components to be incorporated into the final formulation.

SUSTAIN® products can be tailored towards customer specifications and specific sustainability requirements. Every SUSTAIN® product is being accompanied by a Technical Data Sheet that clearly sets out the details as to why it qualifies as a SUSTAIN® product.

- 1 A sustainable component manufactured using bio-feedstocks and/or carbon capture technology.
- 2 The use of EU RED II fossil fuel with a comparison factor of 94g CO<sub>2</sub>eq/MJ.





# THE SUSTAINABLE DEVELOPMENT GOALS

The United Nations (UN) Sustainable Development Goals (SDGs) are a global roadmap for sustainable development. They offer a universal framework for governments, businesses, and society to pursue sustainable development. These objectives are monitored via 232 unique indicators, representing a global call to action on the most pressing challenges and opportunities facing humanity and the world.

In this year's sustainability report, we reaffirm our commitment to the SDGs by focusing on seven specific goals. Each goal is accompanied by a dedicated ESG commitment statement outlining what we are doing to achieve it. We will be transparent in documenting and sharing our progress via our annual ESG Impact Reports.

## THE SCIENCE BASED TARGETS INITIATIVE

In 2023, and in addition to the SDGs, Unibake (part of Lantmännen's food sector) also signed up to the Science Based Targets initiative (SBTi), with their targets already approved. This pushed us to deepen our knowledge within this initiative. The guidelines and targets applicable to us were still under development at the time of this report being written. We are staying up to date, however, and proactively continue to improve our own calculations and set targets in line with the Paris Agreement.



### 3.5 Prevention, treatment and promotion of mental health and well-being.

We promote the health and well-being of our staff and maintain a robust safety culture to reduce workplace injuries, supported by effective communication, reporting, and trained mental health personnel.



### 6.3 Improve water quality by reducing pollution.

We manage wastewater at our site according to stringent standards for water quality.

We also report our water consumption figures to Lantmännen yearly, as part of our additional sustainability compliance regime.



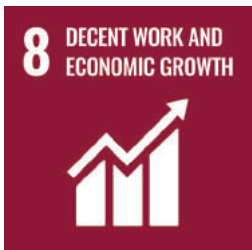
### 7.1 Universal access to modern energy.

### 7.3 Double the improvement in energy efficiency.

### 7.A Enhance research, technology, and investments in clean energy.

From scientists and industry experts to application experts and engineers, we have the specialist knowledge to create pioneering and sustainable fuel solutions.

All Aspen Group sites, across Sweden, France, and the UK, are powered by 100% renewable energy.



**8.4 Improve resource efficiency in consumption and production.**

**8.5 Full employment and decent working conditions with equal wages for all.**

We continue to actively work towards providing safe, productive employment for everyone within our organisation. Higher levels of productivity and innovation are essential for achieving sustained economic growth.



**9.1 Develop sustainable, resilient, and inclusive infrastructure.**

**9.2 Promote inclusive and sustainable industrialisation.**

Our focus on sustainable fuels contributes to innovative solutions that reduce climate impact.

Our commitment on promoting the production of sustainable components intensified, as promised, throughout 2023. Our new Aspen colleagues are a significant help. Together, we are searching for sustainable components while increasing our engagement with suppliers and manufacturers.



**12.2 Sustainable management and efficient use of natural resources.**

**12.5 Reduce waste generation through prevention, reduction, recycling, and reuse.**

Our enhanced waste programmes are designed to minimise waste by applying the reduce, reuse and recycling approach.



**13.2 Integrate climate change measures in policies and planning.**

**13.3 Improve education and capacity to manage climate change.**

We are committed to helping tackle climate change and facilitating the transition to a low carbon economy, as well as helping our customers to reduce their emissions.

We want to reduce or avoid creating GHG emissions wherever possible but accept that offsetting some might be unavoidable. We are therefore offsetting emissions created by Scope 1, 2 activities as well as Fuel and Energy related activities, Upstream Transport, Waste, Business Travel, and Employee Commuting for 2023, representing 762 tonnes CO<sub>2</sub>e.

## ENERGY

In 2023 we remained dedicated to protecting the environment as part of our commitment to operational excellence. Through improved performance we can reduce our environmental impact. To support this, we identify and control environmental impacts and continuously improve using a comprehensive Environmental Management System (EMS) certified to ISO 14001. Our Environmental Policy provides the framework for our EMS.

Our HSEQ team collaborates closely with employees to execute our environmental policies and practices. We ensure that tangible actions come out of these, through goals and metrics that are reviewed annually by the management team.

	CY22	CY23
Aspen	1,188,658 kWh	1,213,376 kWh
Coryton	420,025 kWh	435,230 kWh
Marline	113,488 kWh	123,068 kWh
<b>Total</b>	<b>1,722,171 kWh</b>	<b>1,771,674 kWh</b>

### Electricity consumption

Here are the key headlines around our electricity consumption:

#### A commitment to renewables

- In 2023, all of the energy consumed by Coryton and Aspen was renewable.
- All production sites (Aspen, Coryton, and Marline) using renewable energy as of November 2023, in line with Lantmännen's target.

#### Aspen Group

- In 2023, Aspen Group's overall electricity consumption remained almost unchanged compared to 2022.

#### Coryton

- Coryton's electricity consumption makes up ~25% of Aspen Group's total demand.
- In 2023, Coryton consumed 435,230kWh of electricity, in comparison to 420,025kWh in 2022. Crucially, our on-site produced volume went up by ~20%, so, electricity consumption per 1,000 L went down from 68.8 (CY22) to 59.2 kWh per 1,000 L.

## WATER

Our overall process does not require any water. Beyond this, we try to use minimal water wherever possible, as well as ensuring that the discharge of wastewater from our site does not result in contamination. We frequently collect data and verify this with on-site quality testing. We report our water consumption figures to Lantmännen as part of our additional sustainability compliance programme.

A wastewater quality monitoring programme is in place to protect the environment and prevent pollution following our ISO 14001 management system.

We routinely sample, analyse and report on our run-off water to ensure hydrocarbon levels are well below both the recommended guidelines and a self-imposed minimum threshold. We also use a Klargestor unit on-site to process all 'grey' water before the residual effluent is discharged.

Here are the highlights of our water consumption data:

#### Coryton

- Coryton's water consumption in 2023 increased from 1,235m<sup>3</sup> in 2022 to 1,641m<sup>3</sup>.

#### Aspen

- The total water consumption for Aspen in 2023 was 359m<sup>3</sup>.

#### Marline

- Marline's water consumption in 2023 was a remarkably low 25m<sup>3</sup>.

## WASTE

Waste reduction is a crucial part of our collective journey towards greater sustainability, both here at Coryton and for the Aspen Group.

Here are the highlights of our waste reduction data:

### Coryton

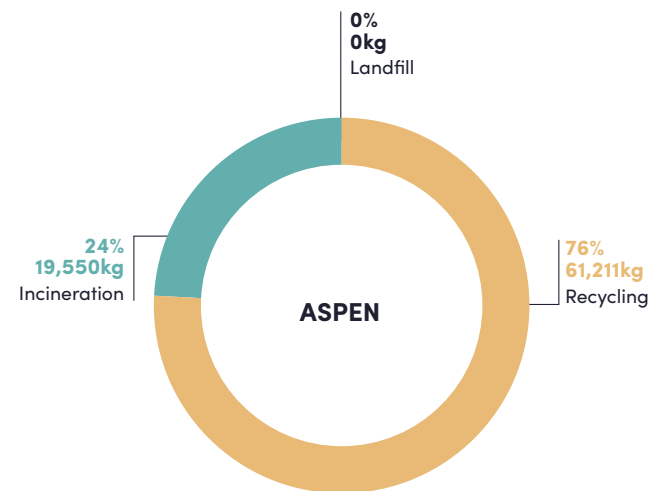
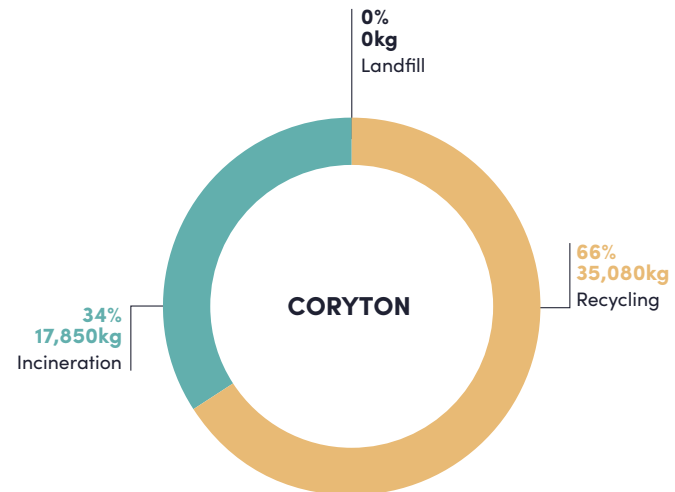
We are proud of the progress that Coryton has made in this area:

- Our waste KPIs show that our waste reduction plan resulted in an almost 15% reduction on our total waste.
- Our recycling rate went up by 5% and we sent no waste to landfill.

### Aspen

- Aspen's recycling rate is an equally remarkable 76%.
- None of the Aspen Group subsidiaries send waste to landfill.

## WASTE DISPOSAL METHOD 2023 JAN-DEC





# SOCIAL



## OUR PEOPLE

Our greatest asset has always been our people. Our existing team was highly effective, and has only grown stronger as we have become part of Lantmännen and the Aspen Group. Joining has allowed us to share know-how and best practice, and there is a clear synergy in our partnership. To underline and reinforce that common purpose as One Aspen Group, we held an Aspen Group Day together in 2023.



## HEALTH AND WELL-BEING

### Staff surveys and Investors in People (IIP)

We measure well-being in a number of ways. Highlights of this data include:

- A weekly temperature survey measures well-being/stress across the Aspen Group. We had an 85% answer rate in 2023.
- Here at Coryton, we were delighted to improve our IIP accreditation rating to Silver in 2023 and we have developed a 'Going for Gold' action plan.
- We also took part in the 2023 Lantmännen Insight survey for the first time since joining. We were encouraged by our above average scores for Satisfaction, Loyalty and Leadership.

### Health

As well as regular surveys, we also promote healthy living via:

- Our Cycle to Work scheme.
- Promoting healthy work-life balance by enabling flexible working where possible.
- Supporting local communities. We have sponsored two local football teams with a donation to purchase branded kit/jackets. We've also provided a local care home with afternoon teas.

### Communication and engagement

We want to create a workplace where our people understand their contribution, and feel engaged and valued. We regularly encourage them to take part in collaborative approaches towards our future ambitions. Clear, effective communication allows our team to feel well connected and involved in the business.

To reinforce this, we also have a second annual survey professionally conducted and coordinated by Lantmännen HR. We communicate and discuss the results with the team, with the objective of improving company-wide communication and continuing to improve our workplace.

Our employee engagement results this year show we have maintained:

- A high level of engagement across our workforce.
- A positive approval rating across all areas.

It highlights that our employees value the structure of our workplace, the opportunities we provide for development and feel engaged with the work we do. Our people feel empowered to make decisions and encouraged to be innovative. We value our employee opinions and feedback, and we use this to take action, make decisions and set our future direction.

### LOW LEVELS OF SICK LEAVE IN NUMBERS

Coryton **2.45%**

Aspen Group **2.97%**





## HEALTH AND SAFETY

The health and safety of our people is of paramount importance. To monitor our progress in this area, we have a fully functional Incident and Accident system to record all accidents, incidents, and near misses. Our health and safety team consists of Toni Barlow (HSEQ Coryton), and Pernilla Kraft (HSEQ Aspen Group). Pernilla is trained in ISO 9001, 14001, 45001 and as an Internal Auditor. In 2023, Aspen Group carried out a health and safety culture assessment - we are compliant, but we are trying to achieve Excellence in 2030.

### 2023 HEALTH AND SAFETY IN NUMBERS

In 2023, we had two reportable injuries with sick leave within the Aspen Group.

- Coryton had one incident on-site where a fire occurred in a contained area of our facility in the UK, which was subsequently extinguished by the emergency services.
- Injury rate (number of accidents with at least one day of sick leave per million hours worked):
  - Aspen Group: 6.1 (achieved Lantmännen's target of <9)

### United Nations World Day for Safety and Health at Work

Aspen and Marline used the UN's World Day for Safety and Health at Work in 2023 as an opportunity to focus on first aid and the use of portable fire extinguishers. As part of the day's activities, we invited two companies to the site in Sweden and ran both theoretical and practical training. We also took a quiz walk ('poängpromenad') with twelve questions related to safety, including how to act safely when handling flammable liquids.

the Aspen team in Sweden also had firefighters from Torslanda fire brigade on site in January, as a part of its annual fire drill. They practised drills and tested a mobile water pump that would supply other firefighter units with water from the local lake if a large operation were needed. The pump can deliver 10,000 litres/minute - equivalent to filling a bathtub in roughly a second.



FIELD TO FORK  
2030

Excellence

I - You - We  
Healthy  
& Safe  
Every day



## TALENT STRATEGY AND DIVERSITY AND INCLUSION

Our employees play a key role in creating long-term value for our stakeholders. To be competitive and execute our business strategy successfully, we must recruit, develop, and retain talented employees in all areas. That is why we put our people at the heart of everything we do.

We support equality of opportunity for all employees and job applicants regardless of gender, sexual orientation, marital or civil partner status, pregnancy or maternity, gender reassignment, race, colour, nationality, ethnic or national origin, religion or belief, disability, or age (protected characteristics). Our recruitment and selection processes are purposefully designed to attract diverse candidates.

As a result, we actively ensure that applicants are not discriminated against on grounds of a protected characteristic. We do this by crafting inclusive job descriptions and screening language to eliminate any unintended bias, as well as evaluating the recruiting pipeline to identify any bottlenecks for diverse candidates during the recruiting process.

### Length of employment

- Coryton: 4.4 years
- Aspen Group: 5.9 years

### Turnover rate

- Coryton: 24%
- Aspen Group: 5.4%

### Number of employees

- Coryton: 59
- Aspen Group: 202

### Proportion of women in the company

- Coryton: 37%
- Aspen Group: 37%

### Diversity and Inclusion

We believe that diverse teams fuel innovation. Our ability to innovate and develop world-class products is reliant on a team that brings a diversity of talent and skill sets to the table. We value the different viewpoints that our diverse people bring. Our clients' challenges are complex and to address them, we need a culture that encourages fresh thinking. To create that, we work hard to offer our people an inclusive work environment that harnesses the potential of all. That means a workplace where everyone feels that they can bring their best selves to work, where they feel valued, and understand how their viewpoint and expertise contributes to the greater good of the company.

One aspect of the diversity of our workforce is reflected in the age profile of our teams:

### Age by % of age groups

#### 19-35

- Coryton: 32%
- Aspen Group: 20%

#### 36-55

- Coryton: 51%
- Aspen Group: 58%

#### 55+

- Coryton: 17%
- Aspen Group: 20%



## TRAINING AND DEVELOPMENT

In order to attract and retain the very best talent, we know that we must support our people to develop their careers. We want people to feel that they can build long and successful careers with us, following a clearly laid out progression pathway. To help them to do this, all members of staff take part in performance talks twice a year. These sessions are a great opportunity to empower every employee to develop their skills, set goals, and share feedback.

Here is an overview of the training and development that is available to our people:

### Training for new employees

- We run induction programs for new employees.

### Professional Education Programs

- Active programs in 2023: 1 MBA; 2 BA Degree's; 3 National Vocational Qualification's

### Team building

- We held a Production team building day in July and an all staff away day in October 2023.

### Aspen Group

- Within the Aspen Group, a variety of continuous talent development initiatives are currently being offered.
- Over 50% of management positions are filled by internal candidates.



We had numerous people within the Aspen Group celebrating significant work anniversaries. Catarina Larsson (Global Marketing Coordinator), and Mats Jern (Assurance Coordinator) were recognised for their 25 years and 30 years of dedicated work within Aspen.



Urszula Myszka celebrated her 10 year anniversary working in the technical department of Coryton developing high-octane and sustainable fuels.



Emmanuel Desvignes and Sophie Coupeau have worked with our French specialty fuel business Marline for 24 years and 7 years respectively. Both work within operations and packaging, making sure the production lines are running smoothly and they are proud to be part of Aspen Group.

## SUPPLY CHAIN MANAGEMENT

In today's globalised economy, effective supply chain management is essential for meeting customer demands, adapting to market changes, and maintaining a competitive edge. It involves coordinating all of the production and distribution activities for goods and services. Done efficiently, it ensures timely delivery of products, reduces costs, improves customer satisfaction, and enhances our competitiveness – ultimately driving profitability.

In 2023, we strengthened our supply chain team with Per Siesing joining us as Aspen Group Supply Chain Director. He joins Craig Charlton (Operations Director Coryton), Lars-Johan Andersson (Operations Manager Aspen) and Nicolas Clutier (Chief Operations Officer Marline).

Our sustainability focus involves both our direct operations and our extended supply chain. To ensure we are using the highest quality materials and components as part of our supply chain we have a comprehensive supplier qualification process and policy as part of onboarding. We also ensure that our suppliers provide details on several policies that are important to us, ensuring they are aligned with how we do business.

Coryton created a Supplier Assessment Questionnaire which focuses on Tier 1 suppliers to provide feedback on their ESG performance – of which we gained a 91% response rate in 2023.

We are engaged in several projects together with our main suppliers to screen and source more sustainable products and services, for example in packaging, sustainable components, and transportation.

### Supplier Code of Conduct

We recognize the potential risk of harmful practices in our supply chains and our obligations as a company to mitigate against these risks. We have incorporated ESG questions into our supply chain qualification process so that we can identify and manage any potential issues.

Our Supplier Appraisal Policy and Procedure document requires suppliers to provide details on their Code of Conduct relating to their sustainability policies, including human rights, employee working conditions, anti-corruption and bribery, fair competition, conflicts of interest, General Data Protection Regulations (GDPR) and environmental stewardship.

As part of our SUSTAIN® 2030 strategy we want to continue to work with all our stakeholders to minimise any potential ESG impacts. We had set a target of gaining an 85% agreement rate for our supplier code of conduct in 2023 but achieved a great 91%. This is in line with the Lantmännen strategy, which currently has a >90% agreement rate for the Supplier Code of Conduct.



## CASE STUDIES



### Sustainable solutions for classic cars

In 2023, Coryton and Marline teamed up to showcase a range of dedicated fuels for classic cars at the Milano AutoClassica, which is held at the prestigious Milan Fair. We launched SUSTAIN® Classic with the aim of offering a range of fuels that are perfect for fans of vintage, racing and classic cars. Specifically designed for these classic engines, our fuels provide essential technical and environmental guarantees.

The Milan event was a chance to take the cars on a test drive using the new fuels and demonstrated our commitment to helping transition classic cars to sustainable fuels.

SUSTAIN® Classic has been a real success since launching in the UK and other countries across Europe, such as Italy, have shown the appetite is there to start adopting the fuel.



### The fuel of choice for the United Kingdom armed forces rally team

The UK Armed Forces Team (UKAFT) run 4 Defenders on the British Rally Championship as well as at the Goodwood Festival of Speed and Car Fest. Previously running on diesel, a requirement for future sustainability presented an opportunity for Coryton to help them to be run on sustainable fuel. All of the former military vehicles (converted to rally specification) are crewed by serving members of the UK Armed Forces. Coryton, in collaboration with UKAFRT, created SUSTAIN® Racing Diesel 100. It uses 100% sustainable components and is compliant to EN590. Net GHG savings of the fuel are 82%.





### The future of fuel

Having collaborated with UK's Petroleum Industry Association (UKPIA) on developing policy to aid the adoption of sustainable fuels to meet global GHG reduction needs, Coryton presented at Europe's leading Defossilise Technology Forum, at London's Institution of Engineering and Technology. Coryton was asked to comment on national and pan-European policy, highlighting areas of deficiency in decarbonisation, and options for improvement. In association with partners from Axens and Repsol, part of the event was dedicated to the 'Defossilise of Transport Fuels'. Alongside Shell and their Future Scenarios presentation, Coryton's expertise was shared with key industry decision makers and experts, to help expedite the de-fossilisation of transport.



### Sustainable fuel at the Dakar Rally

Coryton partnered with Prodrive and the Bahrain Raid Xtreme (BRX) team to provide a near net zero fuel solution for the Dakar Rally in 2022 and 2023. The team needed a new sustainable fuel that could withstand the extreme heat and formidable desert conditions, while ensuring there was no compromise with performance. We developed Prodrive Ecopower fuel as part of our SUSTAIN® Racing fuel product line, which offers an 80% reduction in greenhouse gas emissions when compared to fossil fuel-based equivalents. The team was the first major motorsport team to compete with a new generation of advanced sustainable fuels in 2022.



### New drive cycles

In Europe, the development and implementation of new regulatory test procedures including the chassis dynamometer-based World Harmonised Light Duty Test Procedure (WLTP) and the road-based Real Driving Emissions (RDE) procedure, has been driven by the close scrutiny that real driving emissions and fuel consumption from passenger cars have come under recently.

To build an understanding of the emissions and fuel consumption performance of the latest available diesel passenger cars, Concawe has conducted a study of the performance of four vehicle types over a range of test cycles.

Coryton provided a pair of diesel fuels blended to have distinct physical properties, which could be expected to behave differently over the new RDE test cycle.

## STAKEHOLDER ENGAGEMENT

### Employees

At the Aspen Group our people are our most important asset. Their safety and well-being are central to how we run our organisation, and always comes ahead of finance and profit. Training and investing in all of our workforces supports our long-term value-creation ambitions and growth strategy, and we continued to offer our professional education programs in 2023.

Coryton was delighted to improve its Investor in People (IIP) accreditation rating to Silver and we have developed a 'Going for Gold' action plan. Coryton also took part in the Lantmännen Insight survey for the first time in 2023, and we were encouraged by our above average scores for Satisfaction, Loyalty, and Leadership.

### Customers

We pride ourselves on the high-quality products we produce. We work with customers to promote our focus on a more sustainable future and more sustainable products. Our customers joined us on our sustainability journey a long time ago and are already using many of our sustainable products.

### Industry and legislation

We are proud of the way that our experts help to shape the standards of our industry through roles on many standardisation councils. Our fuels experts at Aspen worked on the standard for small engine fuels (Alkylate) EN 17867, established in June 2023 by CEN and then adapted in national form by all CEN members. We were also involved in standardising paraffinic diesel, EN 15940, which was updated and published in its second edition in June 2023 and we have been involved in the revision of the CLP legislation (EC No 1272/2008) as part of the EU's Green Deal.

Aspen has attended multiple fairs and conferences, such as the Boat Fair in Gothenburg - the largest for recreational marine. There, we focused on how the marine environment is switching to environmental friendlier fuels like alkylate or HVO. Other shows included EQUIP in North America, on small engines for landscaping and similar. We stressed the benefits of using alkylate, for people, machines and the environment.

As part of Bath University's MSc Automotive Programme, Coryton collaborated with companies including Mahle, Ricardo and Boeing. We supported the next generation of engineers by providing students with an industry placement. Coryton set them the task of devising a Life-Cycle Assessment (LCA) Tool to help communicate this complicated topic for prospective car buyers. With our one-to-one support they produced an outstanding LCA tool.

### Lantmännen Aspen

Coryton takes immense pride in being part of the Lantmännen Aspen family. We have embraced the focus on sustainability, people, innovation, compliance, and business ethics. This allows us to learn about their innovative solutions, develop a greater understanding of the application of circular economic models and how we can best support Aspen Group's future sustainability goals. This played a key role in the decision to integrate our operations as it catalyses our efforts and means that we will become even stronger in these areas.





# GOVERNANCE

## OUR BOARD OF DIRECTORS

The board of Coryton UK remained unchanged throughout 2023. The sales distribution companies Coryton Germany and Coryton Korea form part of Coryton UK. The board remains governed by Andrew Willson (CEO) with short communication chains between the board to the President of Aspen Group (Claes Alin) and Aspen Group CFO (Charlotta Lindblad), allowing an instant flow of information and quick decision making. An Aspen Group management structure has also been created, strengthening the team further.



**Claes Alin**  
PRESIDENT  
ASPEN GROUP



**Charlotta Lindblad**  
CHIEF FINANCIAL OFFICER  
ASPEN GROUP



**Andrew Willson**  
CHIEF EXECUTIVE OFFICER



**James King**  
CHIEF FINANCIAL OFFICER  
CORYTON



**Arne Gimmini**  
HEAD OF TECHNICAL  
SERVICES & SUSTAINABILITY



**Ben Lampertz**  
CHIEF COMMERCIAL  
OFFICER



**Craig Charlton**  
OPERATIONS DIRECTOR



**David Richardson**  
BUSINESS DEVELOPMENT  
DIRECTOR

## COMMITMENT TO COMPLIANCE AND CERTIFICATION

We are proud of our long-standing reputation for compliance and adherence to standards, in line with the Aspen Group, whose compliance training is compulsory for all and is managed within a compliance system. We adhere to and expect the highest ethical and business standards from all of our business partners through the value chain. Throughout our business, from our values to our processes to our people, we train, educate and mentor to maintain these standards. Continuous improvement is embedded in our culture through internal and external audits, and by continuously reviewing best practice to keep moving forward. In this way we set an example for our customers and supply chain.

We are certified in the following globally recognised international standards:

- ISO 9001: 2015 (Quality)
- ISO 14001: 2015 (Environment)
- ISO 17025: 2017 (Laboratory)
- ISCC EU (Sustainability)
- Nabisy (German biofuel quota)
- ISO 14064-1: 2019 (GHG footprint analysis)
- AEO (Authorised Economic Operator)
- IIP (Investor in People)

100% GDPR

100% Information Security

100% Competition law (2.0)

99% Code of conduct (3.0)

99% Preventing bribery and corruption

The mandatory greenhouse gas reduction quota (GHG quota) was introduced by German legislators to reduce CO<sub>2</sub> emissions from vehicles. This obliges petroleum producers to reduce the CO<sub>2</sub> emissions of their transport fuels. In line with the current GHG quota, petroleum producers must provide transport fuels which emit at least 8% CO<sub>2</sub> per gigajoule less than pure fossil transport fuels.

Year	Greenhouse gas quota %
2023	8.0%
2024	9.25%
2025	10.5%
2026	12.0%
2027	14.0%
2028	17.5%
2029	21.0%
2030	25.0%

We are a member of the Nachhaltige Biomasse System (Nabisy) system, the German governmental system for sustainable biomass operated by the Federal Office for Agriculture and Food (BLE). Nabisy certificates support our requirements for the German GHG reduction quota, ensuring our fuels meet the correct regulatory requirements. These demonstrate the sustainability criteria of our fuels as laid down in EU Directive 2018/2001. This provides the necessary evidence to ensure the provenance of biofuel is obtained by accredited suppliers as part of our feedstock.

As part of updated regulations, we are also subject to the CO<sub>2</sub> fee, a regulatory tax required for every tonne of CO<sub>2</sub> emissions produced. We work with other sustainable fuel producers to minimise our total emissions and to potentially reduce exposure to the CO<sub>2</sub> fee, which is set to increase year on year in line with government emission reduction ambitions. Reducing our exposure to this is not only beneficial to the environment but is part of our long-term business strategy for success.

We maintained all current certifications, enhanced our internal compliance remit, and began aligning our compliance program with Lantmännen, as this is being managed on a group function level. In addition, we observe and comply with Lantmännen's Code of Conduct as part of our ethical business practices. Lantmännen also has an established, comprehensive approach to Enterprise Risk Management (ERM).

Annually, Coryton senior management evaluates changes and required updates to the top enterprise risks.

The ERM process covers a broad spectrum of risks across several dimensions: ESG, strategic, financial, operational, legal, and regulatory, staff, and hazard/catastrophic.

Senior management prioritises these and develops Coryton's risk profile. We then share and review this according to Lantmännen's comprehensive risk management program.



## MODERN SLAVERY

We continue to take a zero-tolerance approach to any form of modern slavery, human trafficking and forced labour as part of our business or supply chains. We comply with the Modern Slavery Act 2015, which supports our ethos of business ethics, working with integrity and transparency. This extends to our supply chain, with the expectation that there is no modern slavery, or human trafficking in any part of the suppliers and subcontractors we work with. If it emerged that this was present in our supply chain, the Coryton and Aspen Group team would work with our supplier to resolve the issue. If there was a continued breach of our policies and expectations, we would terminate the relationship.

## ANTI-CORRUPTION AND BRIBERY

Our clear anti-corruption and bribery policy governs both our business practices and our supply chain. This applies to everyone working for us or on our behalf, in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives, and business partners. All parties must comply with applicable laws relating to anti-corruption and bribery, including but not limited to the Bribery Act 2010. Lantmännen's published Code of Conduct covers both environmental and social responsibility across their operations aligned to the United Nations Global Compact's ten principles on human rights, labour, environment, and anti-corruption.

## CYBER SECURITY AND DATA PROTECTION

High profile security breaches are becoming more frequent in business and government. As new dangers arise, we remain committed to implementing appropriate protections for any personal information we collect or that our customers share with us. Our information security practices protect networks, computers, programmes and data pertaining to Coryton's Intellectual Property, and the privacy of our customers' and employees' data from unauthorised access or attack.

Further integration into the Lantmännen system in 2023 means we now use software that allows us to work more collaboratively throughout the Aspen Group, as well as making compliance training more efficient. The integration of a new ERP IT system at Aspen (in Sweden and the US) was an important project, which has been successfully completed, in 2023.

### Data Privacy

Coryton and the Aspen Group places a high priority on protecting the data privacy of our customers, clients, employees, and contractors and takes appropriate security measures to safeguard privacy. We are committed to collecting and processing personal data fairly and transparently in line with the Data Protection Act 2018 and General Data Protection Regulations (GDPR). Our GDPR policy sets out our data protection principles in detail.



**Coryton**  
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FOR A  
CLEANER  
FUTURE

SUSTAIN<sup>®</sup>  
2030