

Grant Thornton  
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Stockholm den 17 juni 2019

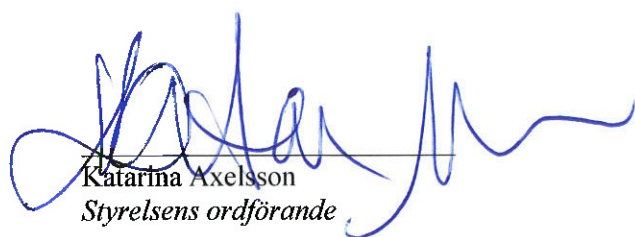
## Uttalande från styrelsen

Detta uttalande lämnas i anslutning till er granskning i enlighet med RevR 12 Revisorns yttrande om den lagstadgade hållbarhetsrapporten av YA Holding ABs (publ) hållbarhetsrapport som upprättats i samband med upprättande av årsredovisningen för YA Holding AB (publ) för det räkenskapsår som avslutades den 31 december 2018 och syftar till att ge uttryck för vår uppfattning om huruvida hållbarhetsrapporten har upprättats i enlighet med årsredovisningslagen.

Hållbarhetsrapporten innehåller företagets och koncernens information om de viktigare inslagen för förståelsen av företagets utveckling, ställning och resultat och konsekvenserna av verksamheten, däribland upplysningar i frågor som rör miljö, sociala förhållanden, personal, respekt för mänskliga rättigheter och motverkande av korruption. Styrelsen i sin helhet bekräftar, utifrån sin bästa kunskap och övertygelse, följande:

- Hållbarhetsrapporten har upprättats enligt årsredovisningslagen.
- Hållbarhetsrapporten innehåller inga väsentliga felaktiga uppgifter, inga väsentliga uppgifter har utelämnats och alla uppgifter är förenliga med innehållet i årsredovisningen och koncernredovisningen.

För YA Holding ABs (publ) styrelse



Katarina Axelsson  
Styrelsens ordförande

## **Revisorns yttrande avseende den lagstadgade hållbarhetsrapporten**

Till bolagsstämman i YA Holding AB (publ.) org.nr 556969-1727

### **Uppdrag och ansvarsfördelning**

Det är styrelsen som har ansvaret för hållbarhetsrapporten för år 2018 och för att den är upprättad i enlighet med årsredovisningslagen.

### **Granskningens inriktning och omfattning**

Vår granskning har skett enligt FARs rekommendation RevR 12 Revisorns yttrande om den lagstadgade hållbarhetsrapporten. Detta innebär att vår granskning av hållbarhetsrapporten har en annan inriktning och en väsentligt mindre omfattning jämfört med den inriktning och omfattning som en revision enligt International Standards on Auditing och god revisionssed i Sverige har. Vi anser att denna granskning ger mig oss tillräcklig grund för mitt vårt uttalande.

### **Uttalande**

En hållbarhetsrapport har upprättats.

Stockholm den 17 juni 2019

Grant Thornton Sweden AB



Carl-Johan Regell

Auktoriserad revisor



## Sustainability Report for YA Holding AB

**77%**

= the share of  
participants in work  
3 months after course  
end (69% in 2017)

**4.2**

= the result of the  
participants' index  
(5 questions 1-5)  
(4,1 in 2017)

**4.1**

= the result of the  
employees' index  
(8 questions 1-5)  
(4,0 in 2017)

**25%**

= the percent of  
women in management  
positions in YA  
(46% in 2017)

**1 254  
tonnes**

= the amount of CO<sub>2</sub>-emissions  
that YA has saved (138t in 2017) by  
reducing diesel consumption by  
426 495 litres during 2018  
(46 800 in 2017) after intro-  
ducing simulator based  
curriculums

# Sustainability Report for YA Holding AB

This sustainability report covers YA Holding (556969-1727) and all entities included in YA's consolidated accounts for the same period as specified in Note 17 of the consolidated accounts.

By signing the annual financial statements and consolidated accounts of YA Holding, the Board of Directors has also approved the Sustainability Report.

## Business model

YA offers vocational training and coaching for adults. Within all of YA's courses, the focus is to develop labour skills to make it easier for our participants to go from unemployment to a job or from a job to a more qualified occupation. We believe that everyone can contribute to society, or as our mission states: With us, everyone should succeed.

YA offers:

- Labour market training and coaching to unemployed via Arbetsförmedlingen, Sweden's Public Employment Service
- Secondary adult vocational education to people who want to develop skills via the municipalities
- Vocational colleges to people who want to advance their skills via the National Agency for Higher Vocational Education
- Competence development and license based education and training for employees via their companies
- Adjustment programme for Trygghetsfonden TSL, an Employment Transition Fund

YA operates in more than 50 locations around Sweden and delivers vocational training also in Finland from 2016.

YA's largest customer is Arbetsförmedlingen. Employment training accounted for some 80 percent of YA's turnover in 2018. The programmes aim at reducing unemployment and counteract labour shortage by being a flexible tool in the matching process between unemployed and corporations. Out of every person enrolled in Employment training, more than 25% attend an YA course. That made us from the autumn of 2018 the largest supplier of these courses to the National Employment Service.

## Governance and management of sustainability impacts

The Board of Directors has the overall responsibility for YA, which includes sustainability and business. The Board has discussed sustainability issues, especially in relation to setting and following up on targets, KPIs and values as well as in relation to preparation of new procurement bids. When preparing new bids, various aspects of sustainability are of high importance since delivery models, pricing strategies and technology introduction can be affected primarily when designing education models while preparing new bids.

The CEO and the management team have integrated sustainability priorities in the KPI-structure that guides the operations in all business areas, regions and education sites. That way, sustainability is not an add-on but has become an integrated part of YA's daily work.

In 2018, YA has followed-up and monitored policies within the following areas

- Working environment
- Remuneration
- Diversity and Gender Equality
- Environment
- Sustainability



## Significant sustainability-related risks and risk management

YA makes yearly reviews and risk analyses of its operations' risks and ecological footprints. In the last assessment round, the following risks and issues were detected:

### Environment

YA analysis shows continued risks regarding the environment. The risks are related to use in courses of products which could have a negative impact on the environment due to:

- Emissions
- Leakage
- Chemical pollution

YA aims at minimizing the impact on climate changes by advancing the use of simulators to avoid emissions and leakage risks as much as possible by developing our systematic approach to both simulators and distance learning tools. Distance- and video meetings are preferred to physical meetings if they require travelling. The reduction of Regional managers and increased local management responsibility contribute to reducing CO2-emissions.

### Employee and social matters

YA has risks related to;

- Discrimination
- Work environment

YA has established a work environment (SE 'arbetsmiljö') committee. A work environment education is initiated for the commencing year covering primarily the site managers and safety committee members. Both pupils and staff are asked about work environment, stress and discrimination at a monthly basis.

### Respect for human rights

YA's analyses show that we do not have any obvious risks for breaches of human rights as a consequence of YA's operations.

### Corruption and bribery

YA has zero tolerance regarding corruption and bribery. The most important identified risk is related to the procurement process in relation to both municipalities and Arbetsförmedlingen, unethical behaviour to reach high levels of enrolled participants in courses and potential cheating in tests and examinations in various courses.

YA has an anonymous "whistle blower function" to enable complaints in this context. YA has several control mechanisms in place to avoid any corrupt behaviour from YA staff towards large customers. YA has further developed its work with values among primarily teachers and other staff. In 2019, the work to ensure our Values, Respect, Efficiency, Cooperation, will be further deepened.

## Goals, outcomes and evaluation

In 2018, YA has had nine sustainability related key performance indicators for the company. The KPIs are followed up by both the management team and the Board of Directors on a frequent basis. The sustainability related KPIs are displayed in the table below.

KPI	Target	Outcome of end 2018	Evaluation
Share of participants in work 3 months after course end	80%	77%	<p>Despite a larger distance from the labour market among the unemployed due to primarily language and cultural skills, YA has significantly improved its share in employment. According to The National Employment Service's internal statistics YA is also significantly better than average in enabling employment among our participants. In 2018 YA has:</p> <ul style="list-style-type: none"> <li>• Utilized local networks to improve attachment among refugees on the Swedish labour market</li> <li>• Introduced a more efficient organization to follow up, evaluate and improve actions to better master the success factors in supporting refugees into the labour market</li> <li>• Developed our own experience as well as good cooperation methods with education providers in the Swedish language</li> <li>• Introduced a new quality framework with employment as is prime target</li> </ul>
Participants' index	> 4	4.2	<p>The index consists of five questions that are asked every four weeks to enable actions should they be low or fall. The index is simply the average result of those five questions. Participants' index has been stable at an aggregate level throughout 2018, and never fallen below 4. In individual courses, the index has been substantially lower and is thus a strong indicator to detect any misbehaviour, challenges and conflicts. The questions are do you agree/disagree to:</p> <ol style="list-style-type: none"> <li>1. I appreciate my education</li> <li>2. The course will help me get a job</li> <li>3. My educator(s) are good</li> <li>4. Teachers and participants show each other respect</li> <li>5. I feel safe and find the appropriate peace to enable my learning</li> </ol>



## Goals, outcomes and evaluation

KPI	Target	Outcome of end 2018	Evaluation
<b>Employees' index</b>	> 4	4.1	<p>The index is the average of the answers to how strongly employees agree or disagree to:</p> <ol style="list-style-type: none"> <li>1. I like my job</li> <li>2. I know what is expected from me</li> <li>3. I develop my skills while working</li> <li>4. My manager listens to me</li> <li>5. In YA, we have a good culture of cooperation</li> <li>6. Our unit is good at supporting others</li> <li>7. We help participants get closer to employment</li> <li>8. My work load is reasonable</li> </ol> <p>The aggregate index has been stable around 4.0, with a continued lowest point average in two questions: culture of cooperation and work load.</p>
<b>Sick leave absence</b>	<4%	3,5%	<p>To reduce the sick leave absence YA has introduced a stronger local leadership and flatter organization. It has made it possible to discover staff related issues and dissolve them before they turn into absence.</p>
<b>Work related accidents, accidents with serious injury</b>	0	0	<p>In 2018 YA had 11 work-related accidents. None of the injuries was of serious nature.</p> <p>YA has enhanced its safety committee and established procedures for investigating incidents (including near-misses) with ambition of preventing re-occurrence.</p>
<b>Emission reductions due to utilization of technological tools in the education</b>	Establish baseline (target 2019: >1000 tonnes)	~1254 tonnes	<p>Baseline established to serve as basis for targets in 2019 as well as in other courses where customers allow use of alternative education methods.</p>
<b>Electricity consumption per student</b>	Establish baseline (target 2019: <33 kWh)	34,4 kWh	<p>Baseline established to serve as basis for targets 2019. (*includes only the facilities where the electricity is not included in the contract)</p>

## Goals, outcomes and evaluation

KPI	Target	Outcome of end 2018	Evaluation
Share of vehicles Euro V or better	Establish baseline (target 2019: <70%)	68%	Baseline established to serve as basis for targets 2019.
Share of under-represented sex in managerial role	40%	25% women	Gender equality is an essential part of YAs sustainability strategy, not least due to the male dominated professions we educate to. By ensuring a good gender balance, the diversity of perspectives in decision making, role models for female participants and employees and thus an effect on gender equality in society as a whole. In total, YA has 32% female employees and 68% male.
Work related car travelling	Establish baseline	N/A	The new organization should make it possible to spend less time in the car for YA's leaders. That would mean less stress, less risks of accidents and above all less CO2 emissions. Thus we will in the course of 2019 establish a target for the amount of car travelling that YA's managers do.

Further more, YA will in 2019 focus work on:

1. Set new and flatter organization, especially regarding:
  - Establish behavioural KPI's at all courses
  - Enhance values in leadership among regional and local leaders
  - Further improve work environment processes at a local level
2. Foster strong understanding and integration between people with different cultural and religious background
3. Introduce and adapt successful methods to make people employable in the new customer and market situation
4. Reduce work related car travelling