

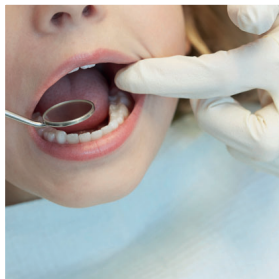
Sustainability Report 2021

YA Holding AB (publ)



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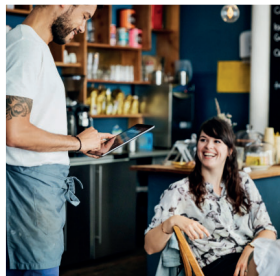
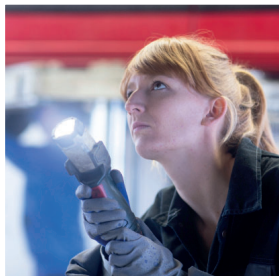
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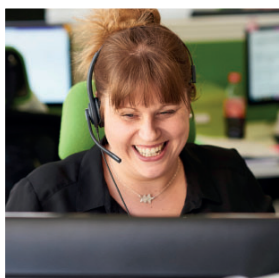
1 916 tonnes
the amount of CO2-emissions that YA has avoided in 2021 by applying simulator-based curriculums



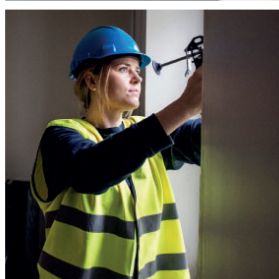
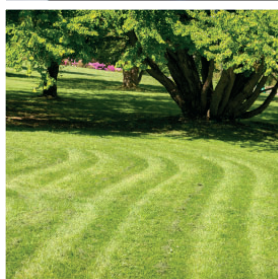
4.2
the result of the participants' index (5 questions on scale 1-5)



3.9
the result of the employees' index (9 questions on scale 1-5)



39 %
the share of female in top-23 management positions in YA



58 %
the share of participants in work 3 months after graduation



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Sustainability Report 2021

This sustainability report covers YA Holding (556969-1727) and entities included in YA's consolidated accounts for the same period as specified in Note 17 of the consolidated accounts. Arcus Utbildning & Jobbförmedling AB (Arcus) is not covered by this report as it was acquired by YA effective December 29, 2021 and the operations of Arcus will be consolidated from 2022 and onwards. By signing the annual financial statements and consolidated accounts of YA Holding, the Board of Directors has also approved the Sustainability Report.

Business model

YrkesAkademin (YA) offers vocational training and education and employment services for adults. Within all of YA's courses, the focus is to develop labour skills to facilitate the employment of our participants or support transit 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:

- Employment training to unemployed via the Swedish Public Employment Service (AF).
- Secondary vocational education via municipalities to people who want to further develop their skills.
- Vocational university via the National Agency for Higher Vocational education to people who want to advance their skills.
- Competence development for employees in private companies.
- Matching services via the Swedish Public Employment Service to support people entering the labour market.

YA operates in more than 50 locations around Sweden, and YA is also present in Finland. YA's largest customer is the Swedish Public Employment Service. Employment training aims at reducing unemployment and counteracts labour shortage by being a flexible tool in the matching between unemployed and employers. YA is the leading supplier of employment training in Sweden.



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Governance and management of sustainability impacts

The Board of Directors has the overall responsibility for YA, which includes sustainability and strategic development. YA has addressed sustainability issues, especially in relation to setting and following up on targets and values, as well as in relation to the preparation for new procurement processes. When preparing for a procurement process, various aspects of sustainability are of high importance since delivery models, strategies and technology utilization can be affected primarily when designing educational models. Sustainability is an integrated part of YA's daily work.

In 2021, YA has continued its work within the following areas: working environment, health & safety, gender equality, environment protection, information security, GDPR and quality & compliance with regulations.



Significant sustainability -related risks and risk management

YA has identified risks related to its operations and ecological footprints. The following risks have been considered as being the most material:

	Risk	Risk management
Environment	<p>Risks regarding the environment have been identified. The risks are related to the use of products in courses which could have a negative impact on the environment due to:</p> <ul style="list-style-type: none"> Emissions Leakage 	<p>YA aims at minimizing the impact on climate by enhancing the use of simulators in transport training to avoid emissions and leakage risks. This is achieved by applying simulator-based curriculums and distance learning tools and methods. Distance- and video meetings are preferred to reduce travelling. YA's vehicle policy is encouraging the use of hybrid vehicles.</p>
Employee and social matters	<p>YA has identified risks related to:</p> <ul style="list-style-type: none"> Psychosocial and physical work environment Health & Safety Discrimination 	<p>YA has a work environment committee (SE 'arbetsmiljö'). A work environment education is conducted primarily for the managers and safety committee members. Both students and employees are frequently asked about their perception of, e.g. work environment.</p>
Respect for human rights	<p>YA operates only in the Nordic area, where the risks of serious breaches of human rights are generally considered low. YA may have students that come from areas exposed to human rights risks.</p>	<p>Possible breaches of human rights are monitored through an independent whistle-blower function as explained below under 'corruption and bribery'. YA applies zero-tolerance against breaches of human rights.</p>
Corruption and bribery and breach of contract	<p>YA has zero-tolerance regarding corruption, bribery, and breach of contract. The most important identified risks are related to the procurement process in relation to both municipalities and AF, potential cheating in tests and examinations as well as a potential breach of applicable laws and regulations.</p>	<p>YA has an anonymous whistle-blower function to enhance compliance with the applicable regulations. Whistle-blows are monitored and investigated by the board of directors. YA has established internal controls to avoid any misconduct or breach of contract.</p>

Goals, outcomes and evaluation

In 2021, YrkesAkademin had ten sustainability related key performance indicators. The KPIs are followed up by the management team, and they are

disclosed to the Board of Directors. The sustainability related KPIs are displayed in the table below.



KPI	Target	Outcome 2021	Risk management
Share of participants in work 3 months after the course end	70% as sustainability-related target acc. to the bond terms	58% (51%)	<p>According to the sustainability-linked finance framework, YA shall maintain the share of participants employed (measured three months after graduation) at a minimum level of 70% of responses. The KPI is measured for Labor market training (AUB) and Vocational Secondary Education (VUX) as an average for the last four quarters.</p> <p>The share of participants employed has been 58% for the full-year 2021. YA acknowledges that the pandemic had a temporary negative effect on the share of participants employed.</p>
Participants' index	> 4	4.2 (4.2)	<p>The index consists of five questions that are asked frequently. Participants' index has been stable at an aggregate level in 2021. The index is the average of the answers to how strongly employees agree or disagree to:</p> <ol style="list-style-type: none"> 1. I appreciate my education 2. The course will help me get employed 3. My educator(s) are good 4. Teachers and participants show respect toward each other 5. I feel safe and have an opportunity to study when I need to <p>The aggregated index has been stable above 4.0.</p>
Employees' index	> 4	3.9 (4.0)	<p>The index consists of twelve (8 in 2020) questions that are asked frequently. The index is the average of the answers to how strongly employees agree or disagree to:</p> <ol style="list-style-type: none"> 1. I know what is expected of me at work. 2. I have the materials and equipment I need to do my work right. 3. At work, I have the opportunity to do what I do best every day. 4. In the last seven days, I have received recognition or praise for doing a good job. 5. My supervisor, or someone at work, seems to care about me as a person. 6. There is someone at work who encourages my development. 7. At work, my opinions seem to count. 8. The mission or purpose of my organization makes me feel that my job is important. 9. My associates or fellow employees are committed to doing quality work. 10. I have a best friend at work. 11. In the last six months, someone at work has talked to me about my progress. 12. This last year, I have had opportunities at work to learn and grow. <p>The aggregated index has been stable around 4.0.</p>
Sick leave absence	< 4%	4.8% (4.5%)	<p>YA aims to proactively address any potential health risks to reduce absenteeism. YA's goal is to discover health-related issues and dissolve them before they turn into absenteeism.</p> <p>During the year 2021, YA has continued its work to apply its occupational health care program to facilitate rehabilitation upon need. The Covid-19 pandemic has increased short-term absenteeism due to special restrictions even with mild symptoms. During the last quarter of 2021, the pandemic has caused a temporary peak in sick leaves.</p>



KPI	Target	Outcome 2021	Risk management
Lost Time Injury Frequency Rate (LTIFR)	<10	4.4 (11.4)	<p>YA is applying Lost Time Injury Frequency Rate (LTIFR), i.e. the number of injuries occurring at work per 1 million working hours. LTIFR is also applied by the main shareholder CapMan, throughout its investment portfolio. LTIFR for 2021 was 4.4 (4 incidents leading to minor injuries). None of these incidents has been severe. Near misses are not considered when reporting LTIFR.</p> <p>YA has established procedures for investigating incidents with an ambition to prevent re-occurrence.</p> <p>All site managers and safety representatives have been invited to attend an education in work environment. YA has also formed a work environment committee to address issues related to physical and psychosocial work environments. The index regarding the previous year, 2020 (11.4), may include incidents where students were involved, and the figures are not directly comparable.</p>
Emission reductions due to utilization of technological tools in the education	>1 000 tonnes	1 916 tonnes (1 438)	<p>The quantified emission reduction refers to simulator-based education methods in transport education. Increased the utilization of digital learning and meeting platforms is further contributing to our goals of reducing travelling and CO²-emissions. The recorded reduction is based on reduced fuel consumption.</p> <p>The emission reduction of 1 916 tons of CO² corresponds to 712.000 liter of fuel or 890.000 km - in other words, 22 times around the globe.</p>
Share of vehicles Euro V or better	>80%	88% (93%)	YA has a renewed vehicle policy to support the further reduction of CO ² -emission by encouraging the use of hybrid vehicles.
Share of under-represented sex in managerial role, TOP leaders	40%	39% (42%)	Gender equality is an essential sustainability goal for YA. A sustainable gender balance contributes to the diversity of perspectives in decision making. In total, YA has 38% female employees and 62% male. At the end of 2021, nine out of the top 23 -leaders are female.
Work-related car travelling	<500 tkm	260 tkm (338)	Implementation of modern digital meeting and education platforms has made it possible to replace part of the work-related travelling with web-based collaboration. That also contributes to less stress, less risks of accidents and a reduction in CO ² -emissions. Remote work applied during the pandemic has contributed to reduced car travelling.
Corruption and Bribery/ Respect for Human Rights	Zero tolerance against breaches	No reported cases	Breaches regarding corruption and bribery or respect for human rights have not been brought to the company's attention in 2021 or 2020.



Focus areas for 2022

YA shall, in 2022, focus on:

1. Improving employee engagement
 - Further enhance the competence development of employees.
 - Improve capacity amongst leaders and employees to focus on sustainability and quality assurance
 - Continue to attract, hire and retain the best educators for YA's educational programmes.
 - Reduce employee turnover.
 - Build supportive structures for employees to have easy access to all necessary guidelines, routines and tools for their everyday work.
 - Support initiatives from employees which contribute to improvement and innovation.
2. Reducing CO²-emission
 - Continue to apply digital meetings and educational platforms and to develop the pedagogy required.
 - Continue to apply the simulator-based curriculums and monitor the reduction of emissions that follows.
 - Further develop the activities for climate change mitigation, e.g. mapping subcontractors' ability to deliver sustainable products and services.
 - Develop accurate methods to map, monitor and analyse current habits and working methods that can change to further reduce a negative impact on the environment, e.g. waste management, recycling of material and resources, business travel, commuting.
3. Further develop YA's management system according to standard ISO 9001 and ISO 14001
 - Establish an office for Quality and Sustainability manager with the assignment to aggregate a corporate management system and identify processes, targets and KPIs needed to reach an adequate level of performance.
 - Development of a deviation management system to promote proactive actions towards continuous improvement of practice.
 - Development and implementation of a structure for internal audits and assurance covering customer contracts and legal requirements.



Report according to Article 8 Taxonomy Regulation for YrkesAkademin

Information and definitions on YA's share of turnover, capital and operational expenditure associated with

Background

On 6 July 2021, the European Commission adopted the Delegated Act supplementing Article 8 of the Taxonomy Regulation ("the Disclosures Delegated Act"), which requires large financial and non-financial companies to provide information to investors about the environmental performance of their assets and economic activities. The Disclosures Delegated Act specifies the disclosure obligations under Article 8 of the Taxonomy Regulation (EU) 2020/8522. The Delegated Act specifies the content, methodology and presentation of

Analysis of YrkesAkademin and the scopes of EU Taxonomy Regulation

To determine which part of the operations of YrkesAkademin lies within the scope of the EU taxonomy, we have compared the main business areas of the Group with the sections targeted in the taxonomy. In the Annex to the Taxonomy, the technical screening

Analysis:

YA:s core business is adult education, which is vital in providing nationwide capacity in Sweden in line with the targets of education for sustainable development.

environmentally sustainable economic activities as defined in the Taxonomy Regulation.

information to be disclosed undertakings on the share of business, investments or lending activities aligned with the Taxonomy Regulation.

In 2021, YrkesAkademin reached more than 500 employees and therefore needs to report the proportion of economic activities that are considered eligible in accordance with the Taxonomy regarding turnover, capital ("CapEx") and operational expenditures ("OPEX") and disclose qualitative information in line with the regulation.

criteria determine the conditions under which an economic activity qualifies as contributing substantially to climate change adaption or mitigation. (Taxonomy Regulation Delegated Act, Annex 1 and 2)

Therefore, the educational part of YA is in the scope of the Taxonomy regarding the target Adaptation, in Ch 11, Education.



YA Holding (publ.) 2021

KPI	Total MSEK	Part included in taxonomy (%)	Part excluded from taxonomy (%)
Turnover	746,9	95,8 %	4,2 %
Capital Expenditures (CAPEX)	221,2	46,2 %	53,8 %
Operational Expenditures (OPEX)	9,3	100 %	0 %

Description of the activity that is in the scope of the Taxonomy: Public or private education at any level or for any profession. The instructions may be oral or written and may be provided by radio, television, internet or via correspondence. It includes education by the different institutions in the regular school system at its different levels as well as adult education.

Specification of key performance indicators (KPI)

The calculated turnover in the table above is derived from the following: The numerator is the turnover from the educational sector of the Group, and the denominator is the total turnover of the Group. The quota equals the turnover in the scope of the Taxonomy for Education covered in the target of Adaptation.

The CapEx is derived from the numerator “the new long-term (above 12 months) investments in leasing contracts for premises, equipment and inventory for the educational operations”, the denominator “total CapEx for new investments as mentioned above for the Group, including investment in subsidiaries but excluding goodwill”.

Accounting policy

For reporting 2021 aligned with demands in EU taxonomy, YA has the processes and systems in place to capture economic data through its IFRS 16 investment follow-up and through its annual report.

The data collected in this report is extracted from our IFRS system for further analysis to define the numerator and the denominator, as explained above.

The turnover and the share of the turnover subject to the taxonomy are derived from YAs profit & loss statement and segment reporting. YA has documented the collection of data, the steps in quality assurance in the

The total OPEX indicates the denominator “the new short-term (below 12 months) investments in leasing contracts for premises, equipment and value-adding maintenance and repairs of premises and equipment”.

The numerator “OPEX” indicates the share of denominator addressed to educational activities. In the case of YA, the total OPEX as defined above is subject to educational activities and therefore at 100% in the scope of the Taxonomy.

data collection and the analysis of data validity. For underlying documentation, please refer to annex 1 (not published, available upon request).

The financial analysis has been conducted and documented by the senior Group controller. The financial analysis has been further reviewed and assured by the CFO of the Group. The Quality & Sustainability Manager at YA has validated and controlled the screening of the YA alignment to the Taxonomy. The board of directors of the Group has approved this report.



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Auditor's report on the statutory sustainability report

To the general meeting of the shareholders in YA Holding AB (publ), org.nr 556969-1727

Engagement and responsibility

It is the Board of Directors who is responsible for the statutory sustainability report for the financial year 2021 and that it is prepared in accordance with the Annual Accounts Act.

Opinion

A statutory sustainability report has been prepared.

The scope of the audit

Our examination has been conducted in accordance with FAR's auditing standard RevR 12 The auditor's opinion regarding the statutory sustainability report. This means that our examination of the statutory sustainability report 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. We believe that the examination has provided us with sufficient basis for our opinion.

Stockholm in April, 2022

Deloitte AB

Signature on Swedish original

Alexandros Kouvatso

Authorized Public Accountant



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List of Signatures

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