

SUSTAINABILITY REPORT

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CTT prepares a sustainability report in accordance with the Swedish Annual Accounts Act. The Board of Directors is responsible for the statutory sustainability report, which can be found in the annual report under the items below and covers the reporting requirements in the fields of environment, social conditions, personnel, business ethics and human rights according to the UN’s ten principles and Agenda 2030. Attempts are made to achieve full transparency and focus in this regard. The sustainability report has been reviewed and approved by the company’s auditors.

SUSTAINABLE DEVELOPMENT AND RESPONSIBLE ENTERPRISE

CTT has a value-based approach to sustainability and strives to integrate sustainable thinking in everything it does, in both the short and the long term. Sustainability is an important driving force for CTT's product development and its efforts to minimise the environmental impact of its operations. Conducting business ethically in all regards alongside offering attractive, responsible workplaces are other essential elements of CTT's sustainability initiatives. Creating a sustainable, value-creating business is based on integrating the entire chain into sustainability efforts, from supplier to customer.



CTT's vision is for the aviation industry to use CTT products to actively regulate humidity aboard aircraft in order to provide a better climate in the aircraft and on the ground. In 2022, our anti-condensation systems reduced airline CO₂ emissions by the equivalent of 72,000 cars (53,000), higher than in the previous year when flight hours in particular increased again in the wake of the COVID-19 pandemic. At the same time, CTT humidifiers created an improved working environment for around 64% (64) of the world's pilots of widebody Boeing 787 and A350 aircraft by increasing humidity. To achieve this vision, we conduct responsible enterprise based on our business concept, strategic agenda and sustainability policy. The framework for CTT's sustainability work is based on the Sustainable Development Goals of Agenda 2030, stakeholder and significance analyses carried out and dialogue with our stakeholders, who influence and are influenced by our operations to varying degrees.

Sustainability policy forms the starting point for sustainability efforts
CTT is constantly working to reinforced sustainability in its operations. We are steering towards increased sustainability on the basis of our sustainability policy, which describes the fact that the company has to

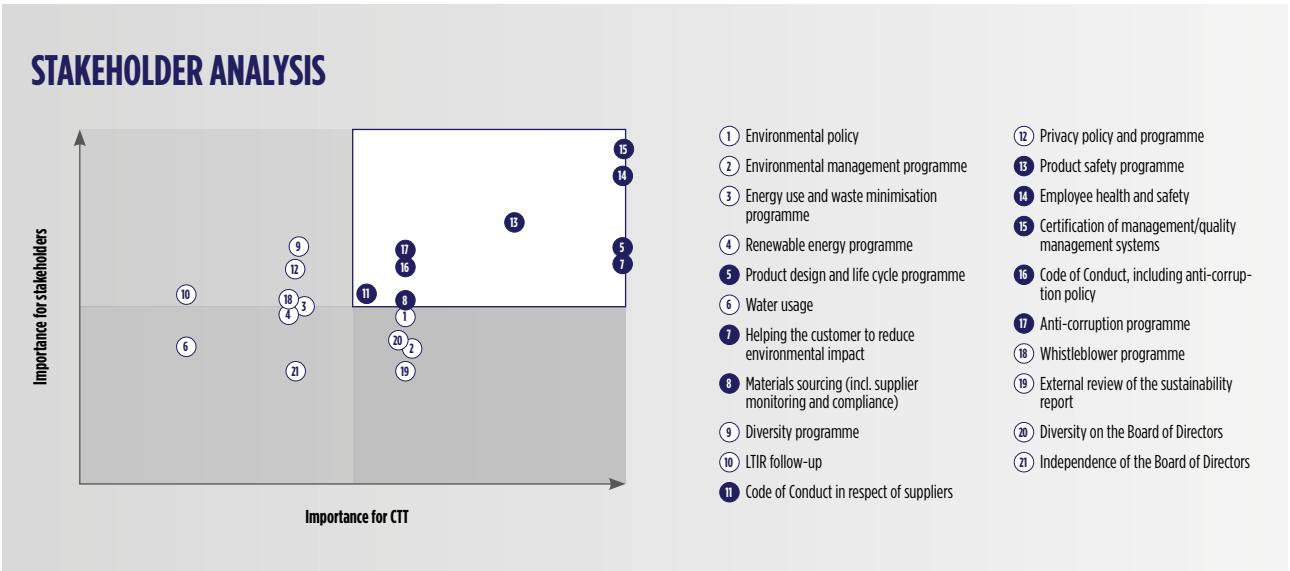
work to integrate social, economic and environmental sustainability throughout everything it does. This means that CTT has to operate in a financially sustainable manner that ensures its survival and evolution over time. The company must respect human rights and promote good working conditions throughout the value chain. CTT must also work actively to reduce its environmental impact and combat corruption.
The CEO and the management team bear operational responsibility for conducting ongoing sustainability work. A review and evaluation of the previous year's performance is carried out at the start of each year, and a review of the sustainability goals and risks related to each focus area is then conducted on the basis of the outcomes and stakeholder and significance analyses. Specific activities are then defined, with responsibilities and key figures for the coming year. A mid-year review of ongoing activities is carried out at the management strategy meeting after the summer.
At the end of the year, the outcomes of the year's goals and activities are compiled and form a basis for the review at the start of the next year, and the circle is closed.

Certifications and licences form part of CTT's sustainability efforts
CTT has a number of certifications, licences and customer approvals which mainly govern the operation of the business, but which also form an important part of the company's sustainability efforts; by ensuring that working methods and practices relating to a number of different sustainability issues are in place, for example. CTT has a number of different licences/approvals:
• AS9100D certification, the aviation industry's quality standard that includes ISO9001:2015
• Six different administrative approvals under the Swedish Transport Agency, including:
– Production Organisation Approval (POA)
– Three Maintenance Organisation Approvals (MOA) covering the EU, the US and Canada which are generally accepted globally. As the UK has left the EU, CTT has needed additional certification of its repair operations with a single licence under CAA UK, as the UK has stopped accepting EASA licences in 2022.
– Known originator, air freight (Swedish Transport Agency)
• Customer approvals (e.g. from Boeing and Airbus)

Stakeholder and materiality analysis
The stakeholder and materiality analyses conducted by CTT are an important part of the annual management review, where activities related to sustainability work for the coming year are decided upon. CTT's primary stakeholders are employees, owners/investors, the community, customers, suppliers and regulatory counterparties. Customers also include airlines, which are

sometimes indirect customers, and end-users, which are the passengers and crew aboard aircraft.
CTT's stakeholder analysis is based on a number of issues related to the company's three main areas: Environmental responsibility, Responsible employer and Business ethics and human rights. These issues are used to assess the impact of a specific issue on CTT's ability to create value for its primary stakeholders and

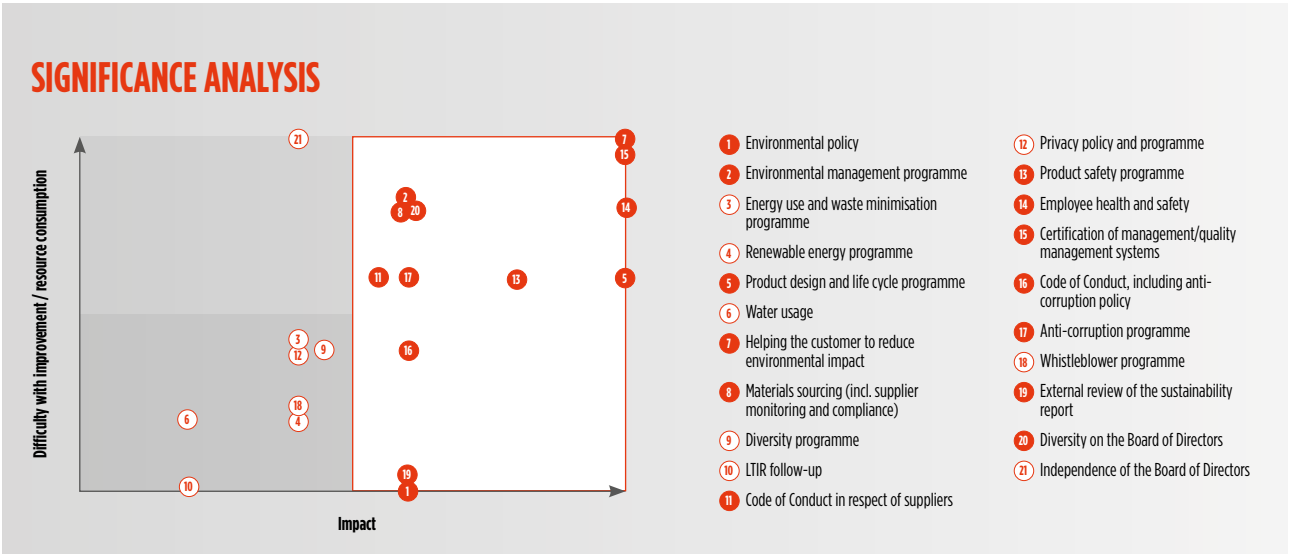
the impact of a specific issue on CTT's ability to go on evolving as a company profitable in the long term. An illustration of the company's stakeholder analysis is presented below, the white area marking the issues that are of major importance to both CTT and its stakeholders, making these priority issues.



CTT's significance analysis compares the positive impact a specific issue is deemed to be capable of having with CTT's ability to positively influence that issue.

An illustration of the company's significance analysis is presented below. The significance analysis is one of the tools used to decide on activities for the coming year,

the balance of impact versus opportunity to influence forming the basis for value-based decisions on which activities to prioritise.



THREE AREAS THAT CAPTURE CTT’S KEY SUSTAINABILITY ISSUES

UN Agenda 2030 and related Sustainable Development Goals have provided guidance in efforts to identify the most relevant sustainability issues for CTT to deal with, monitor and report. CTT has chosen to group these under three areas: Environmental responsibility, Responsible employer and Business ethics and human rights.

SUSTAINABILITY AT CTT

ENVIRONMENTAL RESPONSIBILITY

Climate change is one of the world’s most pressing challenges, which is why CTT is making every effort to significantly reduce its climate impact and contribute to the 1.5-degree target under the Paris Agreement. As far as CTT is concerned, it is important to go on identifying and implementing activities that reduce the environmental impact of our operations, but also to regularly check our suppliers’ environmental work and environmental certification. A third area of importance to CTT is how the company can influence its customers, airlines, to reduce their environmental impact. Offering anti-condensation systems that reduce condensation in aircraft means that CTT is indirectly contributing to airlines’ ability to reduce its emissions by offering CTT’s weight-reducing and hence fuel-saving anti-condensation/dehumidification products. These products helped to reduce global

CO₂ emissions by around 116,000 tonnes in 2022, equivalent to about 72,000 cars. Examples of activities for reducing the company’s own environmental impact include the introduction of a renewable energy programme to ensure that all the electricity and heating we buy comes from fossil-free sources, and the installation of solar panels at our production plant in Nybro. When renovating and altering company premises, the company strives to reduce energy consumption on the basis of earlier conducted energy mapping. CTT also has an action programme aimed at a sustainable travel policy, increasing the percentage of environmentally classified company cars and providing electric car charging at each work site. To help customers to reduce their environmental impact, CTT is developing an improved anti-condensation system and has highlighted how



consumables can be recycled in order to achieve greater sustainability throughout the product life cycle. Moreover, CTT carbon-offsets all its travel through the Fly Green Fund, where funds are used to develop biofuels for the aviation industry.



The solar panels at CTT Bribo were commissioned at the end of 2021 and produced around 220,000 kWh in 2022. Above expectations of 200,000 kWh.



RESPONSIBLE EMPLOYER

As an employer, CTT is responsible for providing equal, safe and healthy workplaces where staff enjoy their work and feel that there are good opportunities for personal development and career paths.

CTT is committed to working proactively on gender equality, diversity and equal opportunities. This is why the company is planning to update its sustainability policy in 2023. At the same time, CTT’s various regulatory and customer requirements involve specific security clearances and checks of personnel records. CTT’s responsibilities include ensuring that training initiatives are in line with both skills needs and employees’ individual career and skills

development plans. A well-established occupational health service means that employees receive regular health checks, and wellness allowances and company-sponsored exercise activities are offered in order to promote movement and exercise. CTT is working actively to reduce work-related injuries and maintains statistics on accidents and incidents, all accidents and serious incidents being reported to the Swedish Work Environment Authority and the Social Insurance Agency. CTT is a member of the Association of Swedish Engineering Industries and the Confederation of Swedish Enterprise and is therefore affiliated to collective agreements. It goes without saying as far

as CTT is concerned that employees have the right to join a trade union, and the company maintains good cooperation with its trade union counterparts.

It is also important to ensure good financial conditions for employees in the form of the profit-sharing foundation, which gives all employees an equal share of the company’s profits in relation to hours worked. CTT also strives to maintain the highest possible percentage of permanent positions, offering regular and flexible working hours during the day.



BUSINESS ETHICS AND HUMAN RIGHTS

CTT’s operations must be characterised by high business ethics, and the company must uphold good business practice in all relationships. Backhanders, bribery and other forms of corruption are not accepted under any circumstances. CTT has developed and implemented a new Code of Conduct in 2020 which clearly sets out the company’s guidelines for combating all forms of corruption. This policy has been communicated internally in 2021, and in 2022 it began to be followed up with suppliers and customers. The company has also previously introduced and provided training for a whistleblowing function that is open to internal and external parties. The Code of Conduct and the whistleblower function can both be found on the company’s website at www.ctt.se.

CTT also follows and operates in compliance with the codes of conduct defined by our main customers, Airbus and Boeing, as requirements for supplier partnerships. These include anti-corruption measures and human rights. CTT is working constantly with external counterparties to ensure that contracts are formulated in a manner that minimises the risk of bribery and other forms of corruption. The company has also conducted a control and risk assessment regarding the use of conflict minerals. The outcome of this was that no evidence of the presence of conflict minerals was found in either the company’s components or its finished products.



CTT also strives to achieve full transparency in its sustainability reporting. The company became a Nasdaq Transparency Partner during the year, which is proof positive that we openly report what the market wants to see.



OUR STAFF ARE THE KEY TO OUR SUCCESS

The skills, experience and commitment of our employees are key to CTT’s ability to achieve its vision. Together, we are building a company that is characterised throughout by high business ethics, extensive competence and – not least – a healthy working environment where everyone has equal opportunities. Together, we are creating a sustainable organisation.

CTT does its best to be an attractive employer and wants both current and potential employees to feel that we offer good opportunities for an interesting future. The aviation industry is generally characterised by a high degree of accuracy and well-developed procedures in order to meet the requirements and expectations of customers and authorities. Always offering staff opportunities to develop and extend their skills is therefore business-critical and a key element in HR work. This work has had an impact and have contributed to many of CTT’s employees staying with

the company for a long time: 84 % of CTT’s employees have been employed for more than five years and 56 % for more than ten years. This also means that CTT only needs to hire contractors in exceptional cases. We have had to adjust staffing levels in 2020 and 2021 on account of the pandemic after many years of continuous growth and recruitment, and short-time working on a fair-wage basis without government funding has been implemented for our remaining staff. It is pleasing to note that we have started to reinstate staff in 2022 so that we can grow again.

An attractive overall package

CTT offers collective agreements, competitive salaries and reduced working hours which give all staff additional time off over Christmas and New Year, for instance, as well as a number of working days between two holidays. Wellness allowances and occupational health services with voluntary health checks are offered in order to promote good health. The company also strives to make it easier for employees to combine work and parenthood.

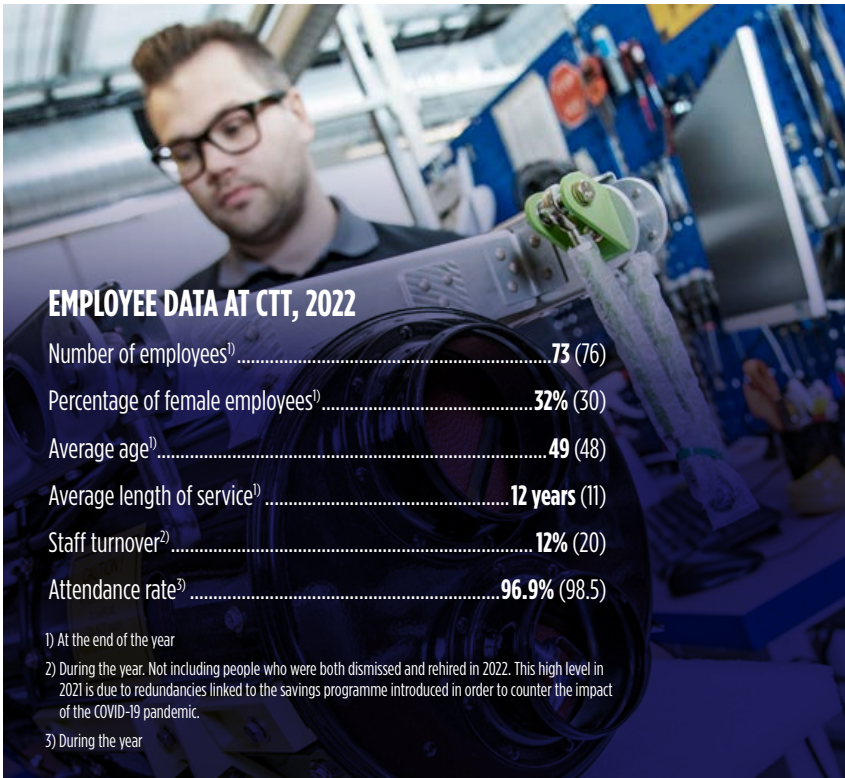
Annual deposits have been made to a profit-sharing foundation since 2016.

CTT also encourages an inclusive climate with good cohesion. The organisation is relatively flat and staff maintain close relationships with the CEO, who is often involved in day-to-day work. Development opportunities are good in terms of work content and opportunities to apply for new roles. The long lead times in the industry also mean that work can be planned so that excessive workloads can normally be avoided.

An inclusive workplace where employees enjoy their work

CTT works actively to create an equal opportunities workplace characterised by teamwork, a sense of community, well-being and mutual respect for one another. CTT conducts regular employee surveys in order to monitor employees’ perception of the workplace with a view to supporting the continuous development of the working environment. The employee survey conducted in 2022 showed that 92 % (93) of staff were satisfied or very satisfied with the sense of community and well-being at the company.

The HR department received no cases related to victimisation, harassment or discrimination in 2022.



- INCLUDES ALL EMPLOYEES, EACH EMPLOYEE RECEIVING AN EQUAL SHARE IN RELATION TO THE HOURS WORKED
- EACH EMPLOYEE WITH A FULL SHARE OWNS MORE THAN 1,800 SHARES IN CTT VIA THE FUND, AS AT 31 DECEMBER 2022
- AS AT 31 DECEMBER 2022, THE PROF-IT-SHARING FUND WAS THE 19TH BIGGEST SHAREHOLDER IN CTT ACCORDING TO THE SHARE REGISTER
- MORE THAN SEK 82,000 PER ELIGIBLE EMPLOYEE WAS ALLOCATED FOR 2022

STAFF PROFIT-SHARING FOUNDATION

Allocation for the profit-sharing foundation

CTT has had an independent profit-sharing foundation in place since 2015 that gives all employees a share in CTT’s financial success. The purpose of this foundation is to create a clearer link between the collective performance of employees, their remuneration and the company’s results and, in the long term, to reinforce employee engagement through share ownership. Each CTT employee who has worked full-time since the start owns the equivalent of more than 1,800 shares in CTT through the profit-sharing foundation. In total, the profit-sharing foundation – which has been in place for seven years – owned 1.0% of CTT’s share capital at the end of the year.

75% of the company’s profit before tax is allocated to the foundation each year, up to a maximum of 22.5% of the declared dividend. The allocation per person cannot exceed two months’ salary, calculated as the average salary at the company. The funds are invested in CTT shares, which are acquired on the market following the Annual General Meeting each year.

All employees, regardless of their salary and position, are allocated equal shares in relation to their annual working hours, as long as they have been employed for at least three months and have not left in the year in which they started. Payments to employees may be made no earlier than five years after the financial year on which the allocation to the foundation is based. Employees themselves decide whether the funds are to be paid out or remain in the foundation.

A value of more than SEK 82,000 per eligible employee was set aside in 2022, to be invested may 2023. The foundation acquired a total of 5,825 shares in CTT in 2022. 2022 was the second year in which selling shares was an option, and a few people took advantage of this. Net, the profit-sharing foundation owned 128,884 shares as at 31/12/2022.

“A GREAT ACHIEVEMENT BY OUR DEVELOPMENT TEAM”

When Airbus decided that elevated humidity should be part of the cabin climate aboard ACJ320neo aircraft, performance optimisation was a requirement. This placed major demands on CTT’s development department.

“Create a more consistent moisture level in the cabin”. This was the main objective of the cooperation project launched in 2019 between CTT and Airbus Corporate Jets (ACJ). ACJ’s VIP customers were no longer to experience problems with dry air. CTT already had a certified humidification system for the ACJ320neo, which was sold through interior design companies. ACJ now wanted to sell the system together with the aircraft as a complete kit.

The collaboration was based on CTT’s existing humidification system for the ACJ 320, but this needed to be adapted to achieve more consistent distribution of moisture levels in the cabin. Project Manager Henrik Andersson (Lead Engineer) explains.

“There’s not much space for humidifiers in this type of aircraft. So we already had a special solution where some of the mixing of air took place inside the cabin instead of inside the humidifier.

“It worked well overall. But as a result, the humidity was slightly higher or slightly lower than ideal in the parts of the cabin closest to the air inlets. We wanted to remedy that with this project,” says Henrik.

The solution was to develop a new, more sophisticated ducting system so that the airflow could still be mixed outside the cabin. The duct system also needed to be very compact so that it would fit into the space. The work differed from previous projects as CTT was now an ACJ partner, rather than a supplier. This meant that CTT had access to much more detailed data on the aircraft, as well as regular meetings with the company.

“It was very helpful to get precise information from ACJ, rather than having to measure or estimate the values ourselves. It was also interesting to take a closer look at ACJ’s working methods and culture,” says Henrik.

Virtual assistance

Johan Spång (Lead Engineer) is a systems engineer at CTT and was one of the designers of the ducting system. Part of his work involved building what was known as a “digital twin”. This involved simulating the entire ducting system digitally to test possible ideas and solutions without the need for a physical prototype.

“Using digital simulations for the development process saves a lot of time and money. We’ve used the technology before, but not on this scale. This project has definitely enhanced our expertise in this area, and it’s been really enjoyable,” says Johan.

“It’s also better for the environment if we’re able to simulate features digitally instead of using physical prototypes to test them. It seems more sustainable.”

Ida Johansson has worked as a systems engineer at CTT since 2016 and was responsible for the certification of the new humidifier. She says it was impressive to see how accurate the digital simulations were. However, a physical prototype

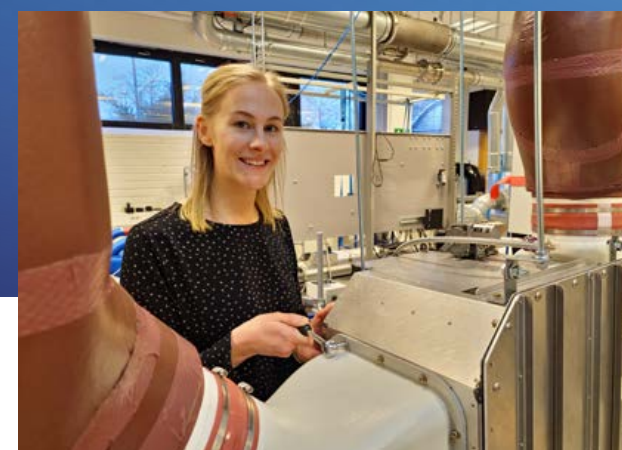


had to be built in the final stages of the project to ensure that the technology worked exactly as it should in real-life conditions.

“Because the entire ducting system had to be included, this ended up being the most complicated prototype of its kind that CTT has ever built. It was a great achievement by the team that built it, and I’m hugely impressed,” says Ida.

Effective cooperation

The project was completed in 2022, and the improved solution has already been installed in three aircraft. Henrik Andersson is very pleased with how the cooperation went and hopes to see more of it in future.



Ida Johansson also thinks the project went well, and says that one of the main advantages of working in CTT’s development department is that all colleagues are so helpful and committed to one another’s work.

“In some companies, it feels like you do your bit of a particular project, hand it over, and then that’s it. Here, we talk to one another and keep an eye on the situation at all times, and we’re ready to step in and help out if we need to. I really like that,” says Ida.

She says that all their work focuses on achieving the best possible quality and safety.

“Accuracy and safety awareness are extremely important. We can see it in whatever work we’re doing – you do your best, and you do your job as well as you can. And the atmosphere here is friendly, too – everyone is equal,” says Ida.

Johan Spång agrees.

“This is a flat organisation, with short decision-making paths. We’re agile and good at adapting to the various needs and requirements of our customers.”

FOLLOW-UP ON PRIMARY ACTIVITIES AND KEY FIGURES FOR 2022

ENVIRONMENTAL RESPONSIBILITY

Activity / Key figures	Results, 2022 (2021)	Comment
CO ₂ savings from anti-condensation systems supplied	116,000 tonnes (85,000)	Equivalent to emissions from 72,000 passenger cars in a year
Developing an improved anti-condensation system with at least 5% improved energy efficiency	Ongoing	Postponed due to the pandemic and the prioritisation of customer projects
Percentage of environmentally classified company cars	88% (67)	Electric or plug-in hybrid cars
Electricity produced from solar panels, target 200,000 kWh	220,471 kWh (847)	Equivalent to 105 tonnes of CO ₂ reduction
Continued inspection of suppliers of chemicals and coatings in respect of certification and compliance with laws and regulations	Implemented	
Streamlining of water consumption and heat recovery	Ongoing	Only renewable energy is used for electricity. For heat, more than 96% comes from renewable sources
Improving current sustainability policy, including environment and diversity	Ongoing	Other actions prioritised – e.g. Nasdaq ESG Transparency Partner, Fly Green Fund, Scope 1 & 2 calculations, website and improvements in AR-2022
Humidified flight deck, percentage	64.0% (63.8)	Refers to Boeing 787 and Airbus A350
Humidified flight deck, hours	3,719,416 (2,750,640)	Refers to Boeing 787 and Airbus A350
Fewer discarded products	0.43% (0.56)	Outcome in relation to total cost of materials

Key figures and activities, 2023

CO ₂ savings from anti-condensation systems supplied
Developing an improved anti-condensation system with at least 5% improved energy efficiency
Percentage of environmentally classified company cars
Electricity produced from solar panels, target 200,000 kWh
Continued inspection of suppliers of chemicals and coatings in respect of certification and compliance with laws and regulations
Streamlining of water consumption and heat recovery
Improving current sustainability policy, including environment and diversity
Humidified flight deck, percentage
Humidified flight deck, hours
Fewer discarded products and increased recycling of waste



RESPONSIBLE EMPLOYER

Activity / Key figures	Results, 2022 (2021)	Comment
Job security – Percentage of permanent staff	100% (100)	
Fair pay – Percentage of employees above the minimum wage	100% (100)	
Fair pensions – Percentage of employees with occupational pensions	100% (100)	
Compliance with collective agreements – Number of observed deviations from collective agreements	0 (0)	
Equal opportunities workplace – Percentage of staff satisfied or very satisfied on gender equality issues in employee survey	99% (97)	Equivalent to just one person who is dissatisfied
Equal opportunities workplace – Percentage of women in the company	32% (30)	
Employee health in health survey – Percentage of staff satisfied or very satisfied in respect of the “self-assessed health” question	73% (79)	It is likely that the pandemic has had a negative impact compared to the 2019 survey. Other staff composition
Exercise and movement – Percentage of employees using their fitness allowance	64% (51)	Fitness allowance increased from SEK 4,000 to SEK 5,000 in 2023
Regular working hours – Percentage of employees working only during the day	100% (100)	
Carrying out at least one joint health activity for each work site	Implemented	
Continued development of e-learning tools for all employees	Implemented	
Percentage of employees with strain injuries	0% (0)	

Key figures and activities, 2023

Percentage of permanent staff
Percentage of employees above the minimum wage
Percentage of employees with occupational pension
Number of observed deviations from collective agreements
Percentage of staff satisfied or very satisfied on gender equality issues in employee survey
Percentage of women in the company, develop a gender equality plan
Percentage of staff satisfied or very satisfied in respect of the “self-assessed health” question
Percentage of employees using their fitness allowance
Percentage of employees working only during the day
Carrying out at least one joint health activity for each work site
Continued development of e-learning tools for all employees
Percentage of employees with strain injuries
Accidents resulting in absence, zero tolerance



BUSINESS ETHICS AND HUMAN RIGHTS

Activity / Key figures	Results, 2022 (2021)	Comment
Completion of communication/training on ethics and anti-corruption policy for suppliers	Ongoing	
Implementation of sanctions policy and code of conduct for customers	Ongoing	Included in all tenders and contracts

Key figures and activities, 2023

Completion of communication/training on ethics and anti-corruption policy for suppliers
Complete implementation of sanctions policy and code of conduct for customers



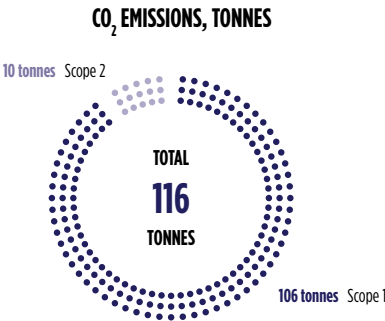
SUSTAINABILITY PRIORITIES 2023

SCOPE 1 AND 2 ACCOUNTING

– DIRECT AND INDIRECT CONSUMPTION

CTT aims to become more energy efficient and thereby reduce its CO₂ emissions. All electricity and over 96% of heat comes from renewable sources. In 2022, self-generated electricity from solar panels has accounted for 59% (0) of total electricity consumed directly. The consumption of direct district heating has fallen from 378 MWh to 297 MWh during the period. The percentage of green company cars has increased from 67% in the previous year to 88% at the end of the year. Indirect electricity consumption has increased mainly due to the fact that more people are using chargers for electric

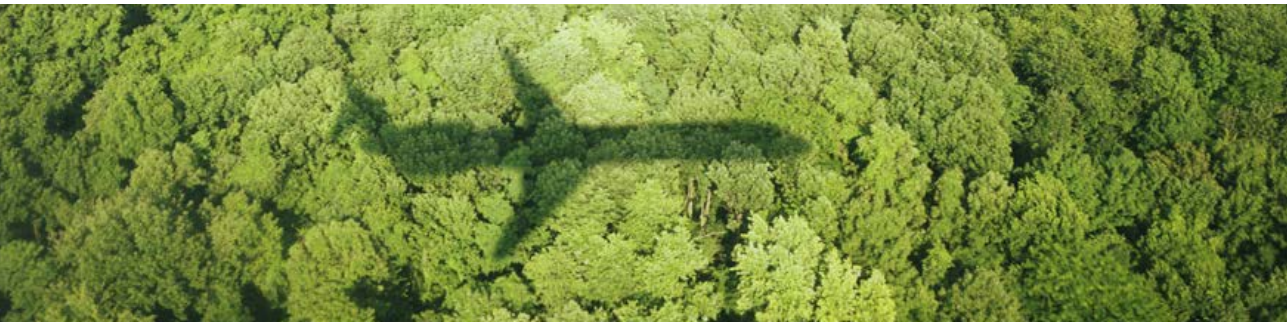
cars, which is positive from a sustainability perspective. In total, the CTT anti-condensation system has saved 116,032 tonnes (85,373) of CO₂ for our customers, with the flight hours recorded in 2022 according to statistics from Boeing. In total, CO₂ scope 1 and 2 emissions have decreased by 107 tonnes or 91% compared to the previous year. This is mainly because of the company's own electricity production, which saves 105 tonnes of CO₂, and because CTT has switched to buying only renewable district heating at the Nybro plant.



REPORTING OF KEY FIGURES

	Results, 2022	Per employee	Results, 2021	Per employee
Direct own consumption (Scope 1):				
Electricity consumed, kWh ¹⁾	374,262	4,990	364,677	4,675
Electricity produced from solar panels, kWh	220,471	2,940	847	11
Heat, kWh	297,060	3,961	377,650	4,842
Water, cubic metres	1,073	14	1,072	14
Percentage of green company cars	88%	-	67%	-
Waste recycling	91%	-	90%	-
Indirect consumption (Scope 2):				
Electricity, kWh ¹⁾	215,832	2,878	212,855	2,729
Heat, kWh	403,000	5,373	445,000	5,705
Water, cubic metres	881	12	711	9
The customer perspective:				
CO ₂ savings from anti-condensation systems supplied, tonnes ²⁾	116,032	1,547	85,373	1,095
Flight deck humidification, percentage ³⁾	64.0%	-	63.8%	-
Flight-deck humidification, annual flight hours ³⁾	3,719,416	-	2,750,640	-

1) Electricity consumption from electric vehicle charging was 16,658 kWh in 2022 and 9,744 kWh in 2021
2) Based on statistics and key figures from Boeing and calculation by CTT of weight savings of 200 kg for narrowbody and 300 kg for widebody aircraft
3) Of modern widebody fleet (Boeing 787 and A350)



OBJECTIVES AND LONG-TERM PLAN

CTT HAS SHORT, MEDIUM AND LONG-TERM SUSTAINABILITY OBJECTIVES FOR DEVELOPMENT AND INTEGRATION INTO OPERATIONS AND REPORTING

2023	2024–2025	LONGER TIME HORIZON
Devise a plan to make CTT climate neutral throughout the value chain	Implement measures	Targets to be climate neutral / Net Zero Target
Devise a plan for a science-based target initiative	Develop a science-based target and join the SBTi	
Devise a plan for reporting in accordance with the CSRD	Targets to be reported by 2025	
Further develop reporting of Scope 1 and 2 emissions	Map and report the company's Scope 3 emissions	
Devise a plan for environmental certification	ISO-14001 certification	Continued certification, e.g. ISO-14021
Devise a plan for workplace certification	Workplace certification completed	
Devise a plan for a more equal workplace, percentage of women >30%	Implement measures, percentage of women >40%	Percentage of women 40– 60%
	Devise a plan for local community engagement, sustainable cities and ecosystems	
	Further expansion of solar panels in Nyköping and Nybro	
	Become part of the Nasdaq Green Equity Designation	

AUDITOR’S OPINION ON THE STATUTORY SUSTAINABILITY REPORT

To the Annual General Meeting of CTT Systems AB (publ), co. reg. no. 556430-7741

Mission and responsibilities

The Board of Directors is responsible for the 2022 sustainability report on pages 34-47, and for ensuring that it is prepared in accordance with the Annual Accounts Act.

Focus and scope of the audit

Our audit was conducted in accordance with FAR recommendation RevR 12 Auditor’s opinion on the statutory sustainability report. This means that our audit of the sustainability report has a different focus and a significantly smaller scope than the focus and scope of an audit conducted in accordance with International Standards on Auditing and generally accepted auditing standards in Sweden. We believe that this audit provides us with a reasonable basis for our opinion.

Opinion

A sustainability report has been prepared.

Stockholm, 30 March 2023

Grant Thornton Sweden AB

Camilla Nilsson
Authorised Public Accountant